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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?

on behalf of an organisation

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".)

No Response

Please select the category which best describes your organisation

Commercial organisation (company, business)

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 If you choose the second or third option, a name is still required, but it will not be published.

Mr. Simon Wilson, Managing Director at StoneHawk Limited

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

As an ex-police officer (London) I have often supported retailers after an incident. My company StoneHawk delivers face to face training to support retailers in two areas - a) Age Verification / Challenge 25 risks b) Smash and Grab crime.

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

Clarity and accuracy needs to surround this high-risk. This will then allow the police and justice system to support / process the offenders efficiently.

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

Clarity and accuracy needs to surround this high-risk. This will then allow the police and justice system to support / process the offenders efficiently.

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.

I am aware of the current guidelines and they simply do not go far enough to address the acknowledged rise in violent crime.

Page 11: Financial impact

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.

These are my estimates / feelings of how things will go... this is not fact as I do not have enough information available.

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

Unsure

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?

Neutral (neither positive nor negative)

Please explain the reasons for your response.

If handled correctly, all equality aspects will be addressed accordingly and in a balanced approach.

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

By keeping the public updated about progress; a high communication level. There will always be naysayers, showing a fair but strong position is required.

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.

I feel that the Bill would be an up to date piece of legislation that will be more efficient in the current climate and structure of justice.

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?

Face to face and regular training that is accurate and proportionate must be delivered to the front line staff. This will empower them with the skills to be effective in the duties and minimise the acknowledged risks for the business owners.

Page 17: Personal Experience - Optional questions

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

Working in other retail premises

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

I have been the victim of verbal abuse

I have witnessed colleagues being subjected to physical violence

I have witnessed colleagues being subjected to verbal abuse

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)

Experience gained as a police officer working directly in and with retail environments nationally. Further experience gained by working directly with retailers to deliver the aforementioned training nationally.