



# Equality & Human Rights Commission

**ANNUAL REPORT FOR THE YEAR 2018-19**

# ORGANISATION OVERVIEW & PERFORMANCE

## INTRODUCTION

This has been our busiest and most successful year yet. Alongside all of our usual work, The Commission held its first Official Inquiry, the Inquiry into the Condition of Detention of Prisoners in HMP Jamestown. This was not only a first for St Helena but also the first official inquiry carried out by any human rights institution in a British Overseas Territory. The Commission would like to thank everyone involved in the Inquiry particularly the Prisoners, Prison Management and staff and everyone who gave their time to give evidence to the inquiry. Special thanks go also to the Elected Members for granting the additional funding required.

Other highlights of the year include:

- 1) The Bare Necessities – this second report looked at the cost of buying the very basic everyday items that people need to survive and compared this to the social benefit payments. For the full report see page 11 or go to our updated website <http://humanrightsthelena.org/barenessesityreportsept2018.pdf>
- 2) The CEO attended the first same sex marriage to be held following the passing of the Marriage Ordinance Amendment at the December 2017.

## ROLES & FUNCTIONS OF THE COMMISSION

### Staffing

This has been a year of change, growth and development as the Commissioners have grown into their roles. Last year each Commissioner selected a theme on which to lead.

Cathy Harris Cranfield is Chair of the Commission and takes the lead on disability issues.

Danielle Anthony was Deputy Chair and our Commissioner for Children's Rights.

Janine Egan continues to reside in Malta, and continued in her role as a Commissioner, advising remotely and joining us on Skype. She is developing our support and information network overseas.

### Our guiding purpose is to:

Build on Saint Helena's progress towards becoming a fairer society

Focus on immediate issues as they arrive

Ensure the positive progress already achieved does not stall

Challenge regression from human rights standards

Seek sustainable improvements to economic social and cultural rights as the island's economy grows.

Work for inclusion and equal opportunity for all

Barry Francis is our Commissioner with responsibility for Police and Prison matters.

Catherine Turner, Chief Executive Officer/Commissioner (Ex-Officio) is responsible for the strategic management of the Commission and leads on Gender issues.

Carol Thompson has met the challenges of her new role as Executive Manager developing the administration of the office, policy and procedure assisted by Phyllis Coleman our Administrative Assistant.

In October 2018, we were very pleased to work with the Education Directorate to offer an apprenticeship to Nicole Paulsen. Nicole has shown an interest in human rights having joined us for work experience on many occasions while in school.

Commissioners and staff are constantly undergoing training and development, which, this year has included the MOOC Diploma in Human Rights via distance learning and various on-line courses offered by the United Nations.

The Commission has worked hard to develop a robust set of policies to underpin our work. These are available to the public via our new website along with the register of Commissioners Interests and all other public documents. See [www.humanrightsthelena.org](http://www.humanrightsthelena.org)

We aim to achieve full confidentiality for our clients while being open and transparent about the Commission itself.

## PERFORMANCE ANALYSIS

### HIGHLIGHTS

#### The Statistics

The Commission has improved its database and statistics reporting ability this year. In previous years, our software only allowed comparison year by year of all open cases whether they were opened in that year or in the years prior. Because human rights issues can take a long time to resolve, or go through multiple stages, this does not properly, reflect trends. Throughout this report, the figures quoted are only for cases opened within the year stated. In addition, please note that where a client has more than one issue each theme is recorded.

	2017/18	2018/19
<b>New Contacts</b>	194	151
<b>Themes Raised</b>	226	184
<b>Long Term Clients</b>	1	0
<b>Closed Files</b>	161	106
<b>Files open as at 31<sup>st</sup> March</b>	32	45

This year we have seen fewer people contacting the Commission but the complexity of their problems has increased. This is because more people understand which issues the Commission deals with, therefore they now rarely come to us with complaints about disputes with neighbours or rude staff. They do come with poverty and debt issues, serious housing problems, homelessness and where they cannot find anyone else to advocate for them.

We no longer have long-term clients (clients in SHG run, care facilities without the capacity to advocate for themselves) as the Public Guardian has taken over that role.

Many of our clients needed help at least in part from other services this year or clients were sign posted/referred as in fig. 1 below.

