



Equality & Human Rights Commission

ANNUAL REPORT TO 31ST MARCH 2018

Why do we need an Equality and Human Rights Commission on St Helena

A COMMENTARY ON THE HUMAN RIGHTS ISSUES FACING ST HELENA

One of the duties of the E&HRC is to alert SHG to any areas where the latter might face legal liability, now or in the future. We have compiled a current list of these, as follows:

1: Government Landlord Housing

SHG could be held liable if a person took legal action to enforce their right under Clause 13 of the Constitution or Article 8 of the European Convention on Human Rights (ECHR), the right to private and family life, because their government landlord house was not safe or habitable. Examples include people in blocks of flats with no fire escape; people living in houses with cracks in the walls/ceiling such that the sky is visible and rain running down the walls.

2: "Equality of Arms"

SHG could be held liable if a person took legal action to enforce their right to a fair trial (Clause 10/Article 6) because they could not get appropriate representation in court. They also run the risk of unfair dismissal claims as their employees are not always allowed adequate representation. Members of the public and LegCo have expressed concern about the differing number of personnel between the Attorney General's office and the Public Solicitors Office.

3: Private Sector Employment

SHG potentially face legal action for its failure to protect employees in the private sector from

discrimination on the grounds of faith, gender, sexual orientation, age etc.

4: The Prison

The cells do not meet accepted human rights standards

5: Lack of Self-determination

This right is enshrined in Article 1 of the United Nations Convention on Civil and Political Rights and specific mention is made of the rights of the people in overseas territories. Elected representatives are asked to make decisions based on limited information and redacted documents.

In the case of Individuals there is a reluctance of Saints to complain officially. There is a deeply rooted fear of reprisals; “if I complain about the treatment I received, what happens next time I need to use that service?” There is no other word for this than oppression.

This is why we need an Equality and Human Rights Commission.

ORGANISATION OVERVIEW & PERFORMANCE

INTRODUCTION

This has been a very busy and successful year for the Commission. Our new Commissioners have had to hit the ground running but have quickly developed a strong and professional team and have started tackling some of the important issues. Of particular note are:

- 1) Putting Food on the Table – this report looked at the cost of buying the very basic everyday items people need to survive and compared this to the social benefit payments. (see page 5).
- 2) Same-sex Marriage - the legislation for this was passed at the December 2017 LegCo and has created a fairer St Helena.
- 3) First Inquiry launched. At the end of the financial year the EHRC launched its first ever Inquiry into the Conditions of Detention at her Majesty's Prison, Jamestown. (see page 4).
- 4) Away Day – In February 2018 the Commission had its first ever away day where we agreed our internal work plan for the forthcoming year which includes:
 - a) The development of a framework document between ourselves and SHG setting out our independence and the funding arrangements
 - b) Reviewing the organisational structure and job profiles
 - c) Policy development
 - d) Training needs analysis & training programme
 - e) Campaign strategy

ROLES & FUNCTIONS OF THE COMMISSION

Staffing

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

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

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

Janine Egan is now resident in Malta, she has however continued in her role as a Commissioner, advising remotely and joining us on Skype. She is

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 doesn't stall

Challenge regression from human rights standards

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

Work for inclusion and equal opportunity for all

developing our support and information network overseas.

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. In May 2017 Catherine was awarded a Master’s Degree in Human Rights Law (LLM).

The Commission is delighted to note the promotion of Carol Thompson to the role Executive Manager developing the administration of the office, policy and procedure. Carol’s previous role as Administrative Assistant has been filled by Phyllis Coleman.

The EHRC was informed that Education Directorate could no longer support the apprenticeship for Lucia Plato. Due to budget restrictions Education could not provide the training as originally promised and would be unable to do so in the future.

Commissioners and staff are constantly undergoing training and development which, this year has included the MOOC Diploma in Human Rights via distance learning and level 2 Safeguarding.

The Commission is also working hard to develop a robust set of policies to underpin our work. These are being made available to the public via our website along with the register of Commissioners Interests and all other public documents.

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

PERFORMANCE ANALYSIS

HIGHLIGHTS

The Statistics

	2016/17	2017/18
New Contacts	195	301
Concerns dealt with	124	157
Long Term Clients	8	9
Closed Files	83	85
Files open as at 31st March 2018	33	72

This year we have seen a continued growth with a 54% increase in the number of people contacting the Commission.

