

Update on Actions in EHRC Strategic Plan 31<sup>st</sup> December 2017
 Key  Achieved  on track  Delayed/behind  Unlikely/will not happen  To discuss with S&CDC

	Action	Process	Outcome/indicator	Priority/deadline	
Pillar One: Human Rights and Good Governance	<b>The Commission will continue to support the development of a strong framework for human rights-compliance on the part of SHG.</b>	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
	<b>We will advise Government on new legislation and recommend changes in current legislation where it fails to meet Human Rights norms and standards.</b>	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
	<b>We will monitor, advise and support public servants - including government and the St</b>	Work closely with Safeguarding and other directorates to support improvements to the delivery of a human rights compliant service.	A human rights compliant	Ongoing	

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	<b>Helena Police Service - to carry out their functions in a human rights-compliant manner.</b>	All commissioners will undertake level 2 safeguarding training.	All Commissioners trained	New Commissioners Mar 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 S&CDC
Pillar two: Protecting Human Rights in a Time of Economic Growth	<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	Sept 2017	Meeting held with director – no action
		Work in schools to promote equality & human rights.	On Going	LBGT work starting Oct 16	Refused access 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 opportunity for all, enabling people to participate in the</b>	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



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<b>expected economic growth.</b>	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		
<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	Working with Creative St Helena	
	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 Dec 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 Government and other actors.</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	
<b>Pill ar</b>	<b>The Commission will work to ensure that</b>	Work with the Police to ensure all law enforcement measures are HR	Ongoing	Working with CoP	

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<b>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>	compliant and proportionate to St Helena			
	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	
<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	The situation at the moment is poor as there is no Public Solicitor - again!
	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	The new CoP has undertaken to consider the concerns of the EHRC
<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> Dec 2017	TESS to go to S&CDC 13/9/17
	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.			

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	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	
	Regular visits to CCC, Barn View, Ebony View etc.		Ongoing	