**Referrals**

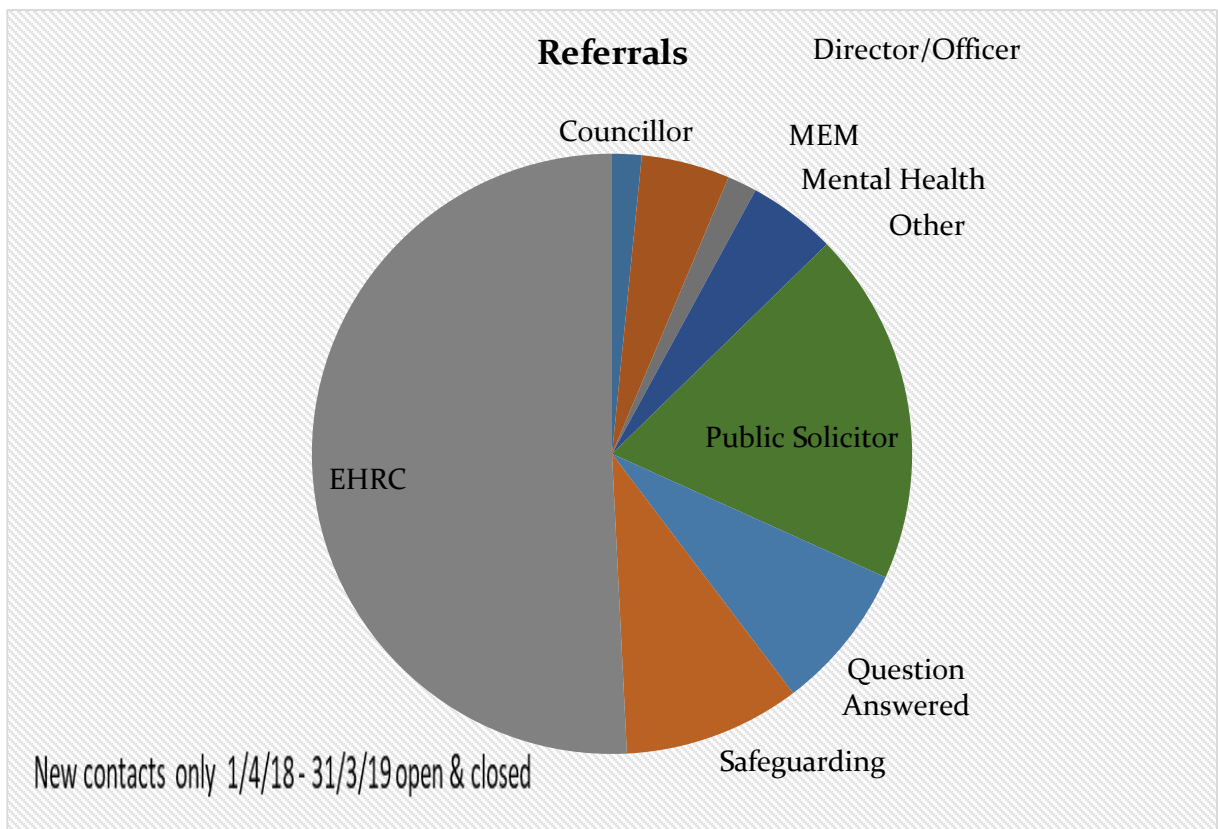


Fig 1.

As fig. 1 (above) demonstrates, the Commission is able to address the issues and/or immediately answer the questions of the majority of its contacts. The rest are referred to the relevant agency. The majority of those contacting us are St Helenian by either birth or status.

The Commission would like to thank all those that we work with for their help and support throughout the year and in particular the unfaltering assistance from the Public Solicitors office and Safeguarding (Now Children & Adult Social Services Directorate).

### Themes

The issues raised have ranged from homelessness and prison conditions to the need for independent complaints procedures. As is demonstrated in the chart below, some key issues come up repeatedly.