We currently have 9 long term clients that we advocate for because they have not the capacity to do it themselves. We acted as litigation friend to four individuals who

required assistance with judicial proceedings and still act for one of these. This is reflected in the high number of “independent adult” cases in fig 2.

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

Referrals

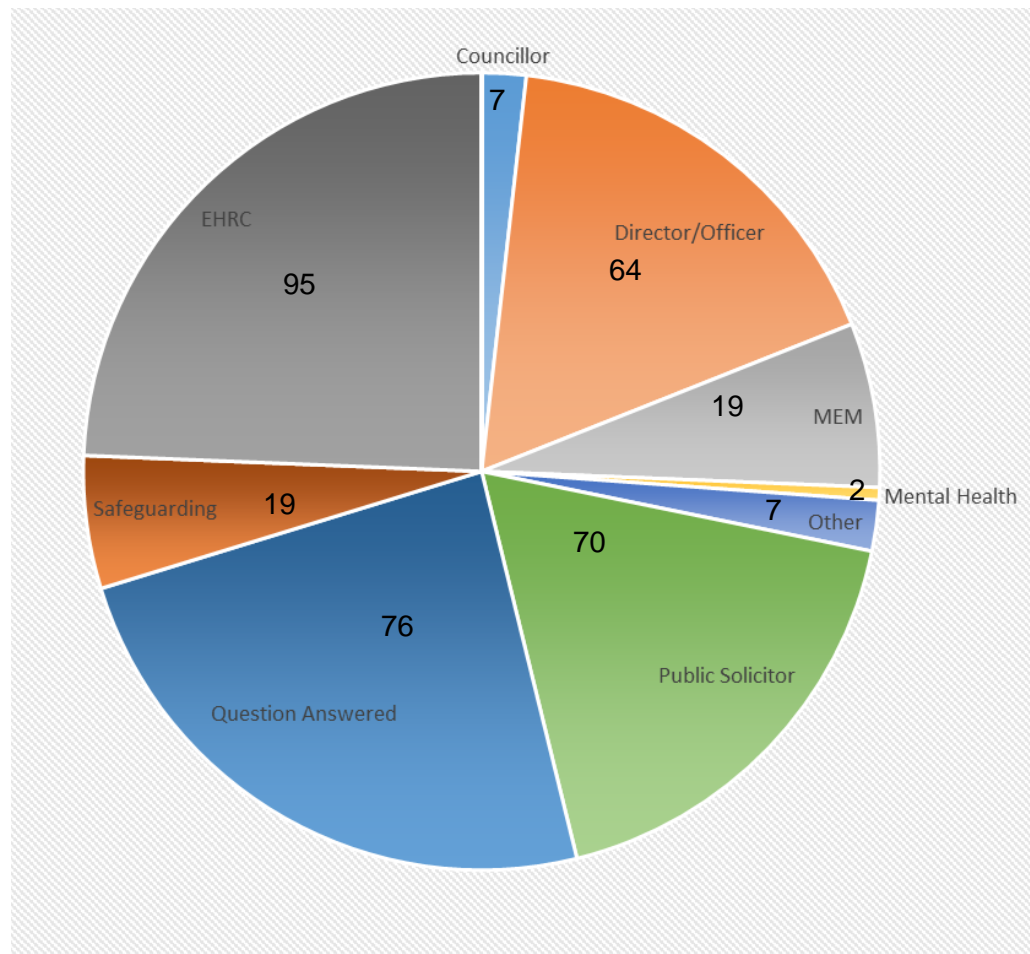


Fig 1.

The EHRC 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 Making Ends Meet (MEM) and the Public Solicitors office.

The majority of those contacting us are St Helenian either by birth or status. The issues raised have ranged from who should/should not manage the finances of someone with cognitive difficulties, to homelessness and prison conditions. As is demonstrated in the chart below, there are some key issues that come up time and time again.

