

# 71988569

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

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".)

Professional with experience in a relevant subject

Please select the category which best describes your organisation

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Please choose one of the following:

I would like this response to be anonymous (the response may be published, but no name)

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**

I work in retail (Retail Manager) and firmly believe we do not have adequate protection or law protecting us from verbal and physical abuse.

Verbal abuse is almost a daily occurrence for almost all Retail workers.

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**

I'm order to deter the threat of abuse or violence, the consequence should be great enough to deter in addition, give Retail workers safety of the law behind them, which I do not believe it currently is.

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**

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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.**

I firmly believe the maximum needs to be done to allow Retail workers, in ALL Retail, not just age/restricted, to work safely and with the backing of adequate consequences of the law for those who verbally or physically abuse workers.

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

**Q5.1. (a) Government and the public sector** - Some increase in cost

**Q5.2. (b) Businesses** - Broadly cost neutral

**Q5.3. (c) Individuals** - Broadly cost neutral

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

I would only expect cost to come initially from law ratification and introduction, then begin to level out with some cost upturn due to harsher and more fitting legal due process for offenders.

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

Unsure

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

It's hard for someone outside the Holyrood to truly know the cost involved.

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 responses.**

People will be safer. Less harassment and abuse can only be positive for equality.

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

Ensure that it is not protracted and that it's moved through parliament with some pace and urgency.

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

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

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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?

*Ensure ALL Retail workers are covered. I cannot stress enough how all Retail workers are subject to horrible abuse on a daily basis, and all in the industry deserve the same level of protection from the law.*

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

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

Working in premises selling other age-restricted products (e.g. tobacco, knives etc.)	Yes
Working in other retail premises	Yes
None of the above	No

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	No
I have been the victim of verbal abuse	Yes
I have witnessed colleagues being subjected to physical violence	Yes
I have witnessed colleagues being subjected to verbal abuse	Yes
None of the above	No

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)

I am subject to verbal abuse on a daily basis. It's sadly par for the course as there is no legal repercussion. The law lets customers be abusive without consequence. It's so very sad to experience and witness.