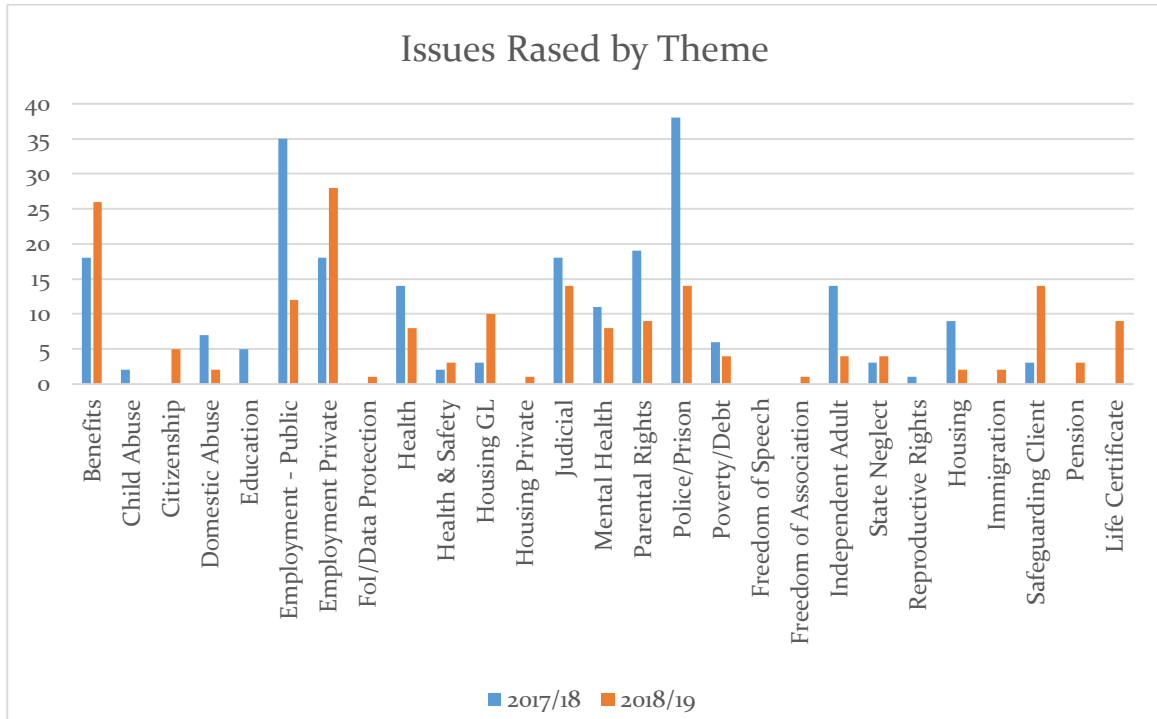


Fig 2.

## Areas of Concern

### PRIVATE SECTOR EMPLOYMENT

While there has been a welcome and dramatic decline in the number of people raising issues about their employment with SHG, there has been a significant rise in complaints about the private sector. The issues all stem from a lack of compliance with the Employment Rights Ordinance. Many do not have a contract or receive pay slips; there are dismissals without due process and no appeals procedure. The individuals affected are unwilling to take action through the Labour Regulating Authority (LRA) as they fear difficulties getting another job and being branded a ‘troublemaker’. Work on this is being progressed with the Social & Community Development Committee. Several meetings took place with the Social Security Review Working Group (SSRWG) to provide them

with the evidence we had collected and to review the calculation of the Minimum Income Standard (MIS). Where we identified new issues or problems with the current benefit system we passed the anonymised details on to the SSRWG.

## THE PRISON

This year we have had a marked decline in the number of complaints about prison conditions. The Commission's inquiry into the prison conditions and a change in management have both had a part to play in this. The new Prison Manager has a positive communication style, which is appreciated and respected by the prisoners even when they do not get what they want. The introduction of access to email and distance learning is also to be applauded.

As a result of the Inquiry work has been carried out to improve fire safety, ventilation and lighting within the prison which formed the basis of most of the previous complaints.

Never the less, the Prison, while much improved is not, and in the Commission's opinion, never will be, fit for purpose as it cannot offer properly segregated facilities, adequate outdoor space or facilities for work and study. The Commission cannot recommend strongly enough that a new prison is built as soon as possible.

## HOUSING & HOMELESSNESS

We have a shortage of Government Landlord Housing and much of what we have, has not been adequately maintained over the years so it falls a long way below an acceptable standard. A work programme has been underway to upgrade the housing stock but there has still not been a new GLH built. The problem is growing and this is reflected in the increase in the number of people coming to the Commission. Of particular concern are:

- Elderly and or disabled people living in housing which they cannot get in and out of due to steps or move around in easily due to lack of space for walking aids and wheelchairs or steps up to the bathroom.
- The lack of maintenance to some GLH is also a cause for concern and is affecting the right to private and family life, particularly in the Ladder Hill Complex and RE Yard.
- The Island needs some basic emergency accommodation to house people short term when legal restrictions or other emergency issues prevent people from living in the family home.

The Commission is **still** concerned about the lack of adequate fire escapes in the multi-story flats in Jamestown with a single point of entry. This clearly has implications for the tenant's right to life. While the right to adequate housing is an aspirational right under the International Covenant on Economic, Social and Cultural Rights (ICESCR) the European

Courts have found that housing which does not allow people access to the toilet and washing facilities is a breach of Article 8, the right to private and family life.<sup>1</sup>

## POVERTY

The EHRC is concerned about the ability of families on low incomes to afford their utility bills and pay their rent, childcare and other bills. Requests are regularly being made to Making Ends Meet, The Salvation Army and others for assistance. It is our belief that the Household Income restriction on benefits is having an adverse effect on the lives of many despite the much-needed changes made in October/November 2017.