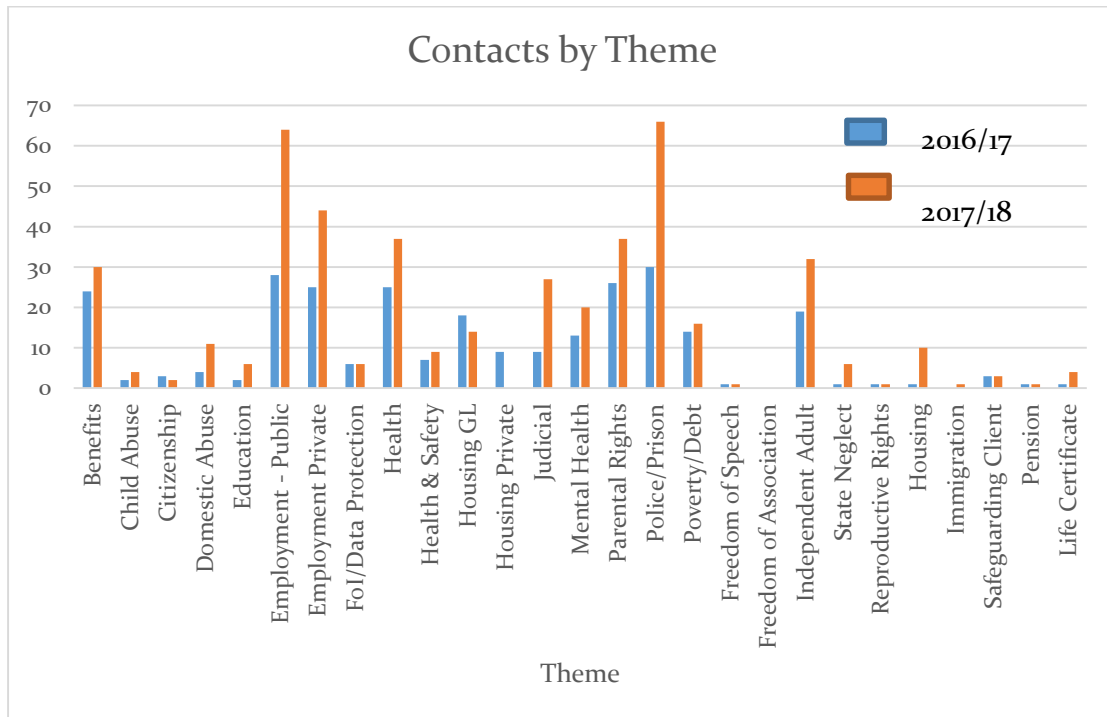


Fig 2.

Areas of Concern

THE PRISON

This year we have had a sharp rise in issues involving the prison. Any human rights commission would expect prisons to be a major source of complaints because of the State’s role in limiting the freedom of those convicted of crimes.

The decision to halt plans to move the prison to the Sundale site has played a major role in this increase. Conditions which have been tolerated because of the promise of a move within two years are now a legitimate cause of complaint when no end is in sight.

The prison is one of the biggest human rights concern for the EHRC. It was built in 1827 and is still in use today, the building largely unaltered. It was declared unsuitable for further use in the 1850s and Governor Gore Brown built a replacement at Rupert’s in 1853 which was burned down and the prisoners had to be moved back to the old prison. Governor Charles Ellis reported this in the 1867 ‘Blue Book with the comment:

“... I see but little hope of commencing a new jail for the next two or three years.”

150+ years later little has changed. There is no denying that the building is unfit for purpose, it is a fire trap and the cells are dark and lack ventilation. There are few work activities and little opportunity for exercise. The decision in January 2017 to turn off all the fans during the day has exacerbated the situation as it is unbearably hot.

The EHRC is currently undertaking an Inquiry in to the Conditions of detention in the prison, due to be published in July 2018.

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.

- Three people have contacted the Commission due to homelessness which is a welcome decrease on last year.
- Most of those contacting the Commission have had problems with overcrowding; as many as four people living in one room in someone else's home.
- The state of repair of some GLH is also a cause for concern and is affecting the right to private & family life.
- At least three people have had to move out of accommodation with family due to the household income policy.
- 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.

The Commission is working with the Housing Department and Safeguarding Directorate to find ways of addressing the above issues.

POVERTY

The EHRC is concerned about the ability of families on low incomes to afford their utility bills and pay their rent, child care 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 that were 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 "Putting Food on the Table." in September 2017 (see Annex 1 and available here <http://humanrightssthena.org/puttingfoodonthetablesept2017.pdf>)

EMPLOYMENT

There has been a huge increase in the number of people contacting the Commission because of employment issues. Questions about SHG employment have more than doubled in this period over the same period last year.

