

79589558

## 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".)

Politician (MSP/MP/peer/MEP/Councillor)

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 If you choose the second or third option, a name is still required, but it will not be published.

Monica Lennon, MSP for Central Scotland

### 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**

Those who work in public-facing environments and who are involved in the sale of age-restricted goods should not be subjected to violence or abuse. There is a reliance on those working in these sectors to enforce the laws on age-restricted goods, the challenge 25 policy requires that more and more individuals are asked to produce identification to purchase for instance, alcohol or tobacco. These new pressures in

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

the industry, together with the increase of unsociable hours and the rise in individuals working alone has left many workers in a vulnerable position. Figures stating that 92% of retail workers have endured physical or verbal abuse are shocking and there is a desperate need to ensure that retail workers and others working in public-facing environments are protected.

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**

The aims of the Bill to reduce violence, increase awareness, and increase reporting would be best achieved with a new statutory offence. I agree that this would positively impact on the wellbeing and esteem of retail workers and would offer the greatest protection to those working in the sales/delivery of age-restricted goods.

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?

Either

**Please explain the reasons for your response**

As detailed in 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?

No

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

The proposed legislation would offer protection to those working in industry and enforcing the laws on age-restricted goods, I agree that not only are these the right steps to be taking at this point but that they are necessary.

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
(a) Government and the public sector			X			
(b) Businesses				X		
(c) Individuals			X			

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

The introduction of this legislation would likely see some reduction in costs to the businesses required to enforce the laws. Where age-restriction laws are not being enforced due to workers fearing abuse from customers could result in a great cost to the business. Increasing the protection of workers in these sectors, ensuring they feel safe in their workplace and feel confident doing their jobs will only positively impact the business.

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

No

## 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.**

The consultation document indicates that 56% of Asian or Asian British workers in the UK reported abuse at least once a month compared to 36% of White British workers. Reducing incidents of violence and abuse could offer additional protections to all individuals working in the retail sector, including those from ethnic minorities.

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

The proposal recognises the demographics of the retail sector. I do not think this proposed Bill will have a negative impact on equalities, but rather where violence and abuse is reduced this will offer additional protection to all individuals.

## 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

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

This proposed Bill has the potential to positively impact local economies. The retail sector plays a vital role in local communities, from the small family run businesses to the large supermarkets. Ensuring the protection of workers and supporting them to do their jobs without fear of abuse or violence could potentially see a decrease in the number of minors being able to purchase alcohol, and may see a reduction in social harms.

## 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?

*No Response*

## 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)

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

None of the above

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)

*No Response*