



UNREASONABLE REQUEST

FRONTLINE HERO TO
ALLEGEDLY INFECTIOUS ZERO

CHRONICLES
OF
BY C.O.T.U.
THE
UNCONVINCED

Unreasonable Request

from frontline hero to allegedly infectious zero

A Foreword

The following chapters are a true account of what took place throughout 2020 until the start of 2022. It details my journey from applauded hero, according to popular opinion in summer 2020, who had just received a thank you from an employer for my 15 years uninterrupted service, to a potentially infectious zero, who was suspended and then dismissed for exercising my right to decline.

Anyone reading this (as of March 2022) will be familiar with the situation I found myself in, the world was being whipped into a state of fear. Constant media programming which started with a few stories at the end of 2019 of people falling victim to a new illness, and within a few months became relentless, pushing the idea everyone was one wrong move away from encountering a fatal illness which would obliterate everyone around you. This is no exaggeration.

The world is finally seeming to be moving on to the next bout of media conditioning, and how quickly some forget when they don't have constant reminders on the news reports.

In the next 4 chapters/blogposts, I will recount my struggle with refusing to cross a line into the mass madness. I, as did many others, came up against peer pressure, love bombing and threats of financial penalties for refusing to take part, and am grateful to say I didn't even dip a toe. Credit where it's due, I thank the Most High for helping me through.

Thanks also to D. And K. For advice and support.

Part 1

Mid-March 2020, I check my work emails in the hope that my employer has finally acknowledged my milestone, and I'm pleased to see they have. There in my inbox is a message from HR titled "LSA". It's a couple of months late, but better late than never. It reads;

"We would like to congratulate you on reaching 15 years' service, our organisation thank you for dedicating this time and as a reward for your continued hard work and loyalty offer you this token of our appreciation."

I was actually due this in January, but am pleased they have finally sent me an electronic high street gift voucher. Of course, they blame the delay on the recent "covid outbreak", but I ignore their excuses, and am relieved it has finally come through, as my better half has already decided how it will be spent.

My role for the past 15 years is a support worker, assisting adults with learning difficulties. And the truth is, I love the job. Despite one pay freeze after another, and numerous upper management decisions which made myself and many of my colleagues feel completely undervalued, the work itself is very pleasant, and I was pleased to work both with and alongside some wonderful individuals. Some of whom had been at the home longer than me.

Supporting people to live as independently as possible was incredibly rewarding. It could be challenging, but being part of an experienced team meant you could be sure assistance and advice was never far away.

Unfortunately, at this time the mainstream press was crammed full of fear mongering about a supposed pandemic, which at the time was only striking celebrities and sports stars and despite everyone I knew and worked with not being directly affected by it or even knowing anyone that had, the majority of the people around me gobbled it up, and in my work place, reasons were coming up why those we support should restrict their daily routines. As the months passed so too did more and more reports about everyone being one step away from encountering someone carrying the bug. In reality, according to the statistics it was something like 1 in 100,000 chance, and while everyone was fit and

healthy my colleagues were believing it was much worse elsewhere and only a matter of time until the workplace got infected.

At this time my manager requested all staff wear surgical masks when working on the home. Out of a team of about 15-20 members of staff I was the only one who objected and was allowed to carry on my duties, albeit with some token gesture considerations in place (none of which were taken seriously, and were done to placate the human resources department). My role did not involve direct hands on support, but even if it had I still would have declined. It was quite comical at times, while my co-workers were being hounded by management to wear their pointless paper masks properly, I completely undermined it by walking around bare faced. At no time did I ever give in to pressure and put one on, even when I attend an appointment at a doctors surgery, the person I supported was required to go in rather than be seen in the car park like some sort of inconvenience. They wanted me to come in also to aid with communication, but wouldn't let me unless I put on the communal visor which they had on hand, already put together out of any packaging. Of course I refused on account of potential unsanitary storage and use by other, most likely unwell, patients. It didn't go down well and I had to wait outside... exactly what I wanted and what I suggested from the beginning.

I had countless reasons for declining to wear a mask, and it became a bit of a joke among myself and a couple of colleagues about when I would crack like they themselves already had. In fact most of them had never even openly resisted, instead choosing to play a game of dodge the boss, and try and get away with hanging it on their ear without being seen. But I never gave in to their requests, because I told them directly, in writing, that I was exempt, and they had to accept it.

