

Child Rights Impact Assessment template



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STAGE 1: SCOPING (Background and Rights Framework)

Question 1: Name the measure / proposal being assessed and describe the overall aim

The Department of Justice (DoJ) is making technical amendments to the Police Pensions Regulations 2015 which are intended to ensure that the Police Pension Scheme remains fair, up to date, and operates effectively.

The amendments will:

- Align the annual revaluation date used in pension calculations from 1 April to 6 April; and
- Remove the current end date (31 March 2027) from the table of members' contribution rates to ensure continuity beyond 1 April 2027.

The amendments are administrative in nature and do not change benefit, design or entitlement.

Question 2: Which children’s human rights instruments and articles are relevant to the measure / proposal?		
Human Rights Instrument	Article	Further analysis on the expected / actual effect
The primary children’s human rights instrument relevant to this proposal is the United Nations Convention on the Rights of the Child (UNCRC).	Article 3 – Best interests of the child.	The amendments are technical and do not affect eligibility or entitlement to survivor or dependants’ pensions. By supporting effective and stable scheme administration, the proposals are consistent with the best interests of the child. No adverse impacts have been identified.
	Article 26 – The right of the child to benefit from social security, including social insurance.	Children may benefit indirectly from survivor and dependants’ pensions. The amendments do not change access to or levels of these benefits. The impact on this right is assessed as neutral.
	Article 27 – Right to an adequate standard of living.	Survivor pensions can contribute to the financial stability of families with children. The amendments do not affect the provision or value of these benefits and are therefore assessed as having a neutral impact.

Question 3: Which groups of children are most likely to be affected by the measure / proposal?		
Group of children	How are they likely to be affected?	How will you engage with them?
Children who are dependants of police officers and members of the Police Pension Scheme.	Children who are dependants of police officers are likely to be affected only indirectly. The	Direct engagement with children and young people is not proposed, as the amendments are technical and administrative in nature and do not directly affect children’s rights, eligibility, or

<p>Children in receipt of, or potentially eligible for, survivor or dependants' pensions.</p>	<p>proposed amendments do not change eligibility, entitlement, or benefit levels for survivor or dependants' pensions. The impact on these children is therefore assessed as neutral. However, the amendments may have a minor positive indirect effect by supporting improved administrative clarity, continuity, and stability of the Police Pension Scheme, which helps ensure the reliable and timely payment of benefits to dependants, including children.</p>	<p>entitlements. Engagement will instead take place through consultation with police representative bodies, employers, and scheme administrators, whose input will help ensure that the operation of survivor and dependants' benefits continues to function effectively for all beneficiaries, including children.</p>
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Question 4: Which stakeholder groups should be engaged during the policy development process? (e.g., parents/carers, NGOs, unions, NICCY, academics, etc.)		
Stakeholder group	What can they contribute to the process?	How will you engage with them?
<p>Police Federation for Northern Ireland</p> <p>Superintendents' Association of</p>	<p>These stakeholder groups can contribute specialist knowledge and practical insight into the operation and administration of the Police Pension Scheme.</p>	<p>Targeted consultation process to launch on 6 July to 2 October 2026.</p>

<p>Northern Ireland</p> <p>Chief Police Officers' Staff Association</p> <p>Northern Ireland Retired Police Officers Association</p> <p>Northern Ireland Policing Board</p> <p>Police Service of Northern Ireland</p> <p>Northern Ireland Police Pensions Scheme Advisory Board</p>	<p>Police representative bodies and trade unions can provide views on the potential implications of the amendments for scheme members and beneficiaries, including dependants. Police employers and scheme administrators can advise on implementation, operational impacts, and administrative feasibility. Professional advisers and pension experts can offer technical assurance that the amendments achieve their intended aims without unintended consequences. Collectively, this engagement helps ensure that the proposals are proportionate, effectively implemented, and do not adversely affect the delivery of benefits, including those payable to dependants and children.</p>	
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STAGE 2: CONTEXT AND COLLABORATION

Question 5: Which Programme for Government outcomes does this policy aim to impact on?	
PFG Outcome	Way in which the policy will have an impact
The proposed amendments do not directly target a specific Programme for Government outcome, as they are technical and administrative in nature.	N/A

Question 6: Which Children and Young People's Strategy outcomes does this policy aim to impact on? Resource: CYPS	
Children's Strategy Outcome	Way in which the policy will have an impact
The proposed amendments do not directly aim to impact on specific Children and Young People's Strategy outcomes, as they are	N/A

technical and administrative in nature.	
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Question 7: What opportunities are there to promote joined up outcomes for children? Resource: CSCA		
Department and policy area	Shared outcome / cross cutting issue	How will you engage with them? (e.g. joint working, keep informed, consultation, etc)
Opportunities are limited due to the technical nature of the amendments. However, the policy supports joined-up outcomes indirectly by contributing to the stable and effective administration of the Police Pension Scheme, helping to ensure the reliable delivery of survivor and dependants' benefits for families with children.	N/A	N/A

