

STATES OF JERSEY



DRAFT EMPLOYMENT AND DISCRIMINATION (JERSEY) AMENDMENT LAW 202- (P.78/2024): THIRD AMENDMENT (P.78/2024 AMD.(3)) – CHILDREN’S RIGHTS IMPACT ASSESSMENT

**Presented to the States on 28th January 2025
by Deputy Sir P.M. Bailhache of St. Clement**

STATES GREFFE

CHILDREN’S RIGHTS IMPACT ASSESSMENT (CRIA)

PART 1: SCREENING

Name and title of Duty Bearer:	Deputy Sir P.M. Bailhache of St. Clement
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:	27/01/2025

<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>This amendment seeks to ensure that the States Assembly retains the power to amend the maximum amounts of compensation that may be ordered by the Employment and Discrimination Tribunal.</p>
<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>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, the maximum amount of any compensation they might receive from the Employment and Discrimination Tribunal will be set by the States Assembly rather than the Minister for Social Security.</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. The impact of the decision relates to the power to set compensation levels with any resulting changes to compensation levels only affecting a small group of children aged 15 to 17. There is no impact on children’s rights.</p>