

## 78435534 - Colin Smyth MSP

### 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".)
Politician (MSP/MP/peer/MEP/Councillor)

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 If you choose the second or third option, a name is still required, but it will not be published.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

Q1. Which of the following expresses your view of creating a new offence of assault against a worker in the retail sector?
Fully supportive
<b>Please explain the reasons for your response</b>
Retail workers are required to enforce the law and often face violence and abuse as a result. It is only fair that they receive adequate protection from this, and creating a new offence would achieve this.

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**

A new statutory offence would be clear and easily understood. This clarity would encourage victims to report these crimes and law enforcement to prosecute them, and additionally it may act as a deterrent in the first instance.

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 with the previous question, the clarity provided by the creation of a new statutory offence is beneficial in a number of ways, and will help to raise awareness in a way more limited changes may not.

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.**

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** - 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)?
No
<b>Please explain the reasons for your responses.</b>

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
<b>Please explain the reasons for your responses.</b>
Any law intended to tackle abusive behaviour will have a positive impact with regards to equalities. Whilst not all of those covered by this new provision will be a member of a protected group, those who are will have strengthened protection from abuse which may have a discriminatory element.

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

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?
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Yes

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

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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?

*There is scope to consider whether other public facing staff should have additional protection from abuse and violence in the workplace.*

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

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Q12. Which of the following describes your experience of violence or verbal abuse in the retail sector (please tick all that apply)?

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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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