

77682855

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

-

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?

Partially supportive

Please explain the reasons for your response

I recognise that other workers ie Ambulance, A&E etc are open to verbal and/or physical violence or abuse. They too should be 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 aggravation

Please explain the reasons for your response

Workers need to know they are being specifically protected under the law.

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 before.

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 believe that training in violence de-escalation has a crucial role in workers rights to a safe working environment.

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 reduction in cost

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

Q5.3. (c) Individuals - Significant reduction in cost

Please explain the reasons for your responses.

The amount of wages saved by people not having to take sick leave due to stress, or physical injuries, would more than pay the costs of training. It would also show staff that their employers valued their wellbeing.

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

Yes

Please explain the reasons for your responses.

As previously stated.

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.

As before, and also positively influencing the public's perception of the people who are trying to provide their services.

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

Some initial contribution to the provision of staff training and awareness raising of the public's knowledge of both the law, and the reasons for its introduction.

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.

As before.

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?

A public, sustained campaign of anti racist advertising to ameliorate the effects of Brexit and bias against people of colour.

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)	No
Working in premises selling other age-restricted products (e.g. tobacco, knives etc.)	No
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	No
I have witnessed colleagues being subjected to physical violence	No
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)

Just yesterday a young assistant in asda told me she had been verbally abused that day, and, that she regularly suffered this.

