

STATES OF JERSEY



TERMINATION OF EMPLOYMENT: MINIMUM NOTICE PERIODS (P.14/2024) – CHILDREN’S RIGHTS IMPACT ASSESSMENT

**Presented to the States on 11th March 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 M.B. Andrews of St Helier North
Type of Duty Bearer: (Minister, Elected Member or States Assembly Body)	Elected Member
Assessment completed by (if not completed by duty bearer):	
Date:	27/11/2023

<p>1) Name and brief description of the proposed decision 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>Proposition to amend the employment notice requirements in relation to employers.</p> <ul style="list-style-type: none"> • The decision is aiming to lengthen the amount of time required to be given by an employer to terminate the employment of an employee • Children would not experience this problem in the same way as employment tends to be seasonal or temporary.
<p>2) Which groups of children and young people are likely to be affected? 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>Very few young people as employment tends to be seasonal or temporary.</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>No positive or negative impacts have been identified in relation to children’s rights.</p>
<p>4) Is a full Children’s Rights Impact Assessment required? 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. As the proposition will not impact on children’s rights a full CRIA is not required.</p>

If screening determines that a full CRIA is needed, complete Part 2