

77662257 - Evan williams

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 If you choose the second or third option, a name is still required, but it will not be published.

Evan williams

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

Shop workers are asked to enforce the law on age restricted products. This exposes them to potential conflict with customers. Since we require them to do this we should seek to provide them with additional protection.

Q2. Which of the following would you support as a way to respond to assaults on workers upholding statutory age-restrictions?

Either

Please explain the reasons for your response

I am not sure I am sufficiently knowledgeable to choose the exact form protection should take but either or both seem to be the right kinds of measures to take.

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?

Either

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?

Yes

Please explain the reasons for your response.

I would welcome some publicity around the issue and efforts to educate the public about the issue.

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 - Broadly cost neutral

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

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

Please explain the reasons for your responses.

There are of course costs to the administration of justice but there seem likely to be more than offset by even a small reduction in incidents of violent and abusive behaviour. The biggest benefit would be in the impact on shop workers themselves. The impact on a worker exposed to such incidents continues long after the incident itself. Clear protections should have the benefit of making workers feel better supported and protected.

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.

The proposed bill seems proportionate to the problem.

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.

The problem being addressed is one which seems to disproportionately fall on women and ethnic minority workers. Action in this area would be expected to support workers from those protected groups. Additionally incidence of abuse around control of age res

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

By supporting the legislation with publicity and efforts to educate the public both about the problem and the need to support workers who we ask to undertake this work.

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.

The cost to individuals and society of shop workers being exposed to threats violence and abuse go beyond the immediate incident. Legislation as proposed sends a signal to our communities that such incidents are unacceptable. This has the potential to pro

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 are other workers such as train staff and public sector workers who may be exposed to abuse because of their public facing role who might reasonably be included either within this bill or in future legislation. However there is a clear and immediate case for shop workers to be afforded this protection

and the proposed bill should not be hampered by arguments that others should be included within its scope.

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	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)

I have witnessed abusive incidents while a customer in retail premises and while the incidents have been relatively minor they were clearly very distressing for the victim.

Both of my children have worked in retail environments and have reported their

