

# 72133855 - Lindsay Kyle

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 If you choose the second or third option, a name is still required, but it will not be published.

Lindsay Kyle

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**

Having worked for 6 years in bar and shop roles I know how much pressure is put on the individual to ensure

compliance. This can be intimidating and isolating. Knowing there are specific protections in place would be welcome.

**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**

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**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?**

Unsure

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

I would propose that the threat of fines against the individual is disproportionately levelled against low wage staff and should only be considered in extreme cases.

**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** - Unsure

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

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

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

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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?

Positive

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

I would argue that protected individuals working as shop staff are more at risk of abuse.

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

Perhaps ensuring that any threatening or discriminative language on the part of the shop staff nullifies their protection.

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.**

I would expect a minimal impact on sustainability.

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?

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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	Yes
I have been the victim of verbal abuse	Yes
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)

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