The increased costs of living due to the increase in freight costs and the problems experienced by low-income households resulted in the Commission publishing its report "The Bare necessities" in September 2018 (see Annex 1 and available here <http://humanrightsthelena.org/barenessesityreportsept2018.pdf>)

## EMPLOYMENT

There has been a huge increase in the number of people contacting the Commission on employment issues. While there has been a marked decrease in the number of SHG employees asking questions the number of private sector employees with problems has gone up by more than a third. This is because

1. The Employment Rights Ordinance does not adequately protect people from bullying, harassment and discrimination;
2. It provides for contracts, payslips, minimum wage etc. but this is ignored or not understood by employers;
3. While remedy is available through the Labour Regulator most of those that come to us do not wish to go that route as they are concerned about the long-term effects on their employability.

Several ideas have been put to the SCDC including changes to the SHG procurement policy/procedure and updating the legislation to protect employees and give the Labour Regulating Committee more powers of investigation, as at the end of the financial year nothing had been actioned.

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1. In R (Bernard) v Enfield London Borough Council [2002] EWHC 2282 (Admin), [2003] HLR 27, High Court Held that the refusal of Enfield Council to provide suitably adapted accommodation for a disabled lady and her family who were living in unsatisfactory accommodation (the lady could not access the upper storey where the bathroom was) was a breach of the claimants Article 8 (Clause 13) right to private and family life.

## INTERACTION WITH STAKEHOLDERS/COMMUNITY ENGAGEMENT

### Media & Information

The CEO and Commissioner Barry Francis were interviewed on Radio and articles have appeared in both newspapers about the Commission in general and specific issues, for example children's rights.

The EHRC has a varied array of books and DVDs available for lending and information leaflets for taking.

### Financial Position

Table 1, below shows the receipts and payments of the Equality and Human Rights Commission from 1<sup>st</sup> April 2018 to the end of the financial year March 31<sup>st</sup> 2019. Compared to the year 2017/18

### Performance against Ordinance Requirements

See table 2 below

### And Finally

Thanks are extended to all our Commissioners and staff, past and present for their help and support and to everyone who has assisted the EHRC over this last year. We look forward to continuing to build on our successes over the coming year.



# Equality & Human Rights Commission

## Jamestown

### Receipts & Payments Account for the Period

(Table 1)

	2018/19 (12 months) £	2017/18 (12 months) £
Opening Cash Balance	<b>10,036</b>	<b>9,656</b>
<b>RECEIPTS</b>		
SHG Contribution	67,149	56,000
Other Receipts	273	435
<b>TOTAL RECEIPTS</b>	<b>67,422</b>	<b>56,435</b>
<b>PAYMENTS</b>		
Salaries	40,391	32,272
Staff Transport Costs	620	0
Commissioners Fees	9,923	5,963
Telecommunications	5,640	5,425
Office Expenditure	1,702	887
Office Equipment	846	3,548
Stationery	1,615	853
Audit	2,350	0
Advertising	390	315
Rent	3,080	3,200
Cleaning	354	419
Subscriptions	0	3,174
Insurance	1,491	0
<b>TOTAL PAYMENTS</b>	<b>68,402</b>	<b>56,054</b>
<b>TOTAL Net</b>	<b>-980</b>	<b>380</b>
<b>Closing Cash Balance</b>	<b>9,056</b>	<b>10,036</b>

PERFORMANCE AGAINST ORDINANCE REQUIREMENTS (TABLE 2)

Requirement	Action
<b>Strategic plan:</b>	<ul style="list-style-type: none"> <li>• This plan has been completed</li> <li>• The Outcomes from the plan are recorded in Annex 2 below</li> </ul>
<p><b>Equality and diversity</b></p> <ul style="list-style-type: none"> <li>• Promoting understanding of the importance of equality and diversity.</li> <li>• Encourage good practice.</li> <li>• Promoting equality of opportunity.</li> <li>• Promoting awareness and understanding of rights on St Helena.</li> <li>• Work towards the elimination of unlawful discrimination.</li> <li>• Work towards the elimination of unlawful harassment.</li> </ul>	<ul style="list-style-type: none"> <li>• Working with SHG on the employment of disabled persons</li> <li>• CEDAW has been extended to St Helena</li> <li>• Produced the Easy Read Rights Booklet</li> <li>• Children's Rights sheet and posters</li> <li>• Same-sex marriage is now legal</li> <li>• CEDAW booklet promoted.</li> </ul>
<p><b>Human rights</b></p> <ul style="list-style-type: none"> <li>• Promoting understanding of the importance of human rights.</li> <li>• Encouraging good practice.</li> <li>• Promote awareness, understanding and protection of human rights.</li> <li>• Encouraging public authorities to comply with Part 2 of the Constitution.</li> </ul>	<ul style="list-style-type: none"> <li>• Produced the Easy Read Rights Booklet and leaflets on the individual human rights instruments.</li> <li>• Legislation on minimum working age passed</li> <li>• Working with SHG on the employment of disabled persons CEDAW booklet issued</li> </ul>
<p><b>Groups</b></p> <ul style="list-style-type: none"> <li>• Promoting the understanding of the importance of good relations between members of different groups, and encouraging good practice.</li> <li>• Working towards the elimination of prejudice against, hatred of and hostility towards members of groups,</li> <li>• Working towards enabling members of groups to participate in society.</li> </ul>	<ul style="list-style-type: none"> <li>• Input into policies being developed by Adult Social Care.</li> <li>• Input into Policies for Mental Health Ordinance</li> <li>• Working with SCDC &amp; SHG on access for disabled into work.</li> <li>• Working with SSRWG</li> <li>• Funding and materials acquired for the Starting the Conversation project to reduce bullying of gay students.</li> </ul>

