

SALT SPRING

Community Action Plan

**SIX KEY OBJECTIVES FOR SALT SPRING,
WHICH DRIVE THE ACTION PLAN ARE TO:**

1



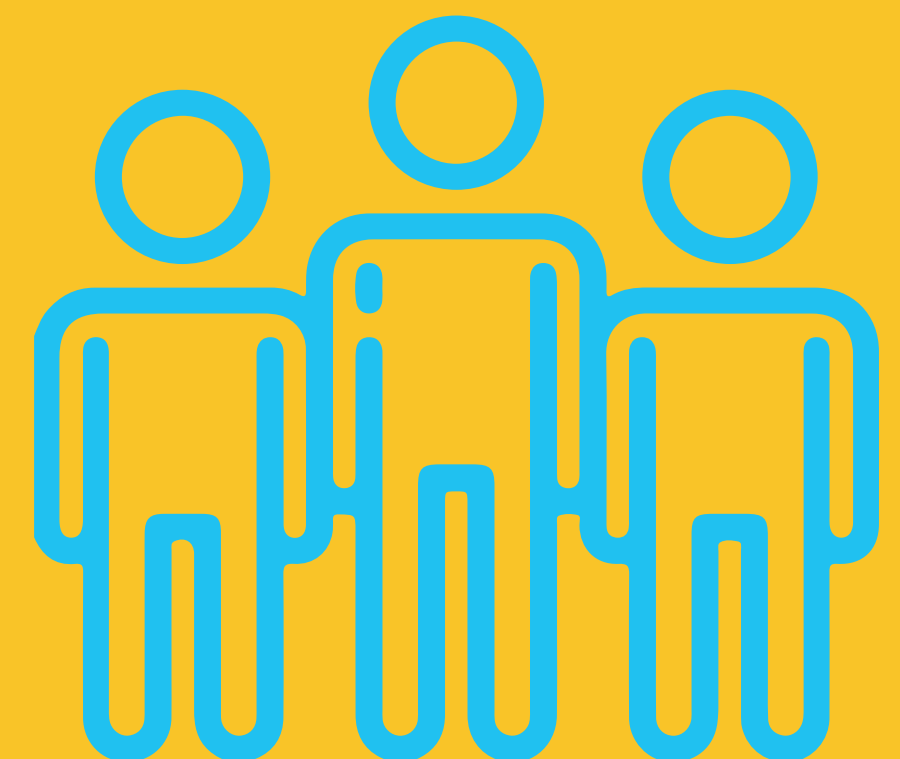
Improve the knowledge and use of conflict resolution approaches by residents to quell and solve disputes.

2



Increase the chances of students in Salt Spring to become high achievers and part of an expanded, vibrant pipeline of trainable and employable persons who can take advantage of future career and educational opportunities.

3



Increase in the number of active youth groups serving Salt Spring.

4



Decrease in the number of unattached youth via improved access to and engagement in recreational and cultural activities, as well as capacity and skill building programmes.

5



Strengthen parenting skills and family structures by developing a system of care approach that provides programmatic support for parents, caregivers and children enabling healthier interpersonal relationships and improved community wellness.

6



Improve the community's access to affordable healthy food.

PRIORITY OBJECTIVE 1:

Improve the knowledge and use of conflict resolution approaches by residents to quell and solve disputes.

CONTEXT: Residents ranked conflict resolution as the most crucial issue (outside of the community space). While there have been recent interventions touching on this – among other life skills – it was felt that more focus was needed on this in particular. Young males under 33 are overwhelmingly most of the victims of violent crime in the community, according to the data, and some of this is attributed to inadequate techniques for de-escalating and then solving interpersonal conflicts. Persons have been trained previously but the community needs more of them.

What will be implemented	Beneficiaries	Partners	Outcomes
 Expand training in conflict resolution/alternative dispute resolution/restorative justice Previously trained persons could be the point persons as well as the core of a “Community Conflict resolution team”	 • Young Parents • Whole Community • Young Males	 • RISE Life • Faith Based Organisations • Ministry of Justice (Victim Support Unit, Restorative Justice Circles) • Chamber of Commerce • Lay Magistrates Association • Youth Crime Watch	 • A reduction in resorts to violence as a result of disputes • Increased confidence that conflicts in the community can be settled by resident
 Develop ‘Work it Out, nuh Stress it Out’ programme - physical activity/sports to help the young people manage stressors effectively	 All Youth	 • HEART-NSTA/ Trust • Ministry of Labour & Social Security • Jamaica Chamber of Commerce • Private Sector • Organisation of Jamaica • Police Youth Club	 • Improved wellness and better relationship-building among youth as well as better understanding of the positive behaviours reinforcing healthy lifestyles • Reduced risk of escalating conflict

PRIORITY OBJECTIVE 2:

Increase the chances of students in Salt Spring to become high achievers and part of an expanded, vibrant pipeline of trainable and employable persons who can take advantage of future career and educational opportunities.