Just after this the government, via their ridiculous character, Boris Johnson, acting as premier, put Britain in "lockdown". Another thing I choose not to recognise.

This was when the job role changed, and I went from a support worker to a case spotter. They wanted us to look for any reasons why someone could potentially be ill. Meaning that I had to not only give, but also take forehead temperatures of those living in the home twice a day. I continued supporting people to go out as much as they wanted. I allowed them to make an independent choice as to whether they wanted

to do their usual shopping and other outings, rather than treat them like they were already ill, much to the dismay of some of my colleagues, who seemed happy to not have to support disabled people out in public.

There was one occasion a month or two later where my manager informed me that I may have to start wearing a mask, as one of the people needed a paramedic for completely non-covid related reasons, and the emergency services insisted she would first need a swab test before they would see her. So this was being interpreted as a potential "case". This was before the rapid tests, so it was 48 hours before the results came back, by which time the symptoms had passed and the person was not seen. Unfortunately this person would only live another month, could this have been different if they had been seen as normal? I will never know.

For an example of how paranoid the place had become, I remember having to talk a colleague out of phoning for a test for someone who had a mild case of hay fever. If you remember, the first lock down occurred during an absolutely beautiful spring here in England, pollen was high, and just like every year previous, the person who lived on the home started sneezing (not even a symptom of the dreaded plague).

At this time a very bizarre ritual occurred, people were being instructed to come out their homes on a Thursday evening and clap. It was, the mainstream media informed us, a way to show our appreciation to "frontline staff". Although the main focus was on hospital staff, support workers, such as myself, were also remembered (although not by their employers, unless you consider weekly boxes of paper masks as a "thank you"). Many of my colleagues choose to bask in the glory, some of whom had refused to come to work for much of the supposed crisis. I saw it for the love-bombing it was. A trait of an abuser is to shower them with praise and affection, as a way of tightening their grips. It was a strange time, I was even approached by a member of the public who thanked me for doing my job in the midst of "what was going on". We also had free pizzas delivered to the home by Dominoes one Saturday afternoon (great for those working that day, tough luck to the rest of the team). If I seem ungrateful it's because this wasn't a company showing their gratitude, but a publicity event to further push the fear of a pandemic virus.

As the summer months passed, with the masses glued to the news for instructions from their captors rather than out enjoying the weather, people started looking for any way they could to feel safe (very few took my advice, to stop listening to the mainstream news), and most were happy to comply with any restriction imposed upon them.

Life had taken a turn, certain words were being used constantly on the programming, which came at you from every angle. For example you couldn't hear a news report without them saying "Protection", only the meaning had been turned on its head. For example, CQC, who are responsible for inspecting care homes to ensure they are working to a required standard, stopped visiting the very places they were supposed to protect meaning those living in such places were denied the yearly inspections which ensures they are up to standard. They deemed this protecting people by not spreading germs. The irony is, it was guidelines from CQC, who had relinquished their real responsibilities, that I would fall foul of.

By August 2020 the free pizzas and weekly applause would count for nothing, when I exercised my right to decline what my employer would insist was a reasonable request. To take a covid test.

Part 2

I had confidently enforced my exemption from wearing any face cover, first in my workplace, then, in June 2020, in my personal life as short lived plans to reopen shops came with the condition that masks would have to be worn by the public. Will the memories last of just how heavily it was pushed that everyone would be required to put on a face mask to go in shops or use public transport. People I knew well were telling me I would have no choice but to put a covering on, be it a scarf, surgical mask or even an old rag picked up off the street, unless I had something blocking my mouth and nose, I would be forced out of any train, bus or shop I may try and enter. I told them not to believe anything they hear on the news, which was the source of their information. I decided to bite my tongue, rather than argue with them. Actions certainly speak louder than words, and when the time came to send them daily photos of myself on the train or in a shop (even on a hospital ward once) with my face completely uncovered, it did feel like an achievement. Any fretting I once had that I may eventually have to concede and cover up were swiftly swatted away following a prayer or two.