Requirement	Action
<p><b>Information, advice</b></p> <ul style="list-style-type: none"> <li>• Publishing /sharing information</li> <li>• Researching issues;</li> <li>• Education or training;</li> <li>• Advice or guidance</li> </ul>	<ul style="list-style-type: none"> <li>• Information produced and distributed on same sex marriage and civil unions</li> <li>• Work with S&amp;CDC &amp; SHG on access for disabled into work now completed and handed over to Safeguarding</li> <li>• Research into minimum working age for children, same sex marriage</li> <li>• Working with apprentice and work experience students.</li> </ul>
<p><b>Inquiries</b></p> <p>The Commission may conduct an inquiry into a matter relating to any of the Commission's duties.</p>	<ul style="list-style-type: none"> <li>• The Inquiry into the Conditions of Detention at HMP Jamestown</li> </ul>
<p><b>Human rights</b></p> <p>In pursuance of its duties the Commission may co-operate with persons interested in human rights within St Helena or elsewhere.</p>	<ul style="list-style-type: none"> <li>• Developing links with other Human Rights Commissions and groups, in particular the Northern Ireland Commission for Human Rights</li> <li>• Working with other NGOs</li> </ul>
<p><b>Investigations</b></p> <p>The Commission may investigate human rights issue brought to its attention or that it suspects may be happening.</p>	<p>See above</p>
<p><b>Unlawful act notice</b></p> <p>If in the course of an investigation the Commission finds an infringement of the Constitution rights it may issue a notice to the perpetrator.</p>	<p>None at this time</p>
<p><b>Action plans</b></p> <p>Are agreed with the above perpetrator to address the situation.</p>	<p>None at this time</p>
<p><b>Legal assistance</b></p> <p>The Commission may assist an individual who is or may become party to legal proceedings</p>	<p>None at this time</p>

# The Bare Necessities



# Equality & Human Rights Commission

ANNUAL REPORT FOR THE YEAR 2018-19

## Introduction

The Equality and Human Rights Commission continues to be contacted by people who struggle to meet their living costs. The majority of those affected are the vulnerable: the unemployed, pensioners and low-income earners with young families are a few. The causal factors are; the cost of imported goods, the world's most expensive electricity and comparatively low local wages. Since the RMS was decommissioned and another ship chartered to bring in our goods and general cargo, prices have reportedly "gone through the roof".

The review of the household income policy and minimum income standard has made no change to those struggling to buy the essentials to live.

In evidence in a recent court case, the then SHG statistician gave evidence that the cost of living on St Helena is 25% higher than that in the UK and the wages are approximately one third.<sup>2</sup>

The introduction of air access and Brexit looming indicate more changes for St Helena. Whilst it was hoped that air access would boost the economy and improve the quality of life for everyone, this has not happened so far. It is very likely that the effects of Brexit will have an impact on our living on St Helena. The gap appears to be widening between the better off members of our society and the poorer, more vulnerable.

Most of those that contact the EHRC do so because they have reached the point where they cannot afford to buy basic food and hygiene items needed to survive and maintain ones' dignity. The Charity Making Ends meet is often contacted by EHRC to assist those in dire need. Other charities e.g. The Disabled Persons society have been contacted for assistance. It is a reality that people are struggling to pay their debt due to extremely low income. This is a situation that affects the dignity and worth of those living with poverty and debt on Island.

The EHRC have once again attempted to answer the question how much does it really cost to provide the very basic food and hygiene requirements on St Helena.

We acknowledge the input into the report by Prince Andrew School work experience students Chloe Midwinter and Nicole Paulsen.

## Methodology

The EHRC will be the first to admit that none of us are trained or qualified statisticians, however we are all human beings, who live alone or in family units and eat, wash and function like everyone else. So we used our 100 plus years' experience of living and shopping on St Helena.

