

80038122

## Proposed Protection of Workers (Retail and Age-Restricted Sales etc.) (Scotland) Bill

### Page 2: About you

Are you responding as an individual or on behalf of an organisation?

an individual

Which of the following best describes you? (If you are a professional or academic, but not in a subject relevant to the consultation, please choose "Member of the public".)

Member of the public

Please select the category which best describes your organisation

*No Response*

Please choose one of the following:

I am content for this response to be attributed to me or my organisation

Please insert your name or the name of your organisation. If you choose the first option above, this should be the name as you wish it to be published. If you choose the second or third option, a name is still required, but it will not be published.

Michael Heppenstall

### Page 7: Your views on the proposal - Aim and approach

Q1. Which of the following expresses your view of creating a new offence of assault against a worker in the retail sector?

Fully supportive

**Please explain the reasons for your response**

As a retail manager working nights in a large Tesco Extra I have experienced 1st hand assault on both my staff and me during the course of our work. New legislation would compel my employer and others like them to take the issue more seriously as sadly the current position in retail seems to be that assault on shop workers is an occupational hazard. The public also need re educating in the notion that shop workers

Q1. Which of the following expresses your view of creating a new offence of assault against a worker in the retail sector?

are employed to be the subject of aggressive behaviour from people who not only want to purchase baked beans but also require a recipient for their abuse.

Q2. Which of the following would you support as a way to respond to assaults on workers upholding statutory age-restrictions?

A new statutory offence

**Please explain the reasons for your response**

More people work in retail than any other form of employment in the UK. Assault in the workplace is growing more common for many professions. Legislation exists for many areas of employment to protect workers from assault. A new piece of legislation would wake the public and employers up to the issue of assault on retail workers.

Q3. Which of the following would you support as a way to respond to abuse, harassment, threatening or obstruction of workers upholding statutory age-restrictions?

A new statutory offence (for all these types of behaviour)

**Please explain the reasons for your response**

As previous question.

Q4. Do you think that there are other steps which could be taken (either instead of, or in addition to, legislation) to achieve the aims of the proposal?

Yes

**Please explain the reasons for your response.**

More strongly worded campaigns not just from the Trade Union movement but also from local and national government.

## Page 11: Financial impact

Q5. Taking account of both costs and potential savings, what financial impact would you expect the proposed Bill to have on:

	Significant increase in cost	Some increase in cost	Broadly cost neutral	Some reduction in cost	Significant reduction in cost	Unsure
<b>(a) Government and the public sector</b>			X			

Q5. Taking account of both costs and potential savings, what financial impact would you expect the proposed Bill to have on:

<b>(b) Businesses</b>			X			
<b>(c) Individuals</b>			X			

**Please explain the reasons for your responses.**

Absence in the workplace based around the subject under discussion costs employers millions. Add to that the cost in civil claims, any action and costs to prevent it would ensure cost neutrality.

Q6. Are there ways in which the Bill could achieve its aim more cost-effectively (e.g. by reducing costs or increasing savings)?

No

**Please explain the reasons for your response.**

See previous point.

## Page 13: Equalities

Q7. What overall impact is the proposed Bill likely to have on equality, taking account of the following protected groups (under the Equality Act 2010): race, disability, sex, gender re-assignment, age, religion and belief, sexual orientation, marriage and civil partnership, pregnancy and maternity?

Positive

**Please explain the reasons for your response.**

People covered by this legislation are often deemed easy targets. The proposed legislation will give them extra protection.

Q8. In what ways could any negative impact of the proposed Bill on equality be minimised or avoided?

By ensuring it's positive impact is fully explained. I see no negative impact.

## Page 15: Sustainability

Q9. Do you consider that the proposed Bill can be delivered sustainably i.e. without having likely future disproportionate economic, social and/or environmental impacts?

Yes

Q9. Do you consider that the proposed Bill can be delivered sustainably i.e. without having likely future disproportionate economic, social and/or environmental impacts?

**Please explain the reasons for your response.**

As previously, by reducing 1)absence in the workplace and also 2)anti social behaviour in or around retail outlets Both of which cost the tax payer.

## Page 16: General

Q10. Do you have any other comments or suggestions on the proposal, for example, other trigger points for violence and abuse, and other workers who should be covered?

End 24 opening.It has little purpose and goes a long way to providing venues for aggressive individuals,often post pub and club, who see an open retail outlet as a venue to 'perform'.

## Page 17: Personal Experience - Optional questions

Q11. Which of the following describes your retail-sector experience (please tick all that apply)?

Working in premises selling alcohol for consumption off the premises (e.g. shop)

Working in premises selling other age-restricted products (e.g. tobacco, knives etc.)

Working in other retail premises

Q12. Which of the following describes your experience of violence or verbal abuse in the retail sector (please tick all that apply)?

I have been the victim of physical violence

I have been the victim of verbal abuse

I have witnessed colleagues being subjected to physical violence

I have witnessed colleagues being subjected to verbal abuse

Q13. Please give details of any personal experience that you would wish to share. (Please avoid naming any other person or giving information that would allow another person to be identified)

In 13 and a half years in retail I have been the subject of assault,verbal assault,seen others be the subject of the same and each time with the aggressor acting with relative impunity.I have been punched kicked and charged at.I have seen a pregnant colleague kicked and a make colleagues nose broken.Verbal abuse is an almost weekly occurrence.