Then in August 2020 another request was made insisting I step over that line, away from the right side of logic and into the world of believing anyone coming near may be a germ spreader. Where you have to set your mind to accept that sticking a probe in two orifices every month – increasing to three times a week, could somehow be beneficial. The reason I would later be given for such frequent testing was truly illogical. Far beyond the line of healthy, rational thought.

What had not been needed at all for the first 8 months of 2020 suddenly became an absolute necessity in order to keep everyone safe. They were also claiming covid tests would protect our families and those around us, this was absolute nonsense, as I will cover in a later chapter.

This was another invitation to join their fairy tale world of paranoia and fear. What was it everyone was so afraid of? The source of this fear was mainstream media and the continuous bombardment from news corporations. Back in 2017 I lost all trust in the mainstream press. Their motivation is not, I have learned, to share truthful information. Since reaching this conclusion any trust I had in mainstream media has dropped so low in my opinion, as to be non-existent. And here I was,

going into a workplace, and being forced to trust in what is a plain and simple propaganda tool, at huge cost to the tax payer and also hugely profitable for some select suppliers. When it comes to health and wellbeing I put my faith elsewhere.

In early August 2020 my manager approached me, asking why I had not submitted my test. All but 3 or 4 staff members were still outstanding, while some of the others welcomed these tests like they were the answers to a prayer. This was before the lateral flow tests which gave a (supposed) result within minutes. After taking the test staff were required to box them up, fill in their details on the box and then fill out an online form stating they voluntarily agreed to share their information. I simply told my manager that I did not wish to take a test. I was asked to email the area manager, stating my reasons for refusing. This is something I did, detailing my lack of faith in the tests, the invasive nature of sticking a probe to the back of my nose, and that the idea of testing myself for an illness I did not have any symptoms of defied logic. I also stated that it was against my theological outlook. The reply back from the regional head stated that by declining a test I would be refusing to carry out a reasonable request from management, and would be at risk of disciplinary action.

A similar reply was sent to the other staff that had emailed their objections. Ultimately we were given a deadline, which fell in early September 2020, at which time if we had not taken the test we would face disciplinary action. The other staff members agreed to take the test, while I stood my ground.

Leading up to the deadline I exchanged a few emails with the regional manager. At no time did she ever acknowledge my objections, instead continuing to chant that it was a reasonable request on their part. Let's consider what a reasonable request is. If it was something that is stipulated in either your job description or employment contract, agreed, that is reasonable. Agreeing to voluntary testing was in neither. How about something which had come up at least once in the previous 15 and a half years on the job, during similar health scares? (2018 had seen a flu epidemic which was more severe in deaths, at that point, than CV19 was being claimed to be, also swine flu, yearly Winter Vomiting outbreaks and more had occurred over the years, and testing never came up). I would also expect to have read and signed either a risk assessment or a policy on performing tests, even training, considering a

probe was being inserted deep into the body. I was not surprised to find out that some of my colleagues who took the test as soon as requested had no idea how deep into the nose they are supposed to insert the plastic swab.

The truth was, demanding staff take a test for something they have no symptoms of was an EXTRAORDINARY request. I later found out that when an employer wants to introduce new health and safety equipment, which these tests supposedly were considered, they are required to hold consultation meetings with each member of staff prior to its introduction. This was something my employer neglected to do.

I did have a video call meeting with the regional head in September 2020 and she said something which I would hear over and over from the various people who held investigations and disciplinary meetings with me. When I brought up my objections to sticking object up my nose, each one asked me if I was aware that I could take the test in private. What they were implying was, they didn't really expected me to take the tests as advertised. I could spit on the swab and return it, for all they cared, so long as I appear to comply with their requests. Every time someone said those words I pointed out the easiest thing for me to do would be pretend to take the test, which I know is what some of my colleagues opted to do, I told them that I would not sell out my integrity, and agree to do something I had no intention of really doing. Now, were they prepared to punish me for being honest?

I was asked in one of the emails from the regional head, to explain why I was exempt on religious grounds. I took this opportunity to inform her that I worship a God who requires exclusive devotion. I would not, even superficially, put any faith in a product supplied by the government. I told them, in no uncertain terms that when it comes to my wellbeing it is YHWH I look to and nothing or no one else. I quoted, among other verses, Exodus 15:26 and Deuteronomy 32:39. Excerpts from the email I sent will be in the next chapter.