CONTEXT: Residents ranked education as the next most crucial issue. Concerns relate to low literacy levels, resulting in unprepared secondary school students. Most household heads had no or low educational qualifications but some vocational training. Residents did share, though, that low levels of young persons with employable skills then lead to limited economic pathways for school leavers.

What will be implemented	Beneficiaries	Partners	Outcomes
 Community-based evening institute: Establish and sustain a programme of continuing education for adults to include reading and computer literacy.	 • High school dropouts • Adults interested in continuous learning	 • Ministry of Education & Youth • Social Development Commission • Universities and colleges • Private companies & donors • HEART/ NSTA Trust • Local churches	 • Increased skill competencies for adults
 Knowledge Spring Supplemental Programme: After school homework support and Summer Camps for school age youth combining creative arts, physical fitness and math and English intensives.	 • High school students • Primary school students	 • Universities and colleges • Private companies & donors • Ministry of Education & Youth • Jamaica Combined Cadet Force	 • Improved educational outcomes of students • Reduction in risk levels of students
 Go-Hard Mentorship & Skills Programme: Establish a personal development mentorship and career development programme targeting unattached youth residing in Salt Spring.	 • Unattached youth • Entrepreneurial youth	 • School alumni associations • Youth Crime Watch • Service Clubs • Montego-Bay based sports clubs • Sandals Foundation • Churches	 • Increased take-up of co-curricular offerings by youth in schools • Increased access to positive role models and better quality guidance for navigating life • Improved educational outcomes resulting

PRIORITY OBJECTIVE 3 + 4

Increase the number of active youth groups serving Salt Spring and decrease the number of unattached youth via improving access to and engagement in recreational and cultural activities, as well as capacity and skill building programmes in the community and parish.

CONTEXT: Programmes and activities that target the youth and young adults especially those males who are unattached and at risk, is a high priority for Salt Spring given that just over 45% of the population is 24 years old and under. The lack of outlets for organized activity, accessible by children and youth so they can engage in recreational or sports, or as a community resource for sociocultural events was a main discussion point in sessions. Additionally, the threat of violence hampers the use of existing spaces in other communities, requiring solutions to be found within the community.

What will be implemented	Beneficiaries	Partners	Outcomes
 Establish structured sports groups: Provide capacity-building and organisational training for local sports groups, with a focus on youth-led sports, and access partnerships leading to sports-based career opportunities	 • Youth • Youth eligible for JFF U13, U15 and U17 competitions • Netball – girls and youth • Student athletes	 • Sports Development Foundation • Jamaica Defense Force • CHASE Fund • Social Development Commission • Salt Spring CDC • Sandals Foundation • Youth Crime Watch • Jamaica Social Investment Fund • St. James Health Authority	 • Improved healthy interpersonal communication and conflict resolution skills
 Establish two youth clubs: Develop youth groups and Police Youth Clubs to enhance youth inclusion, leadership and advocacy. These will be based on age-group and/or geography (top and bottom Salt Spring) and provide football, domino, running, marching band and netball activities alongside formal sports groups	 • Youth segments, ages 6-12; 13-17; 18-29	 • Social Development Commission • Jamaica Constabulary Force • Youth and Adolescent Policy Division- Ministry of Education & Youth (NCYD) • Salt Spring CDC • Sandals Foundation • Youth Crime Watch	 • Increased engagement, empowerment of youth and deeper involvement of diverse stakeholders in their success • Greater unity and improved interpersonal and other life skills • Reduced number of unattached youth

PRIORITY OBJECTIVE 5:

Strengthen parenting skills and family structures by developing a system of care approach that provides programmatic support for parents, caregivers and children enabling healthier interpersonal relationships and improved community wellness.

CONTEXT: Root causes of poor parenting included limited access to systems of support, poor educational outcomes, limited financial mechanisms, interpersonal conflicts, negative social norms and the prevalence of underprepared young parents and single family households. Residents also noted that these aspects of poor parenting result in poor school attendance of children, inadequate nutrition particularly in younger children and behavioural issues that may lead to children becoming unattached youth later on.

What will be implemented	Beneficiaries	Partners	Outcomes
 Access to social services: Increase community education & access to social protection and services via social fairs, workshops, WhatsApp groups and information boards	 • Whole Community • Families • Elders • Youth	 • Ministry of Labour & Social Security (PATH) • National Health Fund • Faith Based Organisations • Registrar General Department • HEART/ NSTA Trust • National Council on Drug Abuse	 * Parents have improved access to social, educational and employment opportunities, leading to improved quality of life for the whole family
 Establish parenting club: which will host monthly seminars on parenting, sex education, nutrition and other topics	 • Elders • Vulnerable Residents • People with chronic illnesses • Pregnant mothers • Disabled persons	 • Churches • North East Regional Health Authority • Jamaica Red Cross • Ministry of Health & Wellness • Ministry of Labour & Social Security/ PATH • Child Protection and Family Services Agency	 • Behavioural changes that demonstrate effective parenting and greater emphasis on financial decision-making and a balanced sense of • Improved interactions between parents and children
 St. James Parents Tour: Deliver an annual series of excursions exploring St. James' tourist attractions and cultural heritage, targeting young families and elders. Relationship-building and conflict management activities to be included. Participation to be based on prior attendance to at least one parenting workshop and parenting club membership	 • Families • Parents under 35 • Elderly resident	 • Ministry of Health & Wellness • Ministry of Labour & Social Security/ PATH • Child Protection and Family Services Agency • Jamaica National Heritage Trust • Jamaica Tourist Board • JUTA Tours • Sandals Foundation	 • More cohesive family structures based on shared values, mutual consideration and healthy, meaningful interactions leading to stronger family identities

PRIORITY OBJECTIVE 6:

Improve the community’s access to affordable healthy food.

CONTEXT: Salt Spring has a relatively high prevalence of non-communicable diseases in the community. Approximately 46.4% of households reported that a member of their household suffers from hypertension, commonly associated with diets high in salt. Access to just one health centre may be limited and a number of persons are dependent on the Government for support. Put together, this makes it more crucial for people to eat well to maintain their health and to manage health related costs.

What will be implemented	Beneficiaries	Partners	Outcomes
 Revive container farming programme that worked well in the community previously. “CSAP group”	 • Whole community • Vulnerable groups • Families • Elders • Youth	 • Ministry of Labour & Social Security (PATH) • National Health Fund • Other CBOs • Rural Agriculture Development Authority • HEART/NSTA Trust	 • More residents have a local stream of income with steady demand
 Establish a farmers’ market (selling goods for profit to aid sustainability) to facilitate exchange/ sale of goods And create calendar of monthly farmers’ market events	 • Whole community • Full time Farmers • Subsistence/ container farmers	 • Existing full time farmers • Rural Agriculture Development Authority • HEART/ NSTA Trust • Jamaica Agriculture Society	 • Residents have improved nutritious food • Existing farmers have increased chance of making better margins from local sales
 Monthly community health event series: Establish monthly visits by the MoHW mobile health unit and NGOs to conduct health screenings, administer vaccinations, deliver presentations/ talks around nutrition and healthy eating; this can be incorporated into the other programmes as well	 • Elders • Vulnerable residents • People with chronic illnesses • Pregnant mothers • Disabled persons	 • Churches • North East Regional Health Authority • Jamaica Red Cross • Ministry of Health & Wellness • St. Johns Ambulance • Diabetes Association of Jamaica • Jamaica Cancer Society	 • Increased access to health services and reduced number of medical emergencies

BIG WISH LIST

(Initiatives out of the scope of this Transformation Plan)

Salt Spring lacks dedicated spaces that can be appropriately equipped and utilised by residents for organised activity, accessed by children and youth to engage in recreation or sports, or leveraged as a community resource for sociocultural events. There is a two-acre plot of land (owned by the community) near the Montego Hills Police Station, with an unfinished building that would be ideal for the community centre and all the programmes that would flow through it.

Additionally, the threat of violence hampers the use of existing spaces in other communities, requiring solutions to be found within the community.

What will be implemented	Beneficiaries	Partners	Outcomes
 Establishment of the Salt Spring Community Space: Retrofitting and refurbishing of unfinished building near the Montego Hills Police Station to host community activities	 • Whole community	 • Jamaica Social Investment Fund • CHASE Fund • Social Development Commission • Salt Spring CDC • Chamber of Commerce	 • Safe, central location for children and youth and adults to participate in positive, organised activities
 Salt Spring Community Calendar: Design public noticeboard to post upcoming recreational, educational and other events happening in the community and eventually in the Community Space	 • Whole community	 • Salt Spring CDC • Social Development Commission • Churches	 • Greater visibility on the programmes and opportunities that are accessible within the community and for the benefit of everyone