

STATES OF JERSEY



MAXIMUM EMPLOYMENT PROBATION PERIODS (P.103/2023) – CHILD RIGHTS IMPACT ASSESSMENT

Presented to the States on 14th December 2023
by Deputy M.B. Andrews of St Helier North
Earliest date for debate: 16th January 2024

STATES GREFFE

CHILD RIGHTS IMPACT ASSESSMENT (CRIA)

PART 1: SCREENING

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| 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): | Members' Resources Team |
| Date: | 14/12/2023 |

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| 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 ' |
| <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 legislation relating to probation periods</p> <ul style="list-style-type: none"> • The decision is aiming to make legislative changes to the Employment (Jersey) Law 2003 to amend employment probation periods so these periods are regulated and standardised • Children would not experience this problem in the same way as employment tends to be seasonal or temporary |
| 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>Very few young people as employment tends to be seasonal or temporary</p> |
| 3) What is the likely impact of the proposed decision on children and on their rights? |
| <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> |
| 4) Is a full Child 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 |

No. As the proposition will not impact on children's rights a full CRIA is not required.