STAGE 3: EVIDENCE GATHERING



Question 8: What quantitative evidence have you used to inform your assessment? What does it tell you?		
Evidence collected	Evidence source	Explanation of the importance
No specific quantitative evidence relating to children and young people has been used to inform this assessment. This is because the proposed amendments are technical and administrative in nature and do not change eligibility, entitlement, or benefit levels for children under the Police Pension Scheme. Existing administrative and scheme-level data were sufficient to determine that the impact on children's rights is neutral.	N/A	N/A

Question 9: What qualitative evidence have you used to inform your assessment? What does it tell you?		
Evidence collected	Evidence source	Explanation of the importance
The assessment has been informed by policy and professional expertise in the operation of the Police Pension Scheme, including established understanding of how survivor and dependants' pensions operate. Consideration has also been given to previous engagement with representative bodies and stakeholders on police pension matters, which highlights the importance of administrative clarity, certainty, and continuity. This qualitative evidence	Departmental policy expertise and established understanding of the operation of the Police Pension Scheme, including survivor and dependants' pension provisions.	This evidence supports an informed assessment that the proposed amendments do not affect children's eligibility or entitlements and confirms that the impact on children's rights is neutral.

<p>indicates that the proposed amendments do not affect children's eligibility or entitlements and supports the conclusion that the impact on children's rights is neutral.</p>		
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<p>Question 10: What key missing information / evidence would have been beneficial to your analysis?</p>
<p>No key missing information or evidence has been identified. The proposal is technical and administrative in nature and does not directly affect children's rights, eligibility, or entitlement to benefits. As such, additional child-specific data or evidence was not considered necessary to inform the analysis. Existing understanding of the operation of survivor and dependants' pensions was sufficient to assess that the impact on children and young people is neutral.</p>

Question 11: What existing evidence on children and young people views has been considered in the development of the proposal or measure?			
Group of children	Source of Information	Please provide a brief description of process	What were the findings?
N/A	N/A	No specific evidence of children and young people's views has been considered in the development of this proposal, as the amendments are technical and administrative in nature and do not directly affect children or young people. The proposals do not change eligibility, entitlement, or benefit levels for children under the Police Pension Scheme. Given the absence of direct impact on children's rights, targeted consultation with	N/A

		children and young people was not considered necessary.	
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Question 12: What groups of children and young people have been directly involved in developing the proposal or measure?			
Groups involved [✓ if those affected by the proposal]	✓	How were they involved?	What were the findings?
None		N/A	N/A

Question 13: What stakeholder groups have been engaged in developing/reviewing the proposal or measure?		
Stakeholder group	How were they involved?	What were the findings?
Police pension stakeholders (as listed at Question 4).	Consultation process	TBC

STAGE 4: ASSESSING THE IMPACT

Complete questions 14-16 for each option being considered

Question 14: What impact will (or does) the proposal or measure have on children and young people's rights?		
Type of impact <i>[please highlight]</i>	Justification for Argument	likely or actual short/medium/long-term outcomes
Positive / Negative / Neutral	The proposal is not expected to have any direct impact on children and young people's rights. The amendments are technical and administrative in nature and do not change eligibility, entitlement, or benefit levels for dependants' pensions. The impact is assessed as neutral, with potential minor positive effects arising from improved administrative clarity, continuity, and stability of the Police Pension Scheme, which supports the reliable and timely delivery of benefits to dependants, including children and young people.	N/A

Question 15: Will there be (or are there) different impacts on different groups of children and young people?		
Group of children affected	Initial analysis of the positive impact on rights	Initial analysis of the negative impact on rights
No	N/A	N/A

Question 16: If a negative impact is identified for any area of rights or any group of children and young people, what options are there to modify the proposal or measure to mitigate the impact?	
Negative impact	What options are there to modify the measure(s) or mitigate the impact?
N/A	N/A

STAGE 5: CONCLUSIONS AND RECOMMENDATIONS

Question 17: In summary, what are your key findings on the impact of the measure or proposal on children and young people's rights?
The assessment concludes that the proposed technical amendments to the Police Pensions Regulations 2015 have no direct impact on children and young people's rights. The amendments do not alter eligibility, entitlement, or benefit levels for survivor or dependants' pensions. The overall impact is assessed as neutral, with potential minor positive indirect effects arising from improved administrative clarity, continuity, and stability of the Police Pension Scheme, supporting the reliable delivery of benefits to families with children.