

St Helena Island 10 Year Plan 2017-2027

# **Six Month Review**

**April - September 2022**

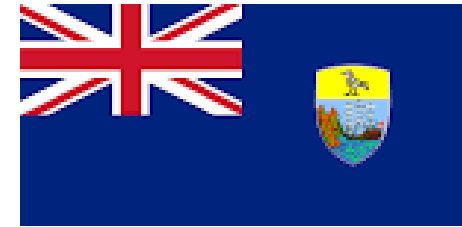
The 10 Year Plan was launched on 1<sup>st</sup> April 2017 with five National Goals. This report provides an update on all of the actions that were agreed.

This review captures progress made within the six month period **April - September 2022** in alignment with SHG Strategic and Operational Plans.

Some of the highlights are as follows:

- New Police & Crime Plan published including a specific priority to improve public confidence in policing.
- Rockfall's at the Brow, Side Path, and Alison's Point were successfully addressed and rock removals at Chubb's Spring, Sandy Bay, New Bridge, the Wharf, Shy Road and Milking Pound were also successful.
- For the first 6 month period a total of 49 referrals were sent to Children's Services.
- A new Biosecurity Policy is being developed to inform a new dedicated biosecurity Ordinance.
- For this period a total of 49 cases were taken to Magistrates Court of which 18 resulted in convictions.
- Within Health international recruitment has resulted in the recruitment of a full nursing cohort to meet the required needs and mitigate any risks.
- Health and Social Care have begun to develop a full training program to support the continued development and learning of the nurses, doctors and care staff across the portfolio.
- £1 million funding secured for developing local network through EDIP.
- On 5<sup>th</sup> August 2022 Governor in Council approved an amendment to the Customs (Tariffs and Exemptions) Regulations, 2011, by revoking foodstuff items and essential equipment under the 'reduced tariff' and providing substitutes.
- Tourism Recovery Strategy adopted and approved by Minister.
- The Bunkers Hill Development Agreement was executed in April 2022. Works to phase one has commenced out of a total of 18 plots, 9 are allocated to qualifying first time buyers.


While many challenges still persist both locally and globally, there has been progress in many areas.



### National Goals and lead Committees





<b>Altogether Safer</b>			
<b>ACTION</b>	<b>Responsible Officer</b>	<b>Previous POSITION as at 31<sup>st</sup> March 2022</b>	<b>CURRENT POSITION as at 30<sup>th</sup> September 2022</b>
	 Timeline <b>Ongoing through duration of the plan</b>		
We will protect and empower all vulnerable people	<b>SOCIAL CARE</b>	<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 31<sup>st</sup> 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>	<p>Domiciliary care is nearing capacity in relation to the number of people the service supports, but the service continues to reduce the demand placed upon residential, supported and sheltered accommodation.</p> <p>Residential, supported and sheltered accommodation remain at capacity.</p> <p>The respite unit is ready for use, but due to budget limitations the staffing resources are yet to be approved.</p> <p>The six looked after children continue to be well looked after.</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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		<p>SHG continued to support the elderly disabled through disbursements of BLA, home support and by providing carers notwithstanding the increasing demand.</p>	
<p>We will protect minority groups, equality and Human Rights on the Island</p>	<p><b>HUMAN RIGHTS COMMISSION</b></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"> <li>• The forced and rushed changes to our Constitution without a clear public mandate.</li> <li>• The lack of independent legal advice for our Elected Members and this Commission</li> <li>• 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.</li> </ul>	<p>In the first 6 months of this year, we moved to new offices in Napoleon Street, begun work on our 3<sup>rd</sup> Strategic Plan, assisted 27 new Clients and continued to assist 44 others.</p> <p>The issues the EHRC is dealing with continue to become more profound each year.</p> <p>Our key priorities for the period have been (and will continue to be):</p> <ul style="list-style-type: none"> <li>• The need to introduce local Ordinance protecting those in the private sphere from discrimination, sexual harassment and bullying and to promote equality access to work and leisure activities for the disabled.</li> <li>• Dealing with the past and the resurgence of colonialism and the effects on island culture and tradition.</li> <li>• The continued absence of an SHG strategy to reduce poverty.</li> </ul>



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			<ul style="list-style-type: none"> <li>Achieving the goals laid out in our Strategic Plan 2022-25</li> </ul>
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><b>SAFETY, SECURITY &amp; HOME AFFAIRS</b></p> <p><b>ENRP</b></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><b>ENRP:</b> 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>	<p><b>SS&amp;HA:</b> New Head of Customs and Immigration started in June 2022 and has started to implement new Border Security initiative, merging Customs and Immigration into one Department – improving efficiencies and sharing skills.</p> <p>New Police &amp; Crime Plan published including a specific priority to improve public confidence in policing. This includes aims to:</p> <ul style="list-style-type: none"> <li>Deliver effective community policing</li> <li>Recruit more police officers and volunteers</li> <li>Train and develop local officers and staff</li> <li>Define the policing footprint</li> </ul> <p><b>ENRP:</b> A new Biosecurity Policy is being developed to inform a new dedicated biosecurity Ordinance. Work on a further draft of the Ordinance has been halted until new supporting policy is in place.</p>