The deadline for me to submit my test was pushed back into October, by which time they were requiring staff "voluntarily" take a test every week, rather than the one off they wanted in August and September. In October the requirement jumped to three tests a week for. The days passed until October 9th 2020, when, at 9:30am I was asked to come into the office where my manager gave me a final opportunity to take a

test. When I declined she explained why she was suspending me, on full pay, for gross misconduct, pending an investigation and possible disciplinary proceedings. I was asked to leave the place I had worked for approaching 16 years, without speaking to anyone. I couldn't even say goodbye to the people I had enjoyed supporting, and I was not to contact any other members of staff during my suspension.

In the next part I will cover the accusations made against me, none of which were ever proven, neither did my accuser even have to give evidence to support the accusations against me ranging from serious insubordination and bringing the organisation into disrepute, as well as, of course, failing to carry out a reasonable request.

Part 3

In the decade and a half I had worked for that organisation I had never received so much as a verbal warning. My attendance was better than most, never taking more than the odd day off, and I was always flexible and reliable, willing to change my shifts at a moments notice. Being suspended was a surreal experience. Staff suspension was not a common occurrence on the home I worked at, in the time I worked there it had only happened when a staff member had been directly unprofessional towards one of the people we support. Now here I was being treated the same as someone who'd deliberately harmed another. I had been told that being suspended was a neutral act, it did not mean automatically mean I had done anything wrong, a fact that seemed to be lost on some of the people I would come up against over the coming months.

I was on full pay of course, and knowing how slowly the organisation acted in these situations, I considered it as a holiday. It wasn't until November that I took part in an investigation meeting, done over the phone. It was a manager from another department that I spoke with, I will call her Ann (not her real name). I had received some advice on how to handle myself in the meeting (thanks D;-), my employer gave me details of support available from staff council, but I didn't use them. My behaviour wasn't in question, it was what I hadn't done which put me in this position.

In the meeting I did my best to convince Ann that I was in the right, I restrained from calling anything a hoax, but made clear my objections to taking part in the madness. Ultimately, this was a mistake. I should not have told them anything. They are the ones accusing me of everything from; bringing the organisation into disrepute, serious insubordination, and of course, failing to carry out a reasonable request, yet here I was, defending my personal opinions. I had expected, in this meeting, to have to go into what they refer to as religious beliefs - a term I objected to as a religion is a belief based on faith alone, while I consider the faith I have in our Holy Creator to be simple common sense, I consider the existence of YHWH as fact. I was surprised when the woman investigating asked me if I was a Jehovah's Witness, when I told her I wasn't she moved on to another subject. I would later claim my exemption based on theological grounds was completely ignored besides

this question, which was surprising considering an email I had sent the regional manager back in September. Excerpts of which now follow:

15/09/20, my email to the regional manager, after being asked to elaborate on why I believe I am exempt from testing on "religious" grounds:

"I appreciate you giving me the opportunity to elaborate on why I would decline a test on religious grounds. Of course, personal beliefs are a sensitive subject and not something I generally raise in my working life. I never force my beliefs on anyone, and would never use them as a reason to negate the health and safety of my colleagues or the people who use our services. However, the idea of taking this test opposes my beliefs so strongly that I cannot take part.

Putting to one side the validity of the tests and assuming (wrongly in my opinion) that they can even give a clear indication of someone's medical state, I still maintain that being tested, especially when no symptoms are present, in no way protects anyone. Having witnessed these tests repeatedly not even being collected in time, and also used as reasons to delay immediate medical attention, I thoroughly dispute their ability to protect anyone. This is ground I have covered previously, and forms a basis of why being tested is not compatible with my religious beliefs.

I am proud to confess my love and faith in our creator, named in the King James Bible as YHWA/Jehovah, and I accept the Holy scriptures, from Genesis to the book of Revelation as not only historically accurate but genuine accounts written through Man inspired by God. I can offer you many Biblical quotes that warn us not to put our faith in the medical profession, Deuteronomy 32:39 tells us it is "YHWA who heals" and determines our health and wellbeing, not Doctors and nurses. Mark 5:25 tells of a woman "who endured much at the hands of the physicians, had spent all that she had and was not helped at all". We have the same practices of medicine men today as around in the time of Jesus/Yeshua, for "there is nothing new under the Sun" Ecclesiastes 1:9.