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<sup>2</sup>Supreme Court of St Helena 21<sup>st</sup> February 2017

1. We reviewed our list of all the basic items we would need to feed ourselves and our families and keep clean.
2. We did not include preferences of food (for example while some prefer red tea or green tea we only included black tea on the list as, although having a choice is nice – you only need one). See appendix 1
3. We collected prices for the cheapest option on all items listed at appendix 1 from retail outlets, Solomon's, Thorpe's and Rose & Crown. These three retailers have shops in the country areas. We took an average of their prices at 1<sup>st</sup> September 2018.
4. A calculation was then made of the amount of each item on the list that would be used in one week by:
  - a. A single person
  - b. A family of 4
  - c. A family of 6
  - d. An unemployed or retired couple
  - e. A couple with a baby
  - f. A single person with a baby
5. We then included an estimate of the cost of electricity and water based on information from Connect.
6. We added in Government Landlord Housing rent as this is the cheapest, for those people in their own housing this would not be an unreasonable figure to cover very basic maintenance.
7. Public transport costs for one trip to town for shopping were included but no allowance was included for home to duty transport or the cost of running a car.

Only the basic living items were included in calculating the living costs. Many items such as, medication, special dietary food, replacement household items and clothing were not included but could be determined as essential to live a comfortable life. (See appendix 2). We also excluded items which are important to health (cabbage and broccoli for example) but are just too expensive on anyone's budget.

These calculations do not include any child minding costs, internet, telephone, alcohol, tobacco, TV service or other entertainment.

## Results

During the period (June – August 2018) we were working on this project, the chartered ship had arrived on about 3 occasions with food and other supplies. It was noted by various customers that each time food items were placed on shop shelves the prices had increased. In addition, certain food items were running short between shipments.

The table below shows an average of how much it costs to subsist on St Helena (column 1). Column 2 shows the current maximum Income Related Benefit (IRB) and Column 3 shows the maximum Basic Island Pension (BIP) available.

	Cost per week August 2017 £	Cost per week August 2018 £	SHG MIS 2018 (without rent)	BIP <sup>(note 2)</sup>
Single person	89.70	93.54	67.86	70.20
Family of 4	262.03	275.81	162.03	
Family of 6	290.74	310.34	209.53	
Retired/unemployed couple	123.10	118.93	107.75	
Couple with baby	178.89	165.34	134.89	
Single person with baby	145.25	134.60	95.00	

Note 1 - In addition to the IRB claimants receive 100% payment of rent for Government Landlord House, up to £33.36 per week for private renting or 100% of the interest on the loan paid for the property they are living in.

Note 2 - The maximum Basic Island Pension after 30 qualifying years is £70.20 per week, many do not qualify if they have spent time overseas, or time unemployed; 25 qualifying years is 75% of the full value of the pension and 20 qualifying years is 50% of the full value of the pension. Less than 20 years does not qualify for Basic Island pension. All persons who are in receipt of Basic Island Pension will receive free prescriptions.

## Comments

It is clear from these figures that anyone without savings or help from family and friends who has to live for a protracted period of time on a BIP or IRB is going to be unable to make ends meet. As stated above nothing has been included in here for clothes so any additional purchase like school shoes, replacement kettle or medical bill is going to cause more problems for those already suffering real hardship.

Since the RMS was decommissioned and the MV Helena contracted to bring in supplies there has been noticeable increase in all imports. In a press release it was confirmed

that the increases in freight and bunkering are beyond the control of St Helena Government and there is no subsidy for the MV Helena. A quote from the press release on 14 August 2018 says *“The public should also note that whereas previously the RMS **freight** service was subsidised, the MV Helena service is a purely commercial enterprise and receives no subsidy.”*

It is hard to understand how we can achieve the goals in the 10-year plan of St Helena being

- Altogether Safer
- Altogether Healthier
- Altogether Better for Children and Young People
- Altogether Wealthier

when our most vulnerable cannot afford to maintain their homes and equipment, pay for prescriptions and medical tests or feed their children.