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<p>We will invest to reduce the risk of rock fall and continue to carry out regular checks to protect the community</p>	<p><b>TREASURY, INFRASTRUCTURE &amp; SUSTAINABLE DEVELOPMENT (Infrastructure)</b></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. Rock guards continue their programme of routine inspections and follow-up work.</p>	<p>Routine inspections of the rock fall protection infrastructure are ongoing. Rockfalls at the Brow (15.07.22), Side Path (27 July) and at Alison’s Point (08.08.22) were successfully addressed.</p> <p>Rock removals at Chubb’s Spring (25.07.22), Sandy Bay (04.08.22), New Bridge (10.08.22), the Wharf (23.08.22), Shy Road (15.09.22) &amp; Milking Pound (22.09.22) were successful.</p> <p>There have been no major problems to date, as at end September 2022.</p>
<p>We will proactively address anti-social behaviour</p>	<p><b>SAFETY, SECURITY &amp; HOME AFFAIRS</b></p>	<p>The Youth Conversion Scheme continues to function well and to address the referrals it receives.</p>	<p>Tackling anti-social behaviour is one of the aims of the new Police &amp; Crime Plan. It will involve partnership work with other Portfolios to address issues around the Castle Gardens and the Terrace, as well as proactive police engagement with young people.</p>
<p>We will work with families and the community to ensure our children are safe</p>	<p><b>SAFETY, SECURITY &amp; HOME AFFAIRS</b></p>	<p>Total number of referrals sent to Children’s services: October – December 2021 = 10 January – March 2022 = 12</p>	<p>Total number of referrals sent to Children’s services: April – June 2022 = 35 July – September 2022 = 14</p>
<p>We will make those who have committed offences accountable</p>	<p><b>SAFETY, SECURITY &amp; HOME AFFAIRS</b></p>	<p>For the period October to December 2021, a total of 18 cases were taken to Magistrates Court of which 12 resulted in convictions.</p> <p>Out of the 6 which were outstanding –</p>	<p>For the period April to June 2022, a total of 21 cases were taken to Magistrates court of which 12 resulted in convictions.</p> <p>The remaining 9 cases were dealt with as below:</p>

		<p>1 dealt with by Restorative Justice and 5 were pending prosecution.</p> <p>For the period January to March 2022, a total of 32 cases were taken to Magistrates Court of which 18 resulted in convictions.</p> <p>Out of the 14 outstanding – 1 was dealt with by caution, 1 was withdrawn and 12 were pending prosecution.</p>	<p>1 – caution 3 – other 2 – withdrawn 3 – pending prosecution</p> <p>For the period July to September 2022, a total of 28 cases were taken to Magistrates Court of which 6 resulted in convictions. The remaining 22 cases were dealt with as below: 2 – withdrawn 20 – pending prosecution</p>
	<p> Timeline <b>Delivered within 3 years and reflected in Strategic/Operational Plans</b></p>		
<p>We will invest in new sewerage systems to reduce sea pollution</p>	<p><b>CONNECT STH LTD</b></p>	<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>	<p>Cold commissioning took place as scheduled but a fault developed shortly thereafter. AquaPlan is leading on rectification work. Hot commissioning expected in second half of 2022/23.</p> <p>No further update on Sewerage Project.</p>

	 <p>Timeline <b>Delivered within 1-3 years + ongoing through duration of the plan</b></p>	
<p>We will improve the safety and conditions of our roads</p>	<p><b>SAFETY, SECURITY &amp; HOME AFFAIRS</b></p> <p><b>TREASURY, INFRASTRUCTURE &amp; SUSTAINABLE DEVELOPMENT (Infrastructure)</b></p>	<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> <p>The proposed new Road Traffic Ordinance is being scrutinised by the Minister. New areas have been identified and are being updated and we hope to start commencement of orders in 2023.</p> <p>The road maintenance programme is ongoing. At the end of Q2 we have resurfaced 5846 m<sup>2</sup> of the road network, which is slightly above our target of 5,000 m<sup>2</sup>, for this period.</p>
	 <p>Timeline <b>Delivered within 3 – 5 years of the plan</b></p>	
<p>We will build a new prison</p>	<p><b>TREASURY, INFRASTRUCTURE &amp; SUSTAINABLE DEVELOPMENT</b></p> <p><b>SAFETY, SECURITY &amp; HOME AFFAIRS</b></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><b>SS&amp;HA:</b> Review April 2022:</p> <p>A Consultancy was appointed in July 2022 to develop Terms of Reference for the new prison. The EDIP Review Group approved a design &amp; build approach. Design work will commence this financial year with a view to having the prison considered as a priority for funding under the EDIP Phase 2 programme.</p> <p>EDIP Funds have been approved for a new Prison and a new Prison Board has been created including FCDO and Ministry of Justice(MoJ). The</p>




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		<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 &amp; 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>	<p>Superintendent of Jails is working with the MoJ on the designs and SHG aim to have the prison completed by 2026.</p>
<p>We will invest in a new fire station</p>	<p><b>TREASURY, INFRASTRUCTURE &amp; SUSTAINABLE DEVELOPMENT (Infrastructure)</b></p> <p><b>SAFETY, SECURITY &amp; HOME AFFAIRS</b></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>The Fire Service review was sent to FCDO and the Governor to see how external funding may be identified to support the recommendations from the review. Further update is still awaited from the FCDO.</p>
	<p> Timeline</p> <p><b>Delivered within 3 years + ongoing through duration of the plan</b></p>		
<p>We will invest in youth services and develop facilities</p>	<p><b>SOCIAL CARE</b></p>	<p>Probation have successfully completed direct work with two children in order to prevent the unnecessary</p>	<p>Probation continue to offer this diversionary support to children and</p>

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		criminalisation of children and young people. Probation continue to offer this service as a preventative measure.	young people to prevent them from being criminalised.
We will invest in a more disabled friendly access environment	<b>SOCIAL CARE</b>  <b>TREASURY, INFRASTRUCTURE &amp; SUSTAINABLE DEVELOPMENT (Infrastructure)</b>	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.	No further update.



