

77662941 - Raymond Humphries

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 If you choose the second or third option, a name is still required, but it will not be published.

Raymond Humphries

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

I work in retail and as a representative for Usdaw in the workplace have been campaigning for such a bill for years.

Everyone has the right to work without fear of assault or abuse. A slap on the wrist doesn't stop a member of the public from abusing someone just for doing their job.

How come I can be fined and / or jailed, ending up with a criminal record if I sell age restricted items to someone who looks old enough to buy them without first verifying their age, but if they abuse me for asking for photo ID they know that nothing will happen to them.

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

If a member of the public knows that they could end up with a criminal record, they may think twice.

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

If I abuse or threaten a police officer or nurse for doing their jobs, I would expect to be arrested.

Why should I not expect this if I do the same to a shop worker who is just doing their job?

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.

Educate members of the public.

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 - Significant reduction in cost

Q5.2. (b) Businesses - Significant reduction in cost

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

Please explain the reasons for your responses.

Less time off work with stress etc, more money paid in fines, less cost to individuals as products would not have to be increased to cover lost revenue to companies.

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.

Companies would not have to increase costs to make up for lost revenue, saving customers money.

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.

Most workers in retail fall into one of these categories.

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

The emergency services would not be called out as often, saving vital time and money that could be used for genuine emergencies.

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.

Less money wasted and less time off work, helping the economy and taking the strain off the emergency services.

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?

Barstaff, estate agents, call centre staff, bookmakers staff, anyone who has contact with members of the public.

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	Yes
I have witnessed colleagues being subjected to physical violence	Yes
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)

Verbal abuse when working in pubs and threats of assault as well.

