

# Child Rights and Wellbeing Screening Sheet for *Getting the Right Change - A Retail Strategy for Scotland*

## 1. Brief Summary

**Name the policy, and describe its overall aims. Which National Outcomes does this policy/measure contribute to?**

Getting the Right Change - A Retail Strategy for Scotland

### Overall Aim

The Scottish Government's 2021-22 Programme for Government - A Fairer, Greener Scotland<sup>1</sup> contained a commitment to publish a retail strategy "*to help the sector in Scotland adapt, innovate and thrive and become an exemplar in sustainable and inclusive prosperity – supporting a robust, local supply chain and offering people and communities the goods and services that they want.*"

The first meeting of the Steering Group took place in January 2021 and the Group's agreed vision for retail was published on 24 March 2021.

### **Scotland's Vision for Retail**

*Over the next decade, Scotland's retail sector will thrive through a process of positive change and innovation, to offer people and communities the quality goods, experiences and services they want.*

*The sector will embrace business development opportunities to foster sustainable growth; protect the environment; cultivate entrepreneurship; strengthen supply chains; support wellbeing; and ensure that retail offers secure, well-paid and rewarding employment.*

*The Scottish Government will work in partnership with the sector, trade unions and employees, whose experiences are crucial, to help the retail sector in Scotland become an exemplar for inclusive economic growth and play its part in creating a fairer, greener and stronger Scotland.*

Once the Steering Group was established, proposals on the aim of the strategy were considered by the Group. Those initial proposals were distilled into three thematic areas on which the strategy should focus – **Sector, People and Place**. The strategy document sets out our aims and supportive actions for each of these areas.

**Sector** – successful and profitable, by being more productive and innovative, and encouraging, promoting and celebrating entrepreneurial activity and business growth.

**People** – are at the heart of the retail sector, with the right skills to have rewarding and secure careers and grow businesses as we reorient our economy towards wellbeing and Fair Work to significantly reduce poverty.

**Place** – strengthening the vital contribution that retailers make to the economic and social success of our local communities.

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<sup>1</sup> [fairer-greener-scotland-programme-government-2021-22.pdf](#)

The importance of sustainability and the role that retail has in helping contribute towards our net zero ambitions was prevalent in each of the three thematic areas and merited a further, separate area of **Just Transition**.

**A Just Transition** - is one that protects jobs and benefits the environment, our people and our economy whilst addressing the challenges around sustainable retail practices that contribute to reaching net zero emissions by 2045.

## **National Outcomes**

To achieve the vision of the retail strategy, we have identified National Outcomes that provide the overarching framework that we will use to measure progress needed to deliver the vision. These align with this retail strategy's themes of Sector, People Place and Just Transition, and with our priorities around an entrepreneurial, inclusive and sustainable economy, Fair Work, skills and reducing environmental impact. The National Outcomes that the retail strategy contributes to are:

### **Economy**

- The retail sector supports a globally competitive, entrepreneurial, inclusive and sustainable economy

### **Communities**

- Retail businesses support our communities to be inclusive, empowered, resilient and safe

### **Fair Work and Business**

- We have thriving and innovative businesses, with quality jobs and Fair Work for everyone across the retail sector and through supply chains

### **Environment**

- Consumers, staff and investors in retail value, enjoy, protect and enhance our environment

## 2. What aspects of the policy/measure will affect children and young people up to the age of 18?

***The Articles of the UNCRC and the child wellbeing indicators under the Children and Young People (Scotland) Act 2014 apply to all children and young people up to the age of 18, including non-citizen and undocumented children and young people.***

No aspects of the policy framework drafted in the strategy will directly affect children.

Some young people of working age (16-18) may be affected by policy designed to improve Fair Work conditions in the retail sector, in addition to actions taken via a Skills Audit and Action plan which will aim to support upskilling and reskilling. 23.7% of employees in retail and wholesale are aged 16-24, compared with 11.1% for all

sections of the Scottish economy.<sup>2</sup> The retail strategy aims to improve Fair Work conditions in the sector for all those who work in it. Young people are not a particular focus, but should see benefits alongside other protected groups.

Additionally, action to reducing the gender pay gap will support child rights and wellbeing by improving work conditions for women with children, who make up 15.7%% of the retail workforce<sup>3</sup> and often provide primary care.

### 3. What likely impact – direct or indirect – will the policy/measure have on children and young people?

The retail strategy has no actions that are designed to directly impact on children but may bring direct benefit to young people who work in retail.

Indirectly, actions in the strategy to improve Fair Work conditions in the retail sector, such as the Fair Work Agreement developed by the ILG, could have a positive effect on the targets to reduce child poverty by benefitting parents and guardians, thus indirectly impacting all children with parents who work in retail. The Fair Work Agreement could also improve the working conditions of young people working in the sector.

Embedding Fair Work is an important contributor in addressing inclusion and diversity in the workplace and bolstering equalities. Whilst there have been positive steps taken by the industry in supporting greater inclusion<sup>4</sup> amongst businesses, the adoption of better fair work practices across all of retail will improve equality and opportunities and support our national goal to reduce the effects of child poverty: employers adopting the real Living Wage could lift an estimated 20,000 children out of poverty.<sup>5</sup>

### 4. Which groups of children and young people will be affected?

Indirect effects from the retail strategy actions are likely to be applied to all groups of children with parents who work in retail, as well as directly to all young people who work in retail. The Fair Work agreement, which will focus on improving fair work conditions in the sector, will include a commitment to improve equality for all protected groups in the sector.

### 5. Is a Children's Rights and Wellbeing Impact Assessment required?

No. The Retail Strategy will provide a national policy framework. Specific policy and / or legal provisions will be considered, developed and implemented in order to achieve the Retail Strategy vision, ambitions and programmes of action.

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<sup>2</sup> [Scotland's Labour Market: People, Places and Regions – background tables and charts - gov.scot \(www.gov.scot\)](https://www.gov.scot) – Industry Table 5

<sup>3</sup> [Scotland's Labour Market: People, Places and Regions – background tables and charts - gov.scot \(www.gov.scot\)](https://www.gov.scot) – Industry Table 2

<sup>4</sup> An example is The British Retail Consortium's [Diversity and Inclusion Charter](#)

<sup>5</sup> [Joseph Rowntree Foundation report - Laying the foundations for a Scotland without poverty](#)

While some indirect impacts of the Retail Strategy have been identified and considered, our view is that these should be further explored at a point when specific policies and / or legal provisions outlined in the Retail Strategy are developed to ensure a comprehensive assessment of their impact on children's rights and wellbeing.

#### **6. Sign & Date**

Policy Lead Signature & Date of Sign Off: Anne Buchanan, 14 April 2022

Deputy Director Signature & Date of Sign Off: Debbie McCall, 11 May 2022