<b>Altogether Healthier</b>			
<b>ACTION</b>	<b>Responsible Officer</b>	<b>Previous POSITION as at 31<sup>st</sup> March 2022</b>	<b>CURRENT POSITION as at 30<sup>th</sup> September 2022</b>
	 Timeline <b>Ongoing through duration of the plan</b>		
We will continue to invest in medical equipment and adaptations	<b>HEALTH</b>	The EDIP program is funding the projects to improve the overall infrastructure and resilience within health outlined within the previously completed business cases. The mortuary, generator and hot water supply project is now underway	The project has started with all procurement exercises complete and the equipment is now awaiting transit and delivery. The preparatory work has been undertaken at the hospital site in readiness for the works to be


		<p>and governed by the project management board. On a longer term basis and to elongate the life of essential equipment to a safe standard, a biomedical engineer is being recruited.</p>	<p>completed. The project board continues to have oversight of the project to ensure timescales and financial position remains in line with the outline plan.</p>
	 <p>Timeline <b>Delivered within 1year + ongoing through duration of the plan</b></p>		
<p>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</p>	<p><b>HEALTH</b></p>	<p>There has been a continuous recruitment drive of short and longer term specialists, GP's, nurses and senior level managers, which has positively 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>International recruitment has resulted in the recruitment of a full nursing cohort to meet the required needs and mitigate any risks. The recruited nurses are all appropriately qualified and experienced, therefore bringing a wealth of experience to the service.</p> <p>The GP service continues to have five employed GP's to deliver the service and meet the needs of the community. This increase is to reflect the additional funding through Covid but primarily to off-set the move from utilising specialists to deliver key GP surgeries, which fall outside of their scope practice.</p> <p>Health and Social Care have begun to develop a full training program to support the continued development</p>

			<p>and learning of the nurses, doctors and care staff across the portfolio.</p> <p>In addition the safeguarding board have a training sub group to ensure that the multi-agency, private and third sector have access to critical training such as safeguarding etc.</p> <p>The Governance team is well established and is now beginning to implement policy change, governance from a clinical and safeguarding perspective.</p> <p>The Head of Governance will continue to develop this role and the overall scrutiny service wide.</p>
<p>We will continue to educate, incentivise and support the public regarding improved healthier lifestyles</p>	<p><b>HEALTH</b></p>	<p>The focus on healthy lifestyles remained the directorate's priority. In order to achieve better results, a dietician was also recruited.</p> <p>The health directorate has continued to address public health through the implementation of the following areas</p> <ul style="list-style-type: none"> <li>• Whole systems approach to obesity (UKHSA PHE) delivered island wide across all sectors</li> <li>• Smoking cessation</li> <li>• Dietitian appointment, specialising in weight</li> </ul>	<p>The recently completed JSNA highlighted the areas of health and wellbeing risks within the local community to enable the community at large to become accountable for their longer term health needs.</p> <p>The whole systems approach to obesity continues with a working group leading on this work in conjunction with the dietitian, health promotion and UKHSA.</p> <p>OVID will undertake a visit to St Helena in relation to supporting and promoting the changes to tobacco legislation and smoking cessation.</p>

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		<p>management specific to diabetes.</p> <ul style="list-style-type: none"> <li>• Covid 19 response</li> </ul> <p>Continued healthy life style coaches.</p>	<p>The island has repealed the regulations in relation to Covid 19 and we have moved to living with Covid. Community spread has occurred island wide and immunity increased through infection. The Health and Social Care Portfolio will continue to provide clinical advice and support island wide in relation to further waves, immunisation and response.</p>
<p>We will improve and increase our Government Landlord Housing stock</p>	<p>TREASURY, INFRASTRUCTURE &amp; SUSTAINABLE DEVELOPMENT (Infrastructure)</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 consider the needs of the Housing Register to determine future bedroom allocations before works are undertaken to make self-contained units.</p>	<p>1. The contract for services at Bottom Woods has suffered further delay. The latest information from project management suggests that the 2<sup>nd</sup> access friendly new build will be connected to the grid at the end of November 2022.</p> <p>2. Concept designs for RE Yard are being developed for 2 bed properties, whilst this doesn't increase building footprint it caters for future housing need and will ensure that kitchen and wc's are relocated and within main home unit.</p>

