

STATES OF JERSEY



DRAFT EMPLOYMENT AND DISCRIMINATION (JERSEY) AMENDMENT LAW 202- (P.78/2024) AMENDMENT – CHILDREN’S RIGHTS IMPACT ASSESSMENT

**Presented to the States on 14th February 2025
by Deputy M.R. Ferey of St. Saviour**

STATES GREFFE

CHILDREN’S RIGHTS IMPACT ASSESSMENT (CRIA)

PART 1: SCREENING

Name and title of Duty Bearer:	Deputy M.R. Ferey of St. Saviour
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:	13/01/2025

<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>This amendment seeks to reduce the proposed increase to the maximum limit for compensation awards in relation to employment-related discrimination claims, as set out in the Draft Employment and Discrimination (Jersey) Amendment Law 202- from £50,000 to £30,000.</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>A very small group of those children aged 15 to 17 who are above school leaving age and have a contract of employment.</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>For children above school leaving age, if they are in employment, maximum compensation awards in relation to employment-related discrimination claims will increase from £10,000 to £30,000 rather than £50,000.</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. The impact will still be positive, albeit that the maximum compensation claim will be lower, and minor and only affect a small group of children aged 15 to 17. There is no impact on children’s rights.</p>