The scriptures clearly show us that our adversary (the devil/wicked one) is the ruler of this world (2 Corinthians 4:4, John 12:30 etc.), our

governments repeatedly demonstrate their allegiance to this entity and are the ones funding and controlling the medical profession made up of pharmaceutical companies that are motivated by profit, and are not interested in, or even able to heal.

Let's remember that only one year ago our government were seen as incompetent, greedy people, reviled due to "austerity cuts" and seen as out of touch with a general public who were outraged by the selling off of NHS services to private companies. Yet that general public are now hanging on their every word, convinced we need to follow their every command in order to remain healthy. We can draw comparisons to the "scientific evidence" that you touched on as being no more than a religious belief itself! We are forced to believe the testimony of government advisors, no matter how far removed it is from reality and coerced into putting our faith in their every command. The difference is, while their commands and testimony will soon fall away and be forgotten, the testimony of the Apostles and words of the Prophets will remain for eternity "For truly I tell you, until heaven and earth disappear, not the smallest letter, not the least stroke of a pen, will by any means disappear from the Law until everything is accomplished." Mathew 5:18.

In what has been a very difficult year for most, I have been guided and comforted by following the word of God. I have remained healthy and so have the majority of those around me, no one I know has fallen to the virus. The only place I hear of it is in sensationalist News reporting by organisations that clearly show their allegiance to the before mentioned adversary, who has been plaguing mankind since the Garden of Eden (Genesis Ch. 3).

I hope this clearly explains why I refuse to take part in such ritualistic treatment. If making this choice to put my faith in our God rather than the medicine men of today means I am refused the opportunity to earn a living at -----, then it is a situation I confidently face, safe in the knowledge that YHWA, who has looked after me all my life, will not forsake me now, "What will it profit a man if he gains the whole world, yet forfeits his soul?" Mathew 16:26. As I have previously stated, if I were a dishonest person I would be clear of having to explain any of this.

I stated at the start of this email, I will never force my beliefs on anyone, or try to influence any person to avoid medical treatment. For

an example of a belief being pushed on people we need only look at what is being done to everyone at ----- and around the world, in the guise of keeping us safe.

Yours truly,”

I meant every word in that email. They had directly asked me to explain my beliefs so that is what I did. When it was brushed aside in the investigation meeting, with a vague question about Jehovah’s Witnesses, it demonstrated just how little I, as an employee meant to them. I was an inconvenience, something none of these people wanted to deal with when they were all living in fear of what the news reader would tell them next. Actually, two of the people I had come across, including the Ann, during this meeting told me that they were “self isolating”. And here was someone suggesting they should be exempt from being afraid every time someone comes too near them. Towards the end of that investigation I made the point that testing was inhumane, to which Ann replied that she considers going to the dentist inhumane. My immediate response was to point out that no one is being forced to visit the dentist in order to remain employed. I ended the meeting by encouraging Ann to stop listening to the news. I also told her that these accusations against me would have to be justified and proven on their part.

Afterwards, I didn’t feel good about how it had gone. I didn’t know exactly what, but something was troubling me. I was informed that when she had finished her investigation, a decision would be made as to whether any disciplinary action would be taken. It would be another six weeks or so before I received an email informing me that I was being asked to attend a disciplinary hearing on the 18th December 2020. Once again it would take place on video call, and once again I could have either a union representative or a fellow staff member present, which, considering the meeting was being done online, I didn’t consider worthwhile.

I was informed that I was being accused of the following:

- Failing to safeguard the health and wellbeing of colleagues and service users.
- Acts or omissions likely to bring the organisation into disrepute.

- Serious insubordination.
- Any other substantive reason.
- Failure to carry out the reasonable request of colleagues and supervisors.

As I said at the start of this chapter, suspensions from my work place were a rarity, and dismissals were practically unheard of. In my 15 plus years at that home I knew of three people who had been