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<p>We will ensure we will have access to an adequate supply of clean water</p>	<p>HEALTH</p>	<p>The Food and Water laboratory maintained its UKAS accreditation to ensure quality service delivery.</p>	<p>The food and water laboratory have undergone a further UKAS assessment and review of practice and have successfully maintained this accreditation.</p>
<p>We will employ health specialists and a full quota of GPs to meet the needs of the public</p>	<p>HEALTH</p>	<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>	<p>The GP service continues to have five employed GPs to deliver the service and meet the needs of the community. This increase is to reflect the additional funding through Covid but primarily to offset the move from utilising specialists to deliver key GP surgeries, which fall outside of their scope of practice.</p>
<p> Timeline <b>Delivered within 3 years + ongoing through duration of the plan</b></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>Bradleys hospital has been made ready for the removal of quarantine and is in readiness for any critical patients requiring intensive treatment support.</p> <p>Further projects funded through EDIP have begun by means of the board and further scoping to begin the projects and will meet the requirements outlined to ensure 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</p>	<p>Care facilities tend to be delivered by Social Care on the island of St Helena, however care provided within a hospital setting continues to be delivered in line with standards set internationally.</p> <p>EDIP business cases will be completed in relation to the community clinics, which require refurbishment to safely meet the needs of the community from a health perspective.</p> <p>All equipment across the portfolio has been reviewed to enable the safe delivery of health and social care services island wide.</p>

		in this financial year as an invest to save.	Recent investment from the UK will enable the service to improve the equipment and overall health and social care offer on island.
We will support increased local production of fresh fruit and vegetables	ENRP  TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT	<p><b>ENRP:</b> 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 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><b>Sustainable development</b></p>	<p><b>ENRP:</b> Implementation of the EDIP Investment Agricultural Programme centered on upgrade of the SHG Agricultural Estate has started with various works on invasive plant control and added essential buildings to the Estate being undertaken by the private sector to support producers to sustain and increase production.</p> <p>Work is continuing on a new policy for use and management of SHG's agricultural estate towards improving utilisation and stewardship of its assets and safeguard SHG investment in their upgrading/improvement.</p> <p>A working group has just begun work on a new agricultural strategy in support of and to guide the sector for the next 3-5 years.</p> <p><b>Sustainable Development</b> is contributing to the development of the new Agricultural Policy in collaboration with ENR&amp;P.</p>

		<ul style="list-style-type: none"> <li>Supported the development of business cases for the EDIP agricultural estate project</li> <li>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.</li> </ul> <p>Began work and stakeholder engagement on a private sector development policy, which will incorporate a renewed agricultural development policy.</p>	<p>Supporting one investor with a proposal to purchase property from SHG to increase agricultural production.</p>
<p>We will support initiatives that will provide affordable healthy food products</p>	<p><b>TREASURY, INFRASTRUCTURE &amp; SUSTAINABLE DEVELOPMENT</b></p>	<p>Following a successful “Grow Local” initiative jointly organised by Solomon &amp; 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>








Altogether Greener			
ACTION	Responsible Officer	Previous POSITION as at 31 <sup>st</sup> March 2022	CURRENT POSITION as at 30 <sup>th</sup> September 2022
	 Timeline <b>Ongoing through duration of the plan</b>		
We will continue to encourage low carbon vehicle use through tax incentives	TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT	<b>Sustainable development:</b> Through the tax and revenue working group, SHG's Strategic and Social Policy Coordinator has started the development of a Green Transport Policy.	The development of the Green Transport Policy due to competing priorities.
We will police illegal fishing in St Helena waters	ENRP	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.  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	The MES continues to monitor compliance with fishing licence provisions and investigate reports of non-compliance, and where necessary, take action as is required. Surveillance of our offshore fishery continues through the Blue Belt's MMO Programme.  Trialling of the ESS on one of the vessels has provide successful and allowed the MES to gather required data and trialled the technology for use in the future.


		<p>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>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</p>	<p>Invasive plant management work is continuing through the main CF Project and recurrent agriculture and forestry programmes, as well as through the EDIP agriculture investment project.</p>

		<p>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>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 15<sup>th</sup> 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 28<sup>th</sup> 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</p>	<p>The efficient cleaning of public areas using the Glutton electric street cleaning machine is now standard operations, with Waste Management Services staff trained in its operation. The island now benefits from 2 Glutton machines.</p> <p>The solar renewable energy system is fully installed in Scotland and coupled with existing sun tunnels is proving efficient, whilst reducing energy expenditure. A further 50 sun tunnels have been received and with an approved plan to retro-fit throughout the Scotland complex (subject to available funding).</p> <p>ERM continues to work with Port Control to improve Port Waste Management facilities and mitigate environmental pollution/ health and safety risks. A 1250 litre bounded waste oil container is now in situ' for wharf users and an increased number of waste and recycling bins. The lockable spill kits previously provided by ERM have been enhanced through supply of weatherproof signage for each kit.</p>


		<p>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> <p>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.</p>	<p>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 (this will reoccur un-progressed until the necessary funding becomes available).</p>
<p>We will establish and maintain a Green Business Award</p>	<p><b>SUSTAINABLE DEVELOPMENT</b></p>	<p>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.</p>	<p>There are no plans to establish a Green Business Award at this current time, however the new Investment Policy includes an investment reform aimed at adopting international norms for environmental protections in the investment environment.</p>
	<p> Timeline <b>Delivered within 1 year + ongoing through duration of the plan</b></p>		
<p>We will encourage the use of sustainable materials such as greener building materials and biodegradable packaging through planning and tax systems</p>	<p><b>TREASURY, INFRASTRUCTURE &amp; SUSTAINABLE DEVELOPMENT (Treasury)</b></p>	<p>The Tax &amp; 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 have been made.</p>
	<p> Timeline</p>		