SHG

Over 60 complaints/questions arose from SHG employees, mainly about very lengthy suspension periods, lack of communication and the lack of ability to access competent representation for hearings. Changes to shift patterns and work areas particularly at the CCC have also caused concern.

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

INTERACTION WITH STAKEHOLDERS/COMMUNITY ENGAGEMENT

Media & Information

The CEO and Commissioner Barry Francis have been interviewed on both Radio Stations and articles have appeared in both newspapers both about the Commission in general and specific issues such as same-sex marriage

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

Financial Position

The table below shows the receipts and payments of the Equality and Human Rights Commission from 1st April 2017 to the end of the financial year March 31st 2018.

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

01 April 2017

to

31 March 2018

	£
Opening Bank Balance	9,656.18
Receipts	
SHG Contribution	56,000.00
Donations/Fundraising	20.00
Other Income	402.06
Interest	12.45
TOTAL RECEIPTS	56,434.51
<u>PAYMENTS</u>	
Salaries & Tax	32,271.70
Commissioners	5,962.55
Telecoms	5,425.44
Other Expenditure (Stationery, advertising etc.)	5,602.22
West Law	3,173.63
Rent	3,200.00
Cleaner	418.77
TOTAL PAYMENTS	56,054.31
TOTAL NET	380.20
Closing Bank Balance	10,036.38

PERFORMANCE AGAINST ORDINANCE REQUIREMENTS (TABLE 2)

Requirement	Action
<p>Strategic plan:</p>	<ul style="list-style-type: none"> • This plan has been in place for 18 months and to be updated in the first quarter of FY 2018/19 • Progress on the plan recorded in annex 2 below
<p>Equality and diversity</p> <ul style="list-style-type: none"> • Promoting understanding of the importance of equality and diversity. • Encourage good practice. • Promoting equality of opportunity. • Promoting awareness and understanding of rights on St Helena. • Work towards the elimination of unlawful discrimination. • Work towards the elimination of unlawful harassment. 	<ul style="list-style-type: none"> • Funding and materials acquired for the Starting the Conversation project to reduce bullying of gay students. This has been blocked by Education. • Working with SHG on the employment of disabled persons the scheme is now ready to go live. • CEDAW has been extended to St Helena • Produced the Easy Read Rights Booklet • Lobbying for same-sex partnerships to be recognized. Marriage is now legal • CEDAW booklet promoted.
<p>Human rights</p> <ul style="list-style-type: none"> • Promoting understanding of the importance of human rights. • Encouraging good practice. • Promote awareness, understanding and protection of human rights. • Encouraging public authorities to comply with Part 2 of the Constitution. 	<ul style="list-style-type: none"> • Produced the Easy Read Rights Booklet and leaflets on the individual human rights instruments. • Legislation on minimum working age passed • Working with SHG on the employment of disabled persons the scheme is now ready to go live. • CEDAW booklet issued
<p>Groups</p> <ul style="list-style-type: none"> • Promoting the understanding of the importance of good relations between members of different groups, and encouraging good practice. • Working towards the elimination of prejudice against, hatred of and hostility towards members of groups, • Working towards enabling members of groups to participate in society. 	<ul style="list-style-type: none"> • Input into policies being developed by Adult Social Care. • Input into Policies for Mental Health Ordinance • Working with S&CDC & SHG on access for disabled into work. • Funding and materials acquired for the Starting the Conversation project to reduce bullying of gay students.

Requirement	Action
<p>Information, advice</p> <ul style="list-style-type: none"> • Publishing /sharing information • Researching issues; • Education or training; • Advice or guidance 	<ul style="list-style-type: none"> • Information produced and distributed on same sex marriage and civil unions • Work with S&CDC & SHG on access for disabled into work now completed and handed over to Safeguarding • Research into minimum working age for children, same sex marriage • Working with apprentice and work experience students.
<p>Inquiries</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"> • The Inquiry into the Conditions of Detention at HMP Jamestown commenced on 19th March 2018 and will be completed by July 2018.
<p>Human rights</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"> • Developing links with other Human Rights Commissions and groups, in particular the Northern Ireland Commission for Human Rights • Working with other NGOs
<p>Investigations</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>Unlawful act notice</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>Action plans</p> <p>Are agreed with the above perpetrator to address the situation.</p>	<p>None at this time</p>
<p>Legal assistance</p> <p>The Commission may assist an individual who is or may become party to legal proceedings</p>	<p>None at this time</p>

Annex 1



Introduction

The Equality and Human Rights Commission is contacted on average just over 3 times a week by people who cannot afford to meet their living costs. The underlying causes of this are manifold; the cost of imported goods, the world's most expensive electricity and comparatively low local wages all play their part as does the iniquitous household income policy which is thankfully now under review.