## Appendix 1. List of products included where applicable

Apples

Baby food

Baby Lotion

Baby Milk Powder

Baby Soap

Baked Beans

Bananas

Beef

Bin Liners

Black Pepper

Black Tea bags

Bottle Parsley/herbs

Bread

Carrots

Cereal - Corn Flakes

Cheese

Chicken

Chicken legs

Cooking Oil -

Curry Powder –

Deodorant - female

Deodorant - male

Dish Washing Liquid - Persil

Eggs (6 only)

Electricity 30p per unit

Fresh local Potatoes

Fresh Tomatoes

Fresh Tuna Fish

Hand Cream

Handy Andy/Jif

Lettuce - each

Margarine - 500g

Milk

Nappies 6-12 mths (14 per pack)

Onion (imported)

Orange

Pear

Plain White flour

Pumpkin

Rent

Salt

Shortcake Biscuits

Soap

Soap Powder

Toilet Rolls

Toothpaste

Transport

Water - .97p per unit

White Rice

White Sugar

Garlic

Pasta

**Appendix 2: Items not affordable and not included**

Ginger

Peppers

Ham

Raisins or dried fruit

Hospital Expenses including scans and laboratory tests

Replacement items, eg. Kettle, Saucepan

Ice cream

Shampoo

Internet

Special dietary requirements

Insurance of any kind

Sweet treats/chocolate

Jelly

Taxi fares

Juice

Telephone

Marmite/Peanut butter etc.

Television or DVDs

Alcohol

Baby Shampoo

Beetroot pickle

Broccoli

Buns (fruit)

Cabbage

Cake

Clothing

Crisps

Custard

Entertainment

Family outings

Fresh Green beans

Tobacco

Tomato sauce

Vehicle costs

Meal out/takeaway lunch

Medication

Oxo's

Annex 2: Update on Actions in EHRC Strategic Plan 31<sup>st</sup> March 2019

Key  Achieved  on track  Delayed/behind  Unlikely/will not happen

Action		Process	Outcome/indicator	Priority/deadline	
Pillar One: Human Rights and Good Governance	The Commission will continue to support the development of a strong framework for human rights-compliance on the part of SHG.	Training Elected Members on Human Rights Instruments	All members trained	<i>Training following General Election</i>	<i>Initial induction completed</i>
		Investigating & reporting on complaints	Investigations/reports	Ongoing as required	
		Reviewing Policies & Procedures for rights compliance	All Policy & Procedure compliant	Ongoing as required	Issues identified in Code of Management and Benefits Policy. Brought to SCDC
	We will advise Government on new legislation and recommend changes in current legislation where it fails to meet Human Rights norms and standards.	Work towards an Equality Ordinance	Ordinance in place	Time line agreed with LegCo/ExCo Dec 16	New process commenced
		Review of Welfare of Children Ordinance	Review Completed/Changes made	March 2017	
		Support Changes to the marriage Ordinance	Ordinance in place	October 2016	
		Review of Education Ordinance	Review Completed/Changes made	March 2018	
		Ensure all relevant legislation creates mandatory equal parenting responsibility for children born outside marriage.	Ordinance in place	Review & Recommendations March 2017	
		Recommend Changes to Employment Protection Ordinance re Policing	Review Completed/Changes made	Form to S&CDC by 10/17	Priority for 2018/19 – Awaiting info on Maternity Pay proposals
		Work closely with Safeguarding and other directorates to support improvements to the delivery	A human rights compliant	Ongoing	
We will monitor, advise and support public servants - including					

	Action	Process	Outcome/indicator	Priority/deadline	
	<b>government and the St Helena Police Service - to carry out their functions in a human rights-compliant manner.</b>	of a human rights compliant service.			
		All commissioners will undertake level 2 safeguarding training.	All Commissioners trained	New Commissioners March 18	All enrolled
		Advocate for and support the development of Anti-Domestic Abuse legislation	Ordinance in place	Time line agreed with LegCo/ExCo June 18	Drafting in progress
		Lobby for compensation for survivors of domestic abuse.	Ordinance in place	Time line agreed with LegCo/ExCo June 18	
		Work proactively with SHG and others to develop a National Gender Policy	Policy in place and actively in use	Time line agreed with LegCo/ExCo March 17	Establishing Gender Unit, Proposals to be discussed with SCDC
<b>Pillar two: Protecting Human Rights in a Time of Economic Growth</b>	<b>The Commission will closely monitor the State's compliance with its socio-economic duties, including that of ensuring an adequate standard of living for all.</b>	Initiate a Poverty Conference	Action plan for poverty reduction	March 17	
		Monitor Poverty and wealth indicators	Improvement in indicators for Standards of Living	Ongoing	Survey carried out Aug/Sept 17 further work underway
		Develop an education curriculum on HR in primary & secondary schools	Curriculum in place	September 2017	Meeting held with director – no action
		Work in schools to promote equality & human rights.	Ongoing	LBGT work starting October 16	Refused access eventually met with Director & Chairperson action agreed, none forthcoming
		Work towards and support the extension of the Convention on the Rights of Persons with Disabilities (CRPD)	Timeline for extension agreed		Working group established & action plan being developed
	<b>It will work for inclusion and equal</b>	Working closely with Government and civil service	Ordinance in place	Time line agreed with LegCo/ExCo June 18	EHRC drafting