	<b>Delivered within 1 - 3 – 5 years of the plan</b>		
<p>We will implement a waste management strategy which includes recycling and using waste as an energy source</p>	<p><b>ENRP</b></p>	<p>Using waste as an energy source is no longer valid.</p> <p>WMS completed a CSSF funded project (by 15<sup>th</sup> 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 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>The Materials Recycling Facility at HPLS is fully developed and operational. WMS produced their first bale of compacted waste plastic using 42 (forty two) wheelie bins full of mixed plastic recovered from the Public Recycling Facility within HPLS – press release dated 5<sup>th</sup> August 2022 refers. Aluminium drink cans recycling within the MRF has commenced through a public – private partnership. A business case for a recyclable waste collection vehicle was successful for funding through CSSF and the vehicle ordered (due on island by February 2023). Once received and following WMS staff training a recyclable waste collection service will be rolled out to the public, alongside the existing waste collection service. This service will contribute towards maximising recycling efforts through the MRF and thus reducing landfill. Further business cases to enhance the MRF and HPLS operations have been developed and submitted to CSSF for consideration of funding, including; a glass recycling plant to create eco-sand from glass waste, retrofitting a solar renewable energy system to power the MRF and supply of electric utility vehicles for use on HPLS and to/from ENRP Scotland.</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>Organic waste composting at Horse Point Landfill Site continues to be successful, with a continuous demand for the product by the public.</p> <p>To date Goals 1 to 6 within SHG’s Waste Management Implementation Plan – 2020 to 2027 are on target to be achieved. Goal 7;  <i>Develop and implement waste management regulations and codes of practice in line with the Environmental Protection Ordinance.</i>                      requires external funding to assist developing the requisite Regulations to sit under the legislation (this will reoccur un-progressed until the necessary funding becomes available).</p>
		 <p>Timeline  <b>Delivered within 1 - 3 – 5 years of the plan</b></p>	
<p>We will invest in renewable energy with a view to becoming 100% self-sufficient</p>	<p><b>CONNECT STH LTD</b></p>	<p>The Power Purchase Agreement was terminated on 15 November 2021. Discussions with the reserve bidder commenced in February 2022 in order to determine next steps on the Renewable Energy Project.</p>	<p>Discussions with the reserve bidder were closed in July 2022. It was concluded that the length of time that has elapsed since the reserve bidder submitted its Best and Final Offer in March 2018 meant that it would not be practicable for the reserve bidder to deliver their original proposal.</p> <p>The original tender process for a Renewable Energy Project was therefore concluded in July 2022.</p>

			Design and planning work for an Energy Delivery Plan is underway.
	 <p>Timeline  <b>Delivered within 3 years + ongoing through duration of the plan</b></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	<b>CONNECT STH LTD</b>	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.	<p>TORS for professional services to draft a WRMP were declined at HLP stage. TORS under review.</p> <p>A working group has been formed to assess what aspects of the` WRMP can be prepared using local resources and which aspects will require technical support.</p>



Altogether Better for Children and Young People																																																																																
ACTION	Responsible Officer	Previous POSITION as at 31 <sup>st</sup> March 2022	CURRENT POSITION as at 30 <sup>th</sup> September 2022																																																																													
	 Timeline <b>Ongoing through duration of the plan</b>																																																																															
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	<b>EDUCATION</b> <b>Wendy Benjamin</b>	<b>SHCC</b> WE have a total of 1162 Registered Members in SHCC. Female 701 and Male 461.  For the period October 2021 – March 2022 we have had 273 Course Registrations.  See details below: <table border="1" data-bbox="618 979 1162 1367"> <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> <tr> <td>March 2022</td> <td>29</td> <td>112</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	March 2022	29	112	<b>SHCC</b> For the period September 2021- August 2022 <table border="1" data-bbox="1408 807 2051 1339"> <thead> <tr> <th></th> <th>Sep-21</th> <th>Oct - Dec</th> <th>Jan - Mar</th> <th>Apr - Jun</th> <th>July</th> <th>Aug-22</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>COURSES</td> <td>12</td> <td>18</td> <td>38</td> <td>25</td> <td>1</td> <td>4</td> <td>98</td> </tr> <tr> <td>REGISTRATIONS</td> <td>153</td> <td>65</td> <td>208</td> <td>225</td> <td>157</td> <td>63</td> <td>871</td> </tr> <tr> <td>ACTUAL MEMBERS REG'D</td> <td>22</td> <td>54</td> <td>91</td> <td>96</td> <td>25</td> <td>18</td> <td>306</td> </tr> <tr> <td>MALE</td> <td>7</td> <td>19</td> <td>54</td> <td>60</td> <td>34</td> <td>9</td> <td>183</td> </tr> <tr> <td>FEMALE</td> <td>146</td> <td>46</td> <td>154</td> <td>165</td> <td>123</td> <td>54</td> <td>688</td> </tr> <tr> <td>PRIVATE</td> <td>3</td> <td>38</td> <td>39</td> <td>56</td> <td>0</td> <td>11</td> <td>147</td> </tr> </tbody> </table>		Sep-21	Oct - Dec	Jan - Mar	Apr - Jun	July	Aug-22	TOTAL	COURSES	12	18	38	25	1	4	98	REGISTRATIONS	153	65	208	225	157	63	871	ACTUAL MEMBERS REG'D	22	54	91	96	25	18	306	MALE	7	19	54	60	34	9	183	FEMALE	146	46	154	165	123	54	688	PRIVATE	3	38	39	56	0	11	147
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SIX MONTH PROGRESS REPORT AS AT SEPTEMBER 2022

**TOTALS:**      **73**      **200**

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
<b>Totals</b>	<b>7</b>	<b>25</b>	<b>13</b>	<b>19</b>	<b>32</b>

