

77522514 - Stephen Lawrence

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".)

Member of the public

Please select the category which best describes your organisation

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 If you choose the second or third option, a name is still required, but it will not be published.

Stephen Lawrence

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 shop worker and USDAW Rep I have been subject to and am aware of many instances of abuse towards retail

workers ranging from verbal abuse and threats to physical violence. Not enough is done to stop this from happening and too many shop workers feel

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

By making it an offence to commit abuse towards shop workers it would send a clear message to shop workers that they are being treated with the respect they are due and offered protection of the law. They are asked to uphold the law with regard to age res

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 explained earlier shop workers (and by extension anyone involved in the sale of age restricted goods) deserves the protection of the law they are expected to uphold. There are harsh penalties for failing on age restricted sales so these shop workers d

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.

On addition to legislation to protect shop workers government could encourage companies to do more to ensure the safety of their employees with regard to increased security measures such as more cctv, more security staff, and better procedures and policies for the reporting of incidents.

Also government could provide more funding for the police so that they are better equipped to respond to incidents as often response times are slow as abuse to shopworkers is seen as low priority due to too few resources available (mainly down to the disastrous policy of the SNP centralizing the police services under one force and not providing the funding needed to proper police our communities).

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 - Some reduction in cost

Q5.3. (c) Individuals - Unsure

Please explain the reasons for your responses.

Although there would be some costs associated with implementing the bill there would be savings for many businesses as often shop workers would end up off sick from work due to the result of the abuse either due to physical injury or stress resulting from emotional harm.

Also there would be a reduction in incidents as people become aware of the issue of abuse and are deterred from committing this crime against shop workers allowing police resources to be used where they are most needed.

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.

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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?

Slightly positive

Please explain the reasons for your responses.

Many people working in the retail sector are members of protected groups and as such are often the target of abuse. This would mean any reduction on abuse towards shop workers would also reduce abuse to many members of these protected groups.

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

I don't see how there could be any negative impact on equality.

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?

Unsure

Please explain the reasons for your responses.

There is a chance the legislation would lead to an increase on reporting of incidents as at present there is too much of an attitude that it is 'part of the job' to put up with abuse, however long term I believe it would lead to a reduction in incidents a

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?

I would extend it to all workers dealing with customers in any shape or form who receive abuse when working no matter which industry they work in. Everyone has a right to feel safe from abuse when they are at work.

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)	No
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 have been sworn at and called offensive names many times in the past when refusing the sale of alcohol either due to age restriction (also for proxy purchasing) or because the customer was clearly under the influence of alcohol.

Also for refusing sale o