Action	Process	Outcome/indicator	Priority/deadline	
<b>opportunity for all, enabling people to participate in the expected economic growth.</b>	to introduce an Equality Ordinance to protect those involved in private sector transactions			
	Facilities for nursing mothers at work	Facilities in place	Work to Commence April 18	Awareness raising campaign in July 17 to be extended April 18
	Support and monitor the extension of CEDAW to St Helena.	CEDAW Extended		
	Develop the Commissions service to include a Gender Unit	Fully functioning Gender Unit		
	Recommend Special Measures (CEDAW Art 4) if required	Measures in place and women increasingly included and considered	As required	
<b>The Commission will advise government and its agencies on the achievement of human rights.</b>	Support the drive for more play areas for children and improved youth services.	More play areas, more child friendly St Helena	Ongoing	
	Support and monitor the extension of CEDAW to St Helena.		Ongoing	
	Lobby for and assist with the development of anti-sexual harassment policies in schools and workplaces	Policies in place	Time line agreed with Education December 16	See above
	Lobby for robust rehabilitation services for perpetrators of domestic abuse	Rehabilitation happening and achieving positive results	Time line agreed with LegCo/ExCo June 17	
<b>The Commission will provide human rights capacity-building support to the</b>	Support and monitor the extension of CEDAW to St Helena.	CEDAW Extended and understood by all stakeholders		Work in progress
	Offer training to all sectors	Training happening		Being developed

	Action	Process	Outcome/indicator	Priority/deadline	
Pillar three: Promoting Dignity, Respect and Keeping people safe	<b>Government and other actors.</b>				
	<b>The Commission will work to ensure that when restricting an individual's rights, the State acts with the utmost respect for individual's human rights and is held to account for meeting those standards.</b>	Work with the Police to ensure all law enforcement measures are HR compliant and proportionate to St Helena	Ongoing		Working with CoP
		Lobby for and assist in the development of Freedom of information and data protection legislation.	Ordinance in place	Time line agreed with LegCo/ExCo November 16	
	<b>The Commission's contribution must be to ensure that fairness, dignity and respect are at the heart of designing and delivering effective public services.</b>	Fully support access to the legal system & legal remedy and the right to adequate legal representation.	Every person has adequate representation.	Time line agreed with LegCo/ExCo June 17	
		Support and monitor the extension of CEDAW to St Helena.		Ongoing	
		Promote the teaching of sexual and reproductive health in school.		Ongoing	
		Lobby for free and informed choices in family planning.	Available		
		Lobby for consistent access to abortion services.	Services consistently available		
		Continue to have regular contact with the prison/prison service.	Move to a HR compliant prison	Ongoing	Inquiry Complete, Actions underway

Action	Process	Outcome/indicator	Priority/deadline	
<b>We will work with the relevant agencies on the extension of Human Rights Instruments (for example CEDAW &amp; CRPD) to Saint Helena</b>	Continue work with HRD/Safeguarding & S&CDC on access to work	Increase in number of disabled people in employment	1 <sup>st</sup> December 2017	TESS with Safeguarding
	Run Campaign to promote & explain CEDAW	Awareness of rights & responsibilities under CEDAW	Time line dependant on UK	Happening
	Support and monitor the extension of CEDAW to St Helena.			
	Lobby for legal recognition of "Community" unions	Union(s) up and running	1 <sup>st</sup> April 2018	
	Lobby for legislative provision for contribution to pregnancy and childbirth costs by father to mother when unmarried.	All parents allowed and accepting Parental Responsibility	Ongoing	
<b>We will work with governments and strategic partners will ensure good practice shapes reforms, for example procurement and commissioning frameworks.</b>	Encourage SHG to ensure all contractors comply with local employment legislation and have an equal opportunities policy	All contractors treating staff fairly, with dignity & respect	1 <sup>st</sup> April 2017	Hitting a brick wall
	Where SHG enters into a monopoly agreement, social protection clauses are included in the contract	Customer, complaints and arbitration process available Social protections in place	As contract re-negotiated.	
<b>Our practical guidance assist in the development of equality legislation and human rights-based approaches to make fairer decisions and deliver better services in the future</b>	Review of The Constitution of St Helena	Constitution updated	December 2018	
	Seek early Access to drafts of new legislation and proposed amendments to existing legislation	Feeding into legislation	Ongoing	
	Lobby for Equality legislation	Legislation passed	June 18	Going to SCDC
	Regular visits to CCC, Barn View, Ebony View etc.		Ongoing	





## WEBSITE

[WWW.HUMANRIGHTSSTHELENA.ORG](http://WWW.HUMANRIGHTSSTHELENA.ORG)

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