**November**

Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations
Customer Service	1	3	4	0	4
Emergency First Response: Care Of A Child	0	1	1	0	1
Emergency First Response: Primary & secondary Care	1	5	6	0	6

PUBLIC	150	27	169	169	157	52	724
EXAMS TAKEN	8	16	10	11	8	1	54
MALE	3	2	4	6	4	1	20
FEMALE	5	14	6	5	4	0	34
PRIVATE	2	7	5	8	2	1	25
PUBLIC	6	9	5	3	6	0	29
PASS	0	4	5	6	6		21
FAIL	2	10	1	1	2		16
TBM	6	2	4	4		TBM	16

Out of the 871 Registrations, 523 Registrations were for the free ME Learning Courses for the year = 60.05%

348 Registrations were received for the courses on offer from SHCC = 39.95%

The actual number of individual Registrations (306) included 70 new members.

SIX MONTH PROGRESS REPORT AS AT SEPTEMBER 2022

Fire Safety	1	0	0	1	1
Food Hygiene Safety	0	1	1	0	1
Functional Skills Maths	0	1	0	1	1
GCSE English Language	1	0	1	0	1
GCSE Maths	2	1	3	0	3
Health & Safety: Level 2	0	1	1	0	1
ILM Level 3	0	1	1	0	1
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
Team Motivation	0	1	1	0	1
<b>Totals</b>	<b>6</b>	<b>20</b>	<b>21</b>	<b>5</b>	<b>26</b>
<b>December</b>					
<b>Name Of Course</b>	<b>Number Of Male</b>	<b>Number Of Female</b>	<b>Private Sector</b>	<b>Public Sector</b>	<b>Total Number Of Registrations</b>
Fire Safety	4	0	4	0	4
Emergency First Response (P & S Care)	2	1	0	3	3
<b>Totals</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>7</b>

Total  
number of Courses advertised during this period = 334  
This included the 134 free ME Learning Courses.

**NVQ and VRQ**

SEPT 2021- AUG 2022	NVQ LEVEL 2 IN CARE	NVQ LEVEL 3 IN ADULT CARE	VRQ LEVEL 1 AUTO	VRQ LEVEL 1 CONSTRUCTION	LEVEL 2 BENCH JOINERY
<b>REGS</b>	5	2	7	4	3
<b>SEPT 2021 – AUG 2022</b>					
<b>COMPLETIONS</b>	6	0	0	4	2

To date:-

**NVQs** – 17 candidates working towards the Care/Adult Care qualification  
2 candidates working towards the Environmental Conservation qualification

**VRQs** – 6 students working towards the Construction qualification  
12 students working towards the Auto qualification.

SIX MONTH PROGRESS REPORT AS AT SEPTEMBER 2022

**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
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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
CACHE Level 2 Award - Support work in schools and colleges	0	3	0	3	3
Customer Service Skills	0	2	2	0	2
Emergency First Response - Renewal	0	2	1	1	2
Emergency First Response - Primary & secondary Care	5	0	5	0	5
European Computers Drivers Licence	1	1	0	2	2
Fire Safety	0	1	0	1	1

SIX MONTH PROGRESS REPORT AS AT SEPTEMBER 2022

		Food Safety - Virtual College	0	2	0	2	2
		Functional Skills: Maths	0	1	1	0	1
		GCSE Accounting	1	3	4	0	4
		Health & Safety Level 2 - CPD Online College	1	1	0	2	2
		Diploma In Business Admin Level 3	0	1	0	1	1
		Office Health & Safety - CPD Online College	0	3	0	3	3
		Prince 2 Project Management: Foundation & Practitioner - ILX	1	0	1	0	1
		Safety Management - ILS Learn	2	0	0	2	2
		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
		<b>TOTALS</b>	<b>25</b>	<b>42</b>	<b>16</b>	<b>51</b>	<b>67</b>
		<b>March</b>					
		<b>Name Of Course</b>	<b>Number Of Male</b>	<b>Number Of Female</b>	<b>Private Sector</b>	<b>Public Sector</b>	<b>Total Number Of Registrations</b>

SIX MONTH PROGRESS REPORT AS AT SEPTEMBER 2022

		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
		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

SIX MONTH PROGRESS REPORT AS AT SEPTEMBER 2022

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
<b>TOTALS</b>	<b>29</b>	<b>112</b>	<b>23</b>	<b>118</b>	<b>141</b>

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
					11 Fail
					8 TBM*



\*TBM = To Be Marked

Other Info from October – March 2022

Certificated:- Level 2 Diploma in Care – 5

Level 2 Bench Joinery (VRQ) - 2

SIX MONTH PROGRESS REPORT AS AT SEPTEMBER 2022


We will provide youth facilities to include sport, cultural heritage, arts and crafts	<b>SUSTAINABLE DEVELOPMENT</b>	Two new ventures supported through lease agreements in the ladder hill business park – Creative St Helena and a new tailoring service. We have no budget to provide direct support to youth facilities or the arts.  No further update	St Helena Tourism has continued to promote local artists through the Visitor Information Service.  New lease with Arts and Crafts association agreed for the canister location.
We will oversee and support crèche and child care facilities	<b>SOCIAL CARE</b>	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.	The updated framework has been utilised to inform all annual inspection visits and offers the providers with a clear framework to work towards in relation to quality and safe services for very young babies and children.
	 Timeline	<b>Delivered within 1 year + ongoing through duration of the plan</b>	
We will consider lowering the voting age	<b>CENTRAL SUPPORT SERVICE</b>	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.	The report by the CPA Election Expert Mission which took place in the lead up to the 2021 General Election is being discussed at Constituency meetings, seeking views as to the various recommendations that have been proposed. It is likely that any resulting proposals for changes to the Elections Ordinance will all be considered simultaneously at some point in the near future.
	 Timeline	<b>Delivered within 1 year + ongoing through duration of the plan</b>	
We will provide further education opportunitie	<b>EDUCATION</b> 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.	25 Apprentices completed Apprenticeships by September 2022. Of these, 21 are in employment, 3 are job-seeking and 1 is continuing a study programme.

