

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

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

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.