

77744654 - John McFadden

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 If you choose the second or third option, a name is still required, but it will not be published.

John McFadden

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

Retail workers are often faced with confrontational customers when working at isolated check on their own outs particularly over the sale of alcohol to persons who appear to be underage.

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
This would provide appropriate protection for shop workers and a clear deterrent to would be abusers.

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
A clear and unambiguous law is required to fully protect workers

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.
Employers need to carry out and implement appropriate risk assessments and review them regularly particularly after an incident regardless of the size of the business or number of employees.

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 - Some reduction in cost

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

Please explain the reasons for your responses.

Any costs associated with the proposed legislation should be more than offset by the decreased number of incidents due to the deterrent affect.

A reduction in the number of incidents would improve the health, safety and welfare of shopworkers significantly.

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.

An education programme targeting schools and colleges could help reduce the number of incidents and the severity.

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.

Shopworkers are more likely to be female and from a black and ethnic or migrant community.

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

I don't foresee any negative impact.

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.

It is likely to reduce the costs associated with incidents as the number falls due to the deterrent affect.

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?

-

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) | 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)

My son was regularly abused when working on a check out when he refused to sell alcohol to persons who appeared to be under the legal age particularly at weekends in the evening.