SIX MONTH PROGRESS REPORT AS AT SEPTEMBER 2022

<p>s for Young People</p>		<p>Total Number of Apprentices as at March 22 22:</p> <p>Sept 2021 to Sept 2022</p> <p>Band 3A            27</p> <p>Work Based        17</p> <p>Total                4</p> <p><b>The areas of work placements and study:</b></p> <p>Band 3A</p> <p>British Forces</p> <p>Business &amp; 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 &amp; 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> <p>Secondary School Teacher</p> <p>Teaching/Law</p> <p>Water Engineer</p> <p>Archaeology</p> <p>Bio-chemistry</p> <p>Medical Science</p>	<p>Total Number of 6th Formers (policy now changed to 6th Form instead of Apprenticeship) as at September 22 = 53</p> <p>Sept 2022 to Sept 2023</p> <p>Academic Route    26</p> <p>Blended Route     05</p> <p>Vocational Route   15</p> <p>Supported Route    07</p> <p>Total                53</p> <p>The areas of work placements and study:</p> <p>Academic Route:</p> <p>British Forces</p> <p>Business &amp; 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 &amp; Catering</p> <p>ICT</p> <p>Marine Biology/Conservation</p> <p>Marketing Professional</p> <p>Mechanical Engineer</p> <p>Photography/Conservation</p> <p>Physiotherapist</p> <p>Psychiatric Nurse</p> <p>Teaching/Law</p> <p>Bio-chemistry</p> <p>Design/Technical Drawing</p> <p>GIS</p>
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SIX MONTH PROGRESS REPORT AS AT SEPTEMBER 2022

		<p>Undecided x 2</p> <p><b>Work Based</b>                      External Audit Carpentry/Mason x 3                      Child Care x 3                      Electrical Linesman/Technician                      Environment Conservation x 2                      Fire &amp; Rescue Services x 2                      Police                      Primary School Teaching x 3                      Retail</p>	<p>Architecture                      Work Based                      Construction Workers</p> <p>Auto Mechanics                      Teaching Assistants                      Shop Assistant                      Human Rights Assistant                      Immigration                      Administration                      IT                      Environment Conservation</p>
We will invest in sports on the Island for all abilities	<b>SUSTAINABLE DEVELOPMENT</b>	<p>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>	<p>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> <p>£1000 sponsorship given to both the commonwealth games team and cricket association for international games.</p>
 <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	<p><b>EDUCATION</b>                      Wendy                      Benjamin</p>	<p><b>SCHOOLS:</b>                      Keystage 1-2  <b>ENGLISH</b>                      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  <b>MATHS</b>                      74.2% of students at ARE in Maths = 161/217</p>	<p>Awaiting analysis of examination results.                      (NB: Work on this was delayed due to the impacts of covid. An update will be provided once received)</p>


Community College		<p>71% of Males at ARE in Maths = 81/114  78% of Females at ARE in Maths = 80/103</p> <p><b>ENGLISH AND MATHS</b></p> <p>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  70% of Females at ARE in both English and Maths = 72/103</p> <p><b>Keystage 3</b></p> <p><b>ENGLISH</b></p> <p>62.3% of students at ARE in English = 71/114  55% of Males at ARE in English = 33/60  70.4% of Females at ARE in English = 38/54</p> <p><b>MATHS</b></p> <p>68.4% of students at ARE in Maths = 78/114  63.3% of Males at ARE in Maths = 38/60  74.1% of Females at ARE in Maths = 40/54</p> <p><b>ENGLISH AND MATHS</b></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><b>Keystage 4/5</b></p> <p>38 students were in the cohort made up of 20 males and 18  females 32 were  entered for 5 or more subjects 57.8% of  students achieved 5 A*-C (4-9) grades including English and  Maths = 22/38  55% of Males 5 A*-C (4-9) grades including English and Maths  = 11/20  61.1% of Females achieved 5 A*-C (4-9) grades including  English and Maths = 11/18  NB: 78.5% of females who sat achieved 5 A*-C (4-9) grades  including English and Maths = 11/14 (4 girls exempted)</p>	
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		<p>68.75% of Males who sat achieved 5 A*-C (4-9) grades including English and Maths = 11/16 ( 4 boys exempted)          63% of students gained 5 A*-C grades          71% of students gained a A*-C (4-9) grade in Maths          74% of students gained a A*-C (4-9) grade in English          6 students were not entered for 5 or more subjects due to their SEND/personal circumstance          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="618 711 1384 1050"> <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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We will invest in	EDUCATION	This remains as is. To date no further work has been completed in relation to safe spaces and recreation equipment. We have	No further update. Position remains as at March 2022.																																				