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.¹

The UK and local General Elections and the coming of the long hoped for air access both signal changes for St Helena, changes which should improve to quality of life for everyone but which may increase the apparently widening gap 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. In recent weeks we have had cases where children are (on occasions)not attending school because there is no money to provide them with their packed lunch, there are people who once rent, utilities and payments for spectacles are deducted from their income related benefit have no money to buy rice or bread, let alone meat or fish. Making Ends Meet contribute to food and utility bills week in week out.

This is a situation which effects the dignity and worth of those living with poverty and debt and this make it a human rights issue. The EHRC have therefore attempted to answer the question how much does it cost to provide the basic food and hygiene requirements on St Helena.

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 used what we have, a total of more than 70 years' experience of living and shopping on St Helena.

1. We each made a list of all the relevant items we would need to feed ourselves and our families and keep clean.
2. Next we went through and removed all luxury items or duplicates (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 established prices for the cheapest option on all of the remaining items on sale in Solomon's, Thorpe's and Rose & Crown as these three retailers have shops in the country areas and took an average of their prices.

¹ Supreme Court of St Helena 21st February 2017

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 two trips to town for shopping were included but no allowance was included for home to duty 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 alcohol, tobacco, TV service, internet, telephone or other entertainment.

Results

Even during the two week period we were working on this project and despite the fact there had not been a ship we found prices were increasing. The table below shows 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 £	IRB ^(note 1)	BIP ^(note 2)
Single person	89.70	61.60	63.70
Family of 4	262.03	146.98	
Family of 6	290.74	190.10	
Retired/unemployed couple	118.93	97.50	127.40
Couple with baby	165.34	122.14	
Single person with baby	134.60	86.24	

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 £63.70 pw very few couples achieve this due to time overseas, or time unemployed 25 qualifying years is 75% of the full value of the pension £47.78 and 20 qualifying years is 50% of the full value of the pension £31.85. 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.

Conclusion

It is clear from these figures that anyone without savings 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.

List of products included where applicable

Apples	Fresh Tuna Fish
Baby food	Hand Cream
Baby Lotion	Handy Andy/Jif
Baby Milk Powder	Lettuce - each
Baby Soap	Margarine - 500g
Baked Beans	Milk
Bananas	Nappies 6-12 mths (14 per pack)
Beef	Onion (imported)
Bin Liners	Orange
Black Pepper	Pear
Black Tea bags	Plain White flour
Bottle Parsley/herbs	Pumpkin
Bread	Rent
Carrots	Salt
Cereal - Corn Flakes	Shortcake Biscuits
Cheese	Soap
Chicken	Soap Powder
Chicken legs	Toilet Rolls
Cooking Oil -	Toothpaste
Curry Powder –	Transport
Deodorant - female	Water - .97p per unit
Deodorant - male	White Rice
Dish Washing Liquid - Persil	White Sugar
Eggs (6 only)	
Electricity 30p per unit	Items not affordable and not included
Fresh local Potatoes	
Fresh Tomatoes	Alcohol
	Baby Shampoo

Beetroot pickle	Replacement items, eg. Kettle, Saucepan
Broccoli	
Buns (fruit)	Shampoo
Cabbage	Special dietary requirements
Cake	Sweet treats/chocolate
Clothing	Taxi fares
Crisps	Telephone
Custard	Television or DVDs
Entertainment	Tobacco
Family outings	Tomato sauce
Fresh Green beans	Vehicle costs
Garlic	
Ginger	
Ham	
Hospital Expenses including scans and laboratory tests	
Ice cream	
Internet	
Insurance of any kind	
Jelly	
Juice	
Marmite/Peanut butter etc.	
Meal out/takeaway lunch	
Medication	
Oxo's	
Pasta	
Peppers	
Raisins or dried fruit	

Annex 2: Update on Actions in EHRC Strategic Plan 31st March 2018

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 S&CDC
	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	Oct 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
We will monitor, advise and support	Work closely with Safeguarding and other	A human rights compliant	Ongoing		

