

# STATES OF JERSEY



## **DRAFT EMPLOYMENT AND DISCRIMINATION (JERSEY) AMENDMENT LAW 202- (P.78/2024): SECOND AMENDMENT (P.78/2024 AMD.(2)) – CHILDREN’S RIGHTS IMPACT ASSESSMENT**

---

**Presented to the States on 21st January 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’ Resources Team
Date:	20/01/2025

<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 ‘<b>decision</b>’</p> <ul style="list-style-type: none"> <li>• What is the problem or issue the decision is trying to address?</li> <li>• Do children experience this problem differently from adults?</li> </ul>
<p>This amendment seeks to curb 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 “the greater of £50,000 or 52 weeks’ pay” to “the lesser of £30,000 or 52 weeks’ pay”.</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"> <li>• Identify any potential positive OR negative impacts and include indirect impacts on children and their rights as described in the UNCRC</li> <li>• Will different groups of children be affected differently by this decision?</li> </ul>
<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? 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>