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improved safe spaces and recreation equipment for Children and Young People		submitted bids via EDIP and CSSF to gain funding for further improvements. We await feedback on this.	
	 <b>Timeline Delivered within 3 years of the plan</b>		
We will introduce paid maternity, paternity and adoption leave on the Island	<b>SUSTAINABLE DEVELOPMENT</b>	<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 2022.</p>	No further update.



<b>Altogether Wealthier</b>			
<b>ACTION</b>	<b>Responsible Officer</b>	<b>Previous POSITION as at 31<sup>st</sup> March 2022</b>	<b>CURRENT POSITION as at 30<sup>th</sup> September 2022</b>
	 Timeline <b>Ongoing through duration of the plan</b>		
We will reduce inequality and poverty	<b>CENTRAL SUPPORT SERVICE (S&amp;SPC)</b>	Amendments reviewed in March 2022 and changes to regulations implemented from 1 <sup>st</sup> April 2022.	An increase in the rates of Income Related Benefits (IRB) and Basic Island Pension (BIP) became effective 1 September 2022. Increase in base rate of BIP from £75.50 to £77.50 and IRB from £73.00 to £75.00 per week respectively.
We will continually review customs duties to support the Island's development	<b>TREASURY</b>	The Tax & Revenue Working Group as part of the annual MTEF process will review customs duty tariffs. No further changes have been made.	On 5 <sup>th</sup> August 2022 Governor in Council approved an amendment to the Customs (Tariffs and Exemptions) Regulations, 2011, by revoking the items under 'reduced tariff' and substituting with the following:  Foodstuffs & essential equip from 5% – 0% till 31 March 2023.
We will encourage eco-tourism	<b>SUSTAINABLE DEVELOPMENT</b>	Opportunities for developing the tourism sector are currently stifled by limited funding and, crucially, the current arrangements for quarantining all arrivals to St Helena.	Tourism Recovery Strategy adopted and approved by Minister.

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<p>We will continue to invest in the agriculture and fisheries sectors</p>	<p>ENRP</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 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>Our funding limits through our annual recurrent budget reduction during the current year continues to limit our annual investment in agriculture sector. However, the EDIP Programme for capital funding has begun this year to support upgrading of the SHG Agriculture Estate in order to sustain current production activities and improve on production levels where this is possible.</p> <p>SHG continues to assist STC with preparations for their exploratory fishing activities and provide funding support for tuna science work. However the availability of offshore vessels from STC currently restricts progress with exploratory fishing for the 2022 fishing season.</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> <p>Strategic leaders received Executive Coaching directly from the Civil Service College in early 2021. Delivery of Senior</p>
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			<p>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&amp;D Advisor – who will also deliver the training.</p>
<p>We will invest in training for Saint Helenians to take over roles currently undertaken by internationally recruited staff</p>	<p><b>CENTRAL SUPPORT SERVICE (Human Resources)</b></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> <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</p>	<p>As a result of our inability to train in August/Sept/October due to Covid-19 restrictions, training for middle managers will commence in January 2023 when we have caught up on the senior leader training.</p> <p>The Apprenticeship placement scheme will be a priority for HR to coordinate from early 2023. The proposal has been developed and now requires a coordinate launch.</p>

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		<p>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&amp;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><b>SUSTAINABLE DEVELOPMENT</b></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</p>	<p>Sustainable development contributed to the development of the currently in-consultation immigration policy.</p>






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		(TC) posts with all associated benefits. Status currently remains as is. No further change.	
We will review the current currency situation on a regular basis and make decisions in the best interest of the Island	TREASURY	The BoSH and SHG are taking forward initiatives to improve banking facilities on the Island.	No further update
We will make it easier and more affordable for Crown Land to be purchased, rented and developed for local first time buyers	TI&SD (Infrastructure)	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.	The Bunkers Hill Development Agreement was executed in April 2022. Works to phase one has commenced out of a total of 18 plots, 9 are allocated to qualifying first time buyers.  The draft LBDP has been finalised and has been presented to the ENRP Advisory Board for comment before going out to public consultation.
	 Timeline <b>Delivered within 1 year + ongoing through duration of the plan</b>		
We will ensure that the tax and benefit system protect the most vulnerable	TREASURY	In May 2021 Executive Council amended the Income Tax Regulations 2012 to exempt from Income Tax the Better Life Allowance (BLA) or any	No further change.

		<p>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 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</p>	
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		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>Timeline <b>Delivered within 1 - 3 – 5 years of the plan</b></p>		
We will develop amenities and recreation facilities which are affordable for all	<b>SUSTAINABLE DEVELOPMENT</b>	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.
	 <p>Timeline <b>Delivered within 3 years + ongoing through duration of the plan</b></p>		
We will raise the minimum wage and have a living wage for the Island	<b>SUSTAINABLE DEVELOPMENT</b>	Minimum wage policy accepted and will be implemented, including proposed increases, in the next few weeks.	Minimum wage increases continuing as planned.
	 <p>Timeline <b>Delivered within 1 - 3 – 5 years of the plan</b></p>		
We will improve connectivity on the Island and provide faster and cheaper internet	<b>SUSTAINABLE DEVELOPMENT</b>	The fibre optic cable landed in August 2021.	Secured £1 million funding for developing local network through EDIP.  Tender for Lot 3 ISP underway

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		Negotiations are still underway for local internet service provisions.	
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# 10 YEAR PLAN

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*Photography*

*Paul Tyson*

St Helena Government

[www.sainthelena.gov.sh](http://www.sainthelena.gov.sh)

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