	Action	Process	Outcome/indicator	Priority/deadline	
	<p>public servants - including government and the St Helena Police Service - to carry out their functions in a human rights-compliant manner.</p>	<p>directorates to support improvements to the delivery of a human rights compliant service.</p>			
		<p>All commissioners will undertake level 2 safeguarding training.</p>	<p>All Commissioners trained</p>	<p>New Commissioners Mar 18</p>	<p>All enrolled</p>
		<p>Advocate for and support the development of Anti-Domestic Abuse legislation</p>	<p>Ordinance in place</p>	<p>Time line agreed with LegCo/ExCo June 18</p>	<p>Drafting in progress</p>
		<p>Lobby for compensation for survivors of domestic abuse.</p>	<p>Ordinance in place</p>	<p>Time line agreed with LegCo/ExCo June 18</p>	
		<p>Work proactively with SHG and others to develop a National Gender Policy</p>	<p>Policy in place and actively in use</p>	<p>Time line agreed with LegCo/ExCo March 17</p>	<p>Establishing Gender Unit, Proposals to be discussed with S&CDC</p>
<p>Pillar two: Protecting Human Rights in a Time of Economic Growth</p>	<p>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.</p>	<p>Initiate a Poverty Conference</p>	<p>Action plan for poverty reduction</p>	<p>March 17</p>	
		<p>Monitor Poverty and wealth indicators</p>	<p>Improvement in indicators for Standards of Living</p>	<p>Ongoing</p>	<p>Survey carried out Aug/Sept 17 further work underway</p>
		<p>Develop an education curriculum on HR in primary & secondary schools</p>	<p>Curriculum in place</p>	<p>Sept 2017</p>	<p>Meeting held with director – no action</p>
		<p>Work in schools to promote equality & human rights.</p>	<p>On Going</p>	<p>LBGT work starting Oct 16</p>	<p>Refused access eventually met with Director & Chairpeson action agreed, none forthcoming</p>

Action	Process	Outcome/indicator	Priority/deadline	
	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
It will work for inclusion and equal opportunity for all, enabling people to participate in the expected economic growth.	Working closely with Government and civil service to introduce an Equality Ordinance to protect those involved in private sector transactions	Ordinance in place	Time line agreed with LegCo/ExCo June 18	EHRC drafting
	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		Work underway
	Recommend Special Measures (CEDAW Art 4) if required	Measures in place and women increasingly included and considered	As required	
	The Commission will advise government and its agencies on the achievement of human rights.	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		Policies in place	Time line agreed with Education Dec 16	See above

		Action	Process	Outcome/indicator	Priority/deadline	
Pillar three: Promoting Dignity, Respect and keeping people safe			harassment policies in schools and workplaces			
			Lobby for robust rehabilitation services for perpetrators of domestic abuse	Rehabilitation happening and achieving positive results	Time line agreed with LegCo/ExCo June 17	
		The Commission will provide human rights capacity-building support to the Government and other actors.	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
		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.	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 Nov 16	
		The Commission's contribution must be to ensure that fairness, dignity and respect are at the heart of designing and delivering	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	Members of the public and LegCo have expressed concern about the differing number of personnel between the Attorney General's office and the Public Solicitors Office. A request has been made for funding

Action	Process	Outcome/indicator	Priority/deadline	
effective public services.				for an additional position. for the Public Solicitor's team.
	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 Underway
We will work with the relevant agencies on the extension of Human Rights Instruments (for example CEDAW & CRPD) to Saint Helena	Continue work with HRD/Safeguarding & S&CDC on access to work	Increase in number of disabled people in employment	1 st Dec 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 st 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	

Action	Process	Outcome/indicator	Priority/deadline	
We will work with governments and strategic partners will ensure good practice shapes reforms, for example procurement and commissioning frameworks.	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 st 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.	
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	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	
	Regular visits to CCC, Barn View, Ebony View etc.		Ongoing	

WEBSITE

WWW.HUMANRIGHTSSTHELENA.ORG

DOCUMENTS AVAILABLE

PUBLICATIONS ALL POLICIES

REGISTER OF COMMISSIONER'S INTERESTS

Contact

The Equality & Human Rights Commission

The Old Drawing Office, PWD Yard, The Castle,
Jamestown

Tel: 22133

Email:

admin1@humanrightsthelena.org