

STATES OF JERSEY



PAY GAP REPORTING (P.13/2024): SECOND AMENDMENT (P.13/2024 AMD.(2)) – CHILDREN’S RIGHTS IMPACT ASSESSMENT

**Presented to the States on 18th April 2024
by Deputy M.B. Andrews of St Helier North**

STATES GREFFE

CHILDREN'S RIGHTS IMPACT ASSESSMENT (CRIA)

PART 1: SCREENING

Name and title of Duty Bearer:	Deputy Max Andrews
Type of Duty Bearer: (Minister, Elected Member or States Assembly Body)	Elected Member
Assessment completed by (if not completed by duty bearer):	Members' Research Team
Date:	17/04/2024

<p>1) Name and brief description of the proposed decision</p> <p>The subject of your CRIA may be a proposed law, policy or proposition and in accordance with the Law is referred to in this template as the 'decision'</p> <ul style="list-style-type: none"> • What is the problem or issue the decision is trying to address? • Do children experience this problem differently from adults?
<p>Pay Gap reporting – second amendment.</p> <p>This amendment seeks to require legislation be brought forward by 8th March 2026 for the implementation of mandatory pay gap reporting. The amendment does this by removing the requirement that voluntary pay gap reporting must fail to reach a specific target before mandatory reporting is required.</p> <p>This amendment seeks to make gender pay gap reporting mandatory.</p> <p>No children do not experience this problem differently from adults.</p>
<p>2) Which groups of children and young people are likely to be affected?</p> <p>Groups of children could include early years, primary or secondary education; young adults; children with additional learning needs; disabled children; children living in poverty; children from particular ethnic backgrounds; migrants; refugees; care experienced children and LGBTQ+ children</p>
<p>As the original proposition, and this amendment, are aimed at the adult workforce, and the owners of businesses, it would have no direct effect on any groups of children.</p>
<p>3) What is the likely impact of the proposed decision on children and on their rights?</p> <ul style="list-style-type: none"> • Identify any potential positive OR negative impacts and include indirect impacts on children and their rights as described in the UNCRC • Will different groups of children be affected differently by this decision?
<p>N/A</p>
<p>4) Is a full Children's Rights Impact Assessment required?</p> <p>If you have identified impacts on children and their rights, a full CRIA should be completed. If no impacts are identified then a Full CRIA is not required, but please explain your rationale and how you reached this conclusion</p>
<p>No. No impacts were identified on children and their rights in the Pay Gap Reporting - CRIA and no new impacts have been identified from this amendment.</p>