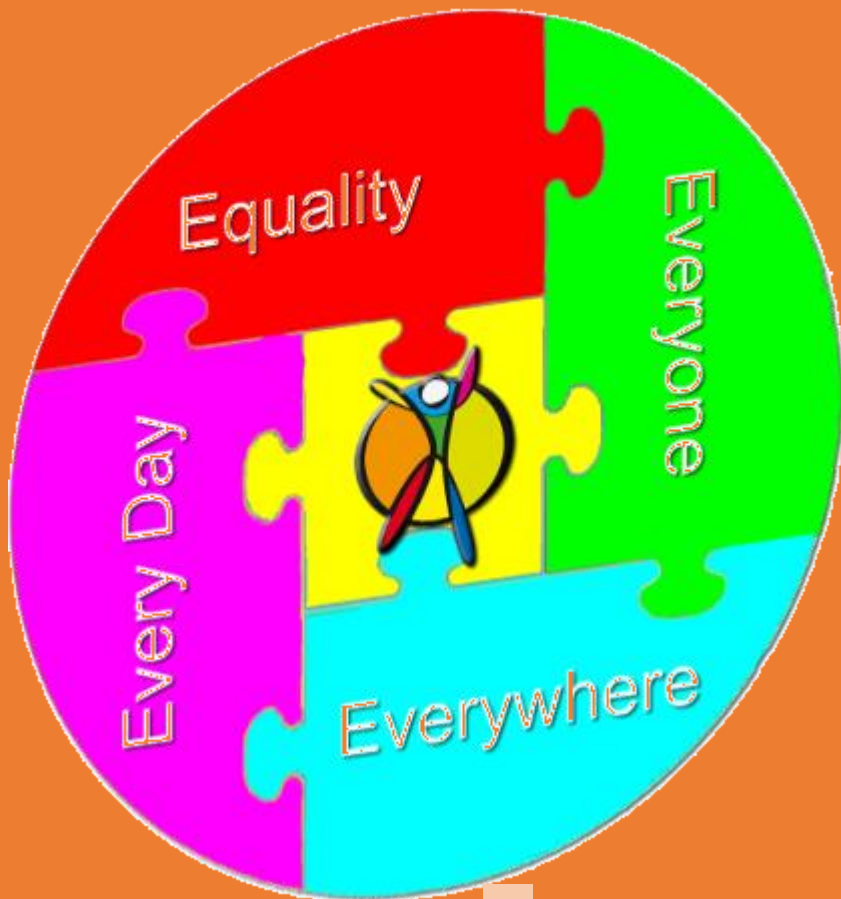




Equality & Human Rights Commission

Annual Report 2019–20



Published by the Equality & Human Rights Commission, PWD Yard, Jamestown, St Helena

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Equality & Human Rights Commission Annual Report 2019–20

Privacy

The Commission complies with the confidentiality provisions of the Commission for Equality & Human Rights Ordinance 2015. Our privacy policy is available online at humanrightsthelena.org or by contacting us.

The EHRC respectfully acknowledges the Saint Helenian people past and present, their diversity and their history.

Our Promise

Our role is to empower those people to resolve their disputes and to shape law and policy, advocated for change and work closely with a range of partners to create a fairer society; preventing similar problems for others.

Over the next three years we will continue this work. We will work with our partners and engage more people across the island to encourage people to discuss, value and stand up for human rights.

We will continue to develop as an organisation to ensure that we have the strongest possible evidence base to lead change where it is needed and increase the impact and value of our work. We will advocate for systems and laws that are developed around principles of fairness and equity and ensure that everyone is treated humanely and with dignity.

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Forward

In accordance with the *Commission for Equality & Human Rights Ordinance 2015*, I am pleased to present the Equality & Human Rights Commission's Annual Report for the year ending 31st March 2020.

Yours sincerely

Catherine Turner
CEO & Equality & Human Rights Commissioner

Introduction

The past year has seen very public debate both internationally and here on island on issues that are at the heart of what the EHRC stands for: freedom from sexual harassment and discrimination; better protection for those who face denigration or harm because of their race, religion, sexual orientation or age and holding to account the institutions that are entrusted to care for vulnerable members of our communities. We have worked across all of these issues and helped bring a human rights focus to SHG policies and practices, to legal decisions at Privy Council level and to the proposed Constitutional changes.

This year the EHRC became the first BOT Human Rights institution to act as Intervener in a Privy Council hearing. This was on the right of BOT citizens to be treated on a par with UK citizens when it comes to damages for Pain, Suffering and Loss of Amenity awards. It also gave the EHRC the opportunity to raise on the UK stage the issue of whether it is the St Helena Government or the UK Government who is ultimately responsible for protecting the rights of BOT Citizens. The plaintiffs were successful in their defence of their claim. We are grateful beyond words to Caoilfhionn Gallagher QC, Fiona Murphy, Susie Alegre and their team at Doughty Street Chambers for their wonderful work.

This year we have taken a step towards our goal of international accreditation, changes to our legislation and the development of our framework document have increased our compliance with the UN principles that guide our work. The EHRC has also had its application to join the Commonwealth Forum for National Human Rights Institutions provisionally agreed. Full ratification of this decision will happen at the next full meeting.

It is true that St Helena is ahead of many of the British Overseas Territories (BOTs) in its human rights framework. Yet we can also see that it is passed time to consider what greater protections and stronger laws are required to ensure there is appropriate accountability for the protection of equal opportunity and human rights in our workplaces, social clubs, and schools and how these rights are protected for all St Helenians.

This year we have advocated for an Equality Ordinance to extend the rights enshrined in Part 2 of the Constitution of St Helena, Ascension and Tristan da Cunha to the private sphere. This would mean increased accountability for employers to ensure they are preventing discrimination and harassment and that there are proportionate consequences should that fail to occur.

This year the EHRC has carried out its first training in the Private Sector with our “Rights Here” course covering the basics of human rights delivered to all the staff of Connect St Helena Ltd. This was well received and resulted in some lively discussion. Our thanks to Barry Hubbard for inviting us to deliver the sessions and his wonderful team who helped to make it so successful.

We have begun to build a human rights culture across the public sector through, engaging departmental leadership and working with vulnerable groups and individuals to make them more aware of their rights and how to access assistance. In the coming year we aim to build on this foundation.

Much of our work continues to be helping individuals resolve their issues of discrimination and other Constitutional issues. This year we took 144 enquiries, raising 161 discrete issues. Most complaints related to discrimination on the basis of a disability, with the next most

common areas of complaint being sex discrimination, race and sexual harassment. We use what we learn through our individual dispute resolution service to advocate for changes to the structures, systems and policies that entrench inequality.

Promoting and protecting human rights is not always easy work. The Commission is lucky to have such talented and dedicated staff and team committed to improving the lives of all Saints.

Barry Francis
Chair

Annina van Neel
Deputy Chair

About the Commission

The EHRC is an independent statutory body with responsibilities under the Commission for Equality & Human Rights Ordinance 2015. It reports to Elected Members through the Social & Community Development Committee and liaises with the Civil Service through the Chief Secretary.

In terms of SHG's 10 year plan, the EHRC plays a pivotal role in assisting in achieving the Altogether Safer objective.

Our current Commissioners are

Barry Francis	Chair
Annina van Neel	Deputy Chair
Cathy Harris Cranfield	
Mark Brooks	
Janine Nyschens	
Catherine Turner	CEO & Commissioner (<i>ex-officio</i>)

Our strategic plan

For the period April 2019 to March 2022 the EHRC will focus on the four priorities outlined in our Strategic Plan. Through consultation and the evidence gathered during the previous strategic cycle (2016-2019) we identified areas for development of human rights on St Helena and for the Commission's development to meet those challenges. These priorities also take into account our mandate, expertise and the current needs in our community along with SHG's 10 Year Plan.

The Strategic Plan sets the direction for our work towards achieving our vision and mission.

Our vision is for a fair, safe and inclusive St Helena where every person is treated with dignity and respect.

Our mission is to work with and influence law and policy makers, organisations, groups and individuals to protect and promote human rights in St Helena, allowing everyone an equal opportunity to reach their full potential

Strategic priorities

- Embedding a human rights culture on St Helena
- Improving workplace equality
- Protecting human rights in closed environments
- Advancing Freedom of Information and Data Protection in St Helena

These are explored in more detail below.

Our principles

We will ensure that:

- **Participation** - People should be involved in decisions that affect their rights.
- **Accountability** - There should be monitoring of how people's rights are being affected, as well as remedies when things go wrong.
- **Non-Discrimination and Equality** - All forms of discrimination must be prohibited, prevented and eliminated.
- **Empowerment** - Everyone should understand their rights, and be fully supported to take part in developing policy and practices which affect their lives
- **Legality** - Approaches should be grounded in the legal rights that are set out in our Constitution as well as the local and international laws

Role of the Commission

The Commission's role is to protect and promote human rights in St Helena, and we do this through a range of functions under our laws. These functions cover our important day-to-day work, as well as key projects and initiatives, and enable us to:

Investigating Complaints

We have powers to investigate complaints of human rights infringements including discrimination, sexual harassment and racial and religious intolerance by providing a free and confidential assistance service

Research

We undertake research here on island, to understand and find solutions to systemic causes of discrimination and human rights breaches. We also follow international human rights news, trends and thinking to bring and keep the rights of Saints on a par with the UK and current best practice

Advocating and empowering

We raise awareness across all parts of the community about the importance of equality and human rights, encouraging meaningful debate and challenging discriminatory views and behaviours.

Enforce

We intervene in court proceedings to bring an expert independent perspective to cases raising equal opportunity and human rights issues. We conduct inquiries and investigations to identify and eliminate systemic discrimination.

Education

We provide information to help people understand and assert their rights. We are happy to conduct reviews of programs and practices to help organisations comply with their equal opportunity and human rights obligations. During these 3 years we aim to extend our work with SHG, businesses and the community to drive best practice in equality, diversity and human rights.

Monitor

We monitor the operation of the Constitution and the Human Rights instruments extended to the island and track St Helena's progress in protecting fundamental rights. We produce reports for the UK and United Nations about what is or is not being done to protect our rights.

This document sets out under the above headings the work the EHRC carried out during the financial year 2019-20, how it achieved against its targets and how the EHRC has helped SHG progress its 10 year plan

Review of 2019–20

In 2019–20 we undertook a wide range of work under these functions, as well as projects that aim to increase the impact of our work and build a stronger, more effective organisation.

Investigate Complaints

We have powers to investigate complaints of human rights infringements including discrimination, sexual harassment and racial and religious intolerance by providing a free and confidential assistance service.

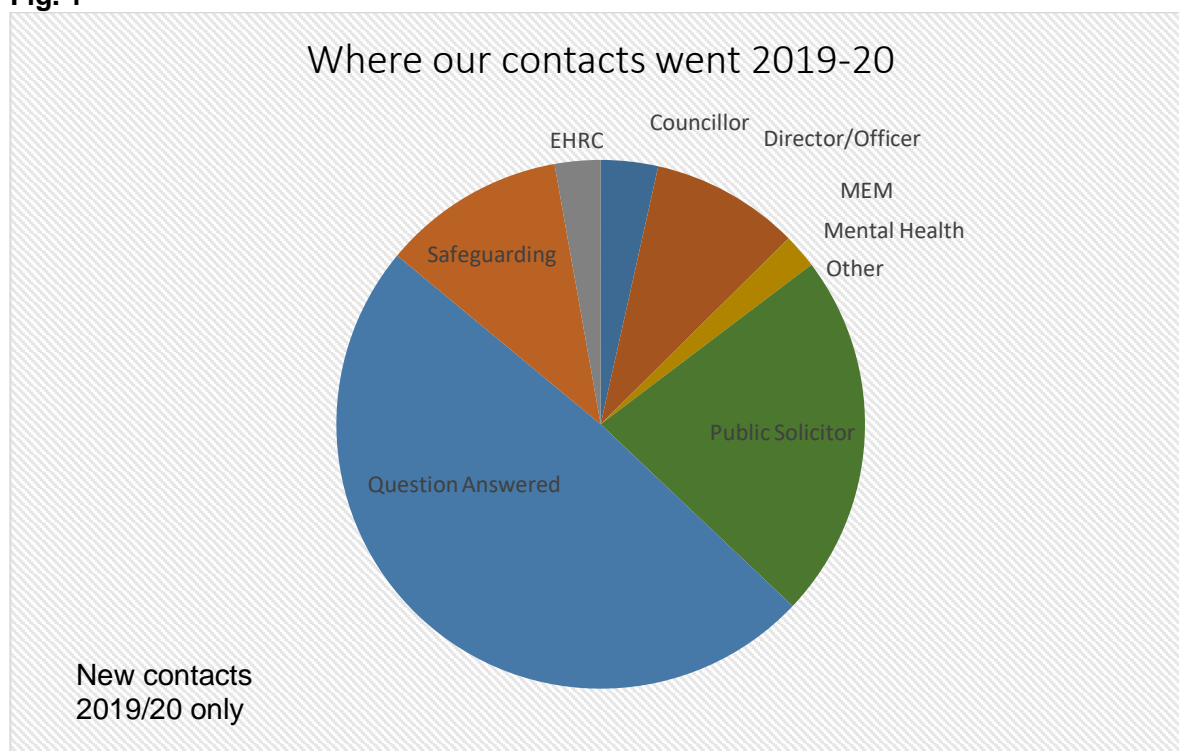
The EHRC empowers complainants (we call them contacts) to resolve their complaints by listening to everyone who contacts us, hearing their complaints and assisting with those that fall within our remit. Where a complaint is not of a human rights nature we advise on the correct person, agency to contact. Often we will initiate contact on behalf of the complainant to ensure the matter is dealt with.

We use the information from all the Contacts to inform our work to address systemic issues, every contact is recorded on our data base. A client file is opened for each complainant with a human rights complaint. A complaint file may contain a number of different complaint issues for example, a client file might include an issue of sexual harassment in the workplace, as well as discrimination on the basis of race, and a homeless person may also have difficulty accessing benefits.

Table 1 (below) Shows that this year we had 144 new contacts from people believing they had a human rights complaints covering 161 themes. This was very slightly down on the previous year. We closed the year with 35 open files requiring further input, legal advise/action, research or advocacy.

Table 1	2018/19	2019/20
New Contacts	151	144
Themes Raised	184	161
Files Closed during the year (includes files remaining open for previous years).	106	109
Files remaining open as at 31st March 2020	45	35

Fig. 1



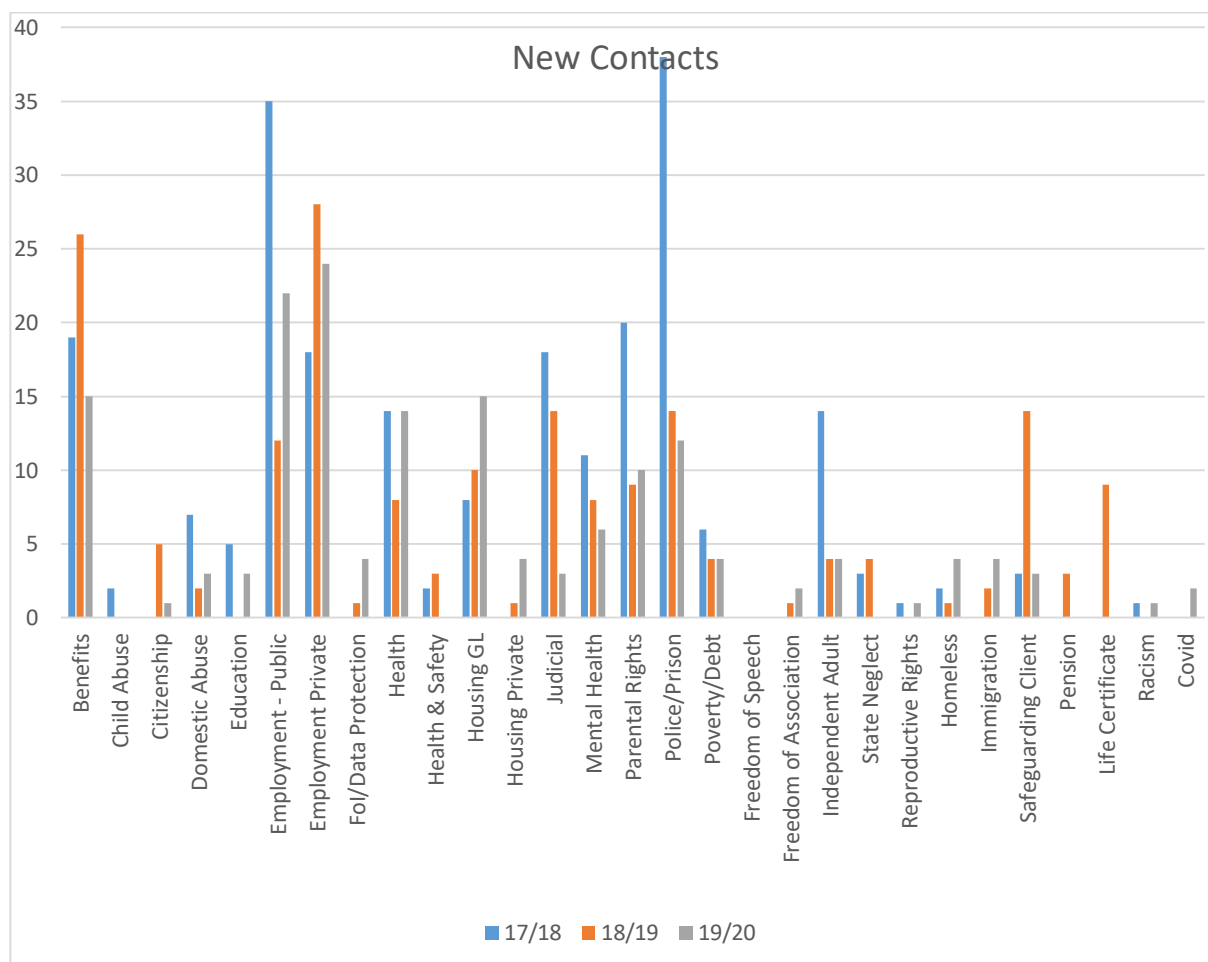
For almost half the contacts, we the EHRC was able to deal with their concern within the year (see fig 1). Many required little more than an email or phone call to resolve the issue. Sometimes just explaining to the complainant that the policy/explanation they had been given was correct was enough, others may have required several weeks or months getting to the bottom of the problem. Almost a quarter of the contacts were referred to the Public Solicitor's Office as their cases required legal advice, most of which involved employment issues. Those with human rights issues continue to receive our help as well as we work in tandem with the public solicitor, assisting with research etc. Currently we have six clients that fall within this category.

16 cases were passed to Children & Adult Services either through the referral system or by contacting the complainant's allocated Social Worker/Care Officer. For this reporting year, Commission staff have acted as "Appropriate Adult" to two of the Directorate's clients to ensure their rights were protected when decisions were being made about their future care. Other cases have been referred to Mental Health, the Police and other SHG directorates and to Elected Members.

Four serious cases are now with us needing overseas expert legal advice for which the EHRC has no budget, this in itself is preventing these clients from exercising their rights and seeking redress for the damage caused.

Complaint Subject

Fig 2 Number of contacts by subject



The Commission finalised 109 complaint files in 2019–20, including some files that were opened in previous financial years. While there was a slight drop in the number of issues raised by complainants this year, figures have remained steady and indicate similar patterns for the type and nature of complaints. As Fig 2 shows the most complaints were again about private sector employment (24) closely followed by SHG employment (22). Access to benefits (household income) and Government Landlord Housing came next with 15 complaints each.

Private Sector Employment

The issues here are, as have been regularly reported, lack of contracts, the refusal by employers to pay for public holidays and/or the 5 days statutory paid annual leave.

One employer is causing a specific problem by not paying for leave by reducing the number of “rest days” given by the number of leave days taken. There is a difference between St Helena law and South African law.

The 10 most complained about protected characteristics/vulnerability are listed in table 2 below:

Table 2 Protected Characteristic	Total complaints
Disability	28
Age	12
Place of Birth	12
Parental Rights	10
Homelessness	4
Poverty	4
Sexual Orientation	2
Mental Health	2
Reproductive Rights	2
Race	1

Disability Issues

Most of these were around the level of care and respite care available. Our clients had not access to respite for 5 years.

There were many complaints about the derisory amount carers are paid to look after their loved ones and the failure to increase the Better Life Allowance and Carer’s Allowance in the last 4 years. This is particularly disappointing as other benefits have increased in line with the minimum income standard (MIS).

Access to work and public buildings and public transport also are high on the agenda.

Disability was the focus of our work for 2019/20 and the table 3 over leaf shows what was achieved.

Table 3: Disability: Objectives and Achievements 2019/20

Objective: our premises and services are accessible to, and used by, people with disabilities.	<p>We have maintained our accessibility standards in relation to our service delivery and are working to provide all our core publications in multiple accessible formats. Our first accessibility audit will be undertaken in early 2021.</p> <p>Our premises are accessible however we have no access to disabled access toilets.</p>
Objective: ensure our personnel with a disability are properly resourced.	<p>We have reviewed our policies to ensure that they meet the needs of those with disabilities. For example providing additional internet access to enable working from home.</p>
Objective: use our powers to improve outcomes for people with disabilities.	<p>We have developed practical leaflet on rights and duties under the Constitution for those with learning disabilities. We are consulting with disability advocates in the design process and plan to develop and pilot training in 2020/21, in partnership with the Disable Persons Aid Society (DAPAS)</p>
Objective: work respectfully and effectively with each other and with key stakeholders and learn from experts, particularly those with lived experience of disability.	<p>Key achievements include informing the development of the Commission's Strategic Plan.</p> <p>Advocating on behalf of persons with disabilities and their carers for access to the care and facilities needed.</p> <p>Working with DAPAS & SHAPE to develop proposals for equality legislation which was presented to SCDC in October 2019.</p>

Age

Of those that felt they were discriminated against because of their age, the majority were over 60 and having difficulty accessing employment or could only access employment on less favourable terms than their younger counterparts. For example they did not qualify for pension and/or could only have a one year contract.

The benefits system caused some complaints. People (young adults?) living at home with parents (also on benefits only getting £10 per week “pocket money”) and their parents being given money to keep them. They felt that this was demeaning and that as adults they should not have to ask their parents for money to buy the basics.

One teenager was at a loss to understand why he could father a child at 16 but not drive a car, drink or smoke until 18.

Place of Birth

These complaints were very varied, demonstrating no specific trend. Three related to dismissal from employment, two to Saint Status, one, access to education others related to health, quarantine and planning.

The most notable case was the decision at the Privy Council that Saints had a reasonable expectation to have the same human rights as people in the UK. (See below)

Research

We undertake research here on island, to understand and find solutions to systemic causes of discrimination and human rights breaches. We also follow international human rights news, trends and thinking to bring and keep the rights of Saints on a par with the UK and current best practice. We also provide information to SHG, Elected Members and the Office of the Governor. Of particular note during this year are

1. The report to the United Nations Committee on Civil and Political Rights (CCPR) which was completed in the year in question and submitted in April 2020 The full text of which is available here or can be requested from the EHRC:



Microsoft Word 97
- 2003 Document

2. Disability Rights – The EHRC made disability rights their focus for FY 2019/20, extensive research has been carried into disability issues around the world and on island. This culminated in the drafting of a proposal for equality legislation which was submitted to SCDC in March 2020.
3. Gender Monitoring- this is an ongoing project, statistics are gathered on issues which may exhibit gender bias, trends are reviewed and researched as they develop.

4. Elected Members – research has been carried out for various Elected Members on subjects such as health, housing, cannabis oil and access to internet.
5. Covid-19 – Towards the end of the year the CEO was appointed to the Incident Executive Group, for handling the potential arrival of Covid-19 to the island. This has allowed the EHRC the opportunity to review the management proposals from a human rights perspective and advise the Covid-19 Command Structure on the potential engagement of human rights and the proportionality of proposed actions.
6. Cultural rights – This has been an area of growth over the year. Changes to our fishing industry, our Constitution and the plans of potential inward investors have all raised concerns about the effects on the culture of the island.

Example

The proposed development at Horse Pasture raised many questions about the potential damage to the islands culture. Culturally the site is very important to Saints who use the area for recreation.

While the plans are still vague it seems around 100-150 houses will be built for sale at approx. £500,000 each. These will be too expensive for the vast majority of Saints so in effects unless they are empty there will be an additional 300+ people on island which is almost 10% of the islands population (the equivalent of 7.2 million people in the UK) This could have an effect on the island's culture. The plan is for a "gated community" a complete culture clash for a people who rarely lock their front doors or cars.

The potential for increased racism or xenophobic attitudes is a concern as there will be a very clear divide between the haves and the have not.

Educate

We provide information to help people understand and assert their rights. This may be in the form of leaflets, books, films or training. We also provide an education and consultancy service to government, business and the community to drive leading practice in equality, diversity and human rights.

Example

- **Connect St Helena Ltd – All staff (74 people) trained in basic human rights**
- **Police – the EHRC runs a training session for all new recruits to the Police Service and offers ongoing support/advice to the officers.**
- **Leaflets – The EHRC produces a wide range of information leaflets specific to St Helena, however lack of budget and increasing printing costs are limiting availability**
- **Adult Services – The EHRC have participated in the White Ribbon Day and supported work at the Safe Haven.**

Area of Concern

The EHRC has made repeated attempts to work with the Education Directorate to develop an awareness of human rights in schools. However to date we have been unable to gain access to Prince Andrew School

Working with diverse communities

Under the strategic priority of developing a human rights culture, the Commission has undertaken several projects to raise awareness about people's rights under our laws. For example:

Example

International Women's Day - Radio, newspaper and social media presence and an exhibition at the Museum recording the thoughts and voices of women on island.

Convention on the Rights of the Child 30th Anniversary – School assemblies, leaflets and posters produced for all schools.

White Ribbon Day – Radio and Social Media and a march through Jamestown.

Advocate & Empower

We raise awareness across our communities about the importance of equality and human rights, encouraging meaningful debate, leading public discussion and challenging discriminatory views and behaviours.

The EHRC listens to its clients, we hear their stories and provide information about who can help them, what their rights are and how to access those rights.

Where people lack capacity to act for themselves a Commissioner will advocate on their behalf but where possible we try to support and empower people to speak for themselves.

19/20 was the Commission's year of the disabled, the rights of those with disabilities were given particular focus.

Engaging with the media

During 2019–20 the Commission engaged with the media to join public discussions about key human rights issues and to ensure that our campaigns, reports and interventions reached the public.

This year we spoke about disability, domestic abuse, International Women's Day and slavery.

Example

Social media

An important part of the Commission's engagement comes from social media. Our social media channels, including Facebook, Twitter, are used as an integral part of our communications and allow us to broadcast our messages, amplify the voices of others, and engage with the community online.

Our Facebook page 426 people like our page 429 people follow it.

Facebook <https://www.facebook.com/HumanRightsStHelena>

Website www.humanrightssthelena.org

International Women's Day - Radio, newspaper and social media presence and an exhibition at the Museum recording the thoughts and voices of women on island.

Submissions to Third Parties

Constitution & Legislation

The EHRC submitted proposals for changes to the employment legislation, Equality legislation and commented on proposed changes in the Constitution.

Policy

The EHRC has commented on various SHG policies throughout the year including the fees charged by the public solicitor and the better life allowance. We made a submission on the Labour Market Strategy, in support of those with disabilities, including practical proposals on how the proposals could be implemented.

In addition we are regularly asked to assist private sector businesses with their policies.

ICCPR – see research above

Consultation and committees

Commissioners and staff are actively encouraged to work with advocacy groups on the island and are currently involved with DPAS, League of Friends, the Safe Haven and various religious organisations etc. in their personal time. The EHRC also is involved with several working groups including the Custody User Group and the Incident Executive Group.

Monitor

We monitor the operation of the Constitution and the Human Rights instruments extended to the island and track St Helena's progress in protecting fundamental rights. We produce reports for the UK and United Nations about what is or is not being done to protect our rights.

The report to the United Nations Committee on Civil and Political Rights (CCPR) which was completed in the year in question and submitted in April 2020. The full text of which is available here or from the EHRC:



Microsoft Word 97
- 2003 Document

Enforce

We intervene in court proceedings to bring an expert independent perspective to cases raising equal opportunity and human rights issues. We conduct investigations to identify and eliminate systemic discrimination.

Interventions

Attorney General of St Helena (Appellant) v AB and others (Respondents) (St Helena)

Lady Hale, Lord Wilson, Lord Briggs, Lady Arden, Lord Sales

The Privy Council considered the above case, which centred on whether people on St Helena who had suffered pain, suffering or loss of amenity were entitled to the same compensation as our fellow British Citizens in the UK.

In the case in question the Chief Justice and later the three judges in the St Helena Appeal Court awarded damages at the same level as the UK. However the Attorney General on behalf of SHG argued into the Privy Council Board that as wages on St Helena are lower the damages should only be one third of those granted in the UK.

This case has an implication for everyone on St Helena. The Equality Human Rights Commission therefore was generously granted permission to act as Intervener at the Privy Council hearing making both written and oral submissions on the expectation of Saints to be treated as full British Citizens. The Privy Council Board expressed their gratitude to the EHRC for their Intervention.

The Privy Council have disagreed with the Attorney General's arguments and concluded that the current difference in average earnings between St Helena and the UK was in effect cancelled out by the higher cost of living. This coupled with the Saints likely expectation of equal treatment meant there was no case for concluding that compensation for pain, suffering or loss of amenity should be reduced.

We believe that this is the first time a Human Rights Commission from the Overseas Territories has intervened in a Privy Council Case and we are indebted to Caoilfhionn Gallagher QC, Fiona Murphy and Susie Alegre of Doughty Street Chambers, London for their wonderful assistance.

The full Judgement can be read here: <https://www.jcpc.uk/cases/docs/jcpc-2018-0034-judgment.pdf>

Development of the EHRC

The EHRC is committed to investing in our people and our workplace by embedding our values, nurturing a diverse, inclusive and respectful workforce and ensuring a safe, healthy

and productive work environment that aims to bring the best out of our people and make the Commission a great place to work. All our internal policies were reviewed over the year to ensure they reflect this aim.

Achieving International Standards

It is the stated aim of the EHRC to become an accredited National Human Rights Institution and this year we achieved two major milestones.

1. Developing our Framework Document setting out how we work with SHG and the Legislature.
2. Changes to our legislation to enable more transparent, independent selection of Commissioners

The Framework Document

The Framework Document sets out the Independent working relationship between the EHRC the Elected Members and the Public Service. It outlines the relevant roles and responsibilities of each party, the deliverables and timescales. The full text is available here: <http://humanrightsthelena.org/ehrcframeworkagreement27april2020.pdf>

Changes to our legislation

A small change was made to our legislation allowing the Judicial Services Commission to select our Commissioners and recommend their appointment to the Governor has given the process greater transparency, independent selection of our Commissioners.

These two actions take us a step closer to accreditation

Action plan 2019-2022

2020-21

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
Embedding a human rights culture Culture is made up of the beliefs and values of an organisation or community. It sets the rules for how we re-	St Helena's Constitution provides public bodies with a framework for considering human rights when making decisions, planning, delivering services and interacting with the community. Embedding a human rights culture across government and the broader community through increased knowledge and skills will lead to fairer more democratic decisions, good	Legislation, Policy & Justice: Work with ExCo/LegCo and senior staff to embed a culture of human rights across the public sector	Increased understanding of Human Rights and what they mean for St Helena Base line and final Questionnaire	Baseline questionnaire completed – follow up in Jan 2021	
		Review of Constitution.	Research issues (if needed) Engage with process	Ongoing	
		Review of Employment Legislation	Draft proposal for changes in Employment Legislation to clearly reflect Human Rights. Proposals put to SCDC	Sept 2020	
		Review of the Domestic Abuse legislation	Proposals submitted to S&CDC	Sept 2020	
		Equality & Disabilities Legislation	Proposals submitted to SCDC Awaiting response from AG & Social Services. Revisit	In place Sept 2020	Written to Chair SCDC 4/3/20 awaiting response
		Review of Equality & Human Rights Ordinance. (Recruitment of commissioners complete)	EHRC fit for purpose and Paris Principles compliant	In place Jan 2021	
		Framework document drafted	Draft complete & signed off	End April 2020	Awaiting SCDC approval

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
	governance and more equitable outcomes for everyone on St Helena.	Paris Principles explained to elected members, Directors and key stakeholders	Training sessions to be written	Ready to roll out May 2020	
		Solicitors Fees reviewed	Fees reduced for lower earners	June 2020	
		Minimum Income Standard Calculation Review	Review document to SCDC	May 2020	
		Organisations: Provide a review of the state of equality and human rights in St Helena in order to map our progress in protecting fundamental rights and inform policy, decision making and debate, informing fair and equitable decision making.	ICCPR Stakeholder Report part 2 ICRD ICSECR CAT CRC State of the Island report	21/22 June 2020 Jan 21 2021 2020 Annually from 2020	Part 1 submitted

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
		Send newsletter to all organisations giving a brief overview of EHRC progress since August 2015. Invite organisations to give their suggestions on how Human Rights can be embedded in our culture.	Newsletter issued by email following the Year End and P6 reports. Short one page summary	April & Oct 2020 ongoing	
		Work with Disabled Persons Aid Society, Children's Champion, Lay Advocates, Age Ways and other organisations representing the potentially vulnerable to understand issues and promote solutions. To develop and maintain an up to date understanding	Develop joint outreach programmes and celebrations on Human Rights Days	Ongoing Autism Day April 2020 White Ribbon 25 th November IHR Day 10 th December	
		Leaflets for Contractors on Human Rights matters possibly through Chamber of Commerce	Contractors Engaged Reduction in number of issues brought to Commission	2020 date to be confirmed Budget implication	
		Individuals and Groups: Work with the people of St Helena to embed a culture of human rights	Identify the types of issues, age groups/gender affected etc. through district clinics	Commencing June 2020	
		Build human rights competency, empowering the vulnerable to gain equal access to the opportunities and wealth on the island. Through workshops	No of Workshops Number of attendees	First half 2021 date to be confirmed Budget implication	

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
		Landlords/tenants agreements - Private & SHG	Both Parties protected	20/21	
		Internal: Gender unit in line with the requirements of CEDAW to assist in creating a society where men and women, boys and girls have their needs met, enabling them to achieve their full potential.	latest statistics recorded	Sept 20	
		Training – Paris Principles	All Commissioner and Staff	August 20	
		Checklist for assessing compliance with Paris Principles.	Update, Circulate with suggested actions	May 20	
		Refresher training for all elected members	All Trained	2021 after GE	

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
Improving workplace equality	Significant social and structural barriers to inclusion and equality in the workplace remain in both the public and private sectors. This is particularly true for women, people with a disability, LGBT+ people and people from a culturally diverse background. Older people are experiencing discrimination in the work place and on occasions people have been refused jobs because of their religious beliefs.	Legislation, Policy & Justice: Contribute to SHG initiatives aimed at preventing and responding to unequal treatment and practices whether it is gender bias or discrimination on any of the protected characteristics	Initiatives contributed to	Ongoing	
		Equality & Disability Legislation	Legislation request submitted	As above	
		Employment law reviewed to protect private sector employees Actions now with SCDC	Stronger employment protection legislation Bill	Sept 2020	
		Policy Consultation – Human Rights Core to all business operations (Private and SHG)	A measurable increase in the understanding of equality and diversity issues in key organisations that the Commission has worked with	date to be confirmed 21/22 Budget implication	
		Organisations: Partner with employers through developing our education and consultancy service to identify the drivers for workplace inequality and implement structural and cultural changes to increase equality and diversity		date to be confirmed Budget implication 2021/22	

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
		Education and Promotion to businesses and public	A reduction in then gender pay gap.	date to be confirmed Budget implication 2021/22	
		Schools – building human rights into the curriculum using age appropriate subjects and lesson plans	Human rights covered across the curriculum and age groups	21/22	
		Develop Play/drama for schools		Sept 2020	
		Schools Policies to be reviewed to strengthen gender equality and general diversity. Through Diversity Training with HR	Policies in place and working	21/22	
		Employers/Community Groups -Offer training on <ul style="list-style-type: none"> Equality and Diversity Anti-Harassment & Victimization Anti-bullying Protection of Migrant workers 	Numbers engaged	date to be confirmed Budget implication	

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
		Individuals and Groups: Continue to support individuals and minority groups with work place issues, ensuring they are directed to the Public Solicitor or other sources of assistance as necessary	Reduction in contacts on the subject	20/21	Ongoing
		Internal: Establish a gender unit in line with the requirements of CEDAW to assist in creating a society where men and women, boys and girls have their needs met, enabling them to achieve their full potential.	Accurate and reliable data on gender related issues.	1 st September 20	

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/deadline	Progress
Protecting human rights in closed environments	People living in detention or in residential care where their liberty is restricted, have limited control over their lives and life choices. They are more vulnerable to having their human rights abused or denied through poor treatment or neglect, possibly as a result of poor training. Issues faced by people in closed environments include lack of access to news and limited connection with the community, separation from family and a lack of respect for privacy and dignity in daily activities.	<u>Legislation, Policy & Justice:</u> assist in the extension and implementation of the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT) and its standards for monitoring places of detention. We will work towards the extension of the Convention on the Rights of Persons with Disabilities			
		Push for New Prison	New Prison	Ongoing until in place	
		Extension of OPCAT.	In place	With new Prison	
		Review of Prison Ordinance	In place	With new Prison	
		Review Care Centres	Meeting OPCAT standards	date to be confirmed Budget implication	
		Review Children's Home if in use		date to be confirmed Budget implication	

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
		Organisations: Identify and address the systems, structures and practices that may result in unfair treatment, abuse or neglect in closed environments		date to be confirmed Budget implication	
		Training of Carers and Staff in Human Rights		date to be confirmed Budget implication	
		Individuals and Groups: raise awareness of the importance of human rights in closed environments and how vulnerable individuals, particularly the young and the disabled can assert their rights	Increased awareness measured through...	date to be confirmed Budget implication	
		Slide Show or Film to help develop understanding		date to be confirmed Budget implication	
		Easy to read leaflets for staff and clients Complete for all sectors Elderly, learning difficulties, children in care, prisoners	New Constitution	date to be confirmed Budget implication	
		Review Dementia clients rights & practice			
		Internal: Develop our knowledge skills and capacity to effectively deliver the above.		date to be confirmed Budget implication	

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
		Review current practices/policies to ensure they are compliant with Human Rights Practices.	All Reviewed		
		Review of internal policies and workplace procedures, how complaints are reported and managed			
		Training and coaching available to staff and commissioners		date to be confirmed Budget implication	
Advancing Freedom of Information and Data Protection on St Helena	With the advent of the mobile phones, high speed internet and the introduction of CCTV cameras and drones on the island the need for data protection legislation, to protect the right to privacy for individuals, tailored to the needs of St Helena, is becoming increasingly apparent. Yet at the same time the need for openness and transparency by SHG and government owned organisations has never been greater. Decisions	Legislation, Policy & Justice: Partner with SHG and other stakeholders to develop robust Freedom of Information and Data Protection legislation, suitable for St. Helena and compliant with human rights principles	Legislation in place		
		Agreed policy in place in the absence of legislation or until legislation is enacted	Policy in place	before September 20	
		Workshop with NGO's and private sector to discuss legislation on freedom of information and data protection.		date to be confirmed Budget implication	

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
	are made which affect the whole island over which the population has little or no say or control and the reasons for such decisions are not given.	Organisations We will assist Private sector organisations and NGOs to comply with the legislation and best practice.		date to be confirmed Budget implication	
		Individuals and Groups Work with individuals and minority groups to promote understanding of everyone's rights and responsibilities around information and data sharing.			
		Internal: Ensure the Commission is operating all its data handling in compliance with best practice and legislation.	Best practice identified	June 20	
			Policy agreed	July 20	
	Investigating Complaints	Set timeline from date of complaint Follow up on whether EHRC advice was acted on			

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/deadline	Progress
Core Tasks					
	Research	As required			
	Advocating & Empowering	See above			
	Enforce				
	Education				
	Monitoring				
	Continue to monitor poverty and wealth			Annually date to be confirmed Budget implication	
	Lobby for robust rehabilitation services for perpetrators of domestic abuse			20/21	
	Work with the Police to ensure all law enforcement measures are human rights	Police Training for new recruits	Every Course	Ongoing	Last one 23/10/19

Strategic Priorities	Strategic Goal	ACTIONS	Outcome/indicator	Priority/ deadline	Progress
	compliant and proportionate to St Helena	Regular Communication meetings		Ongoing	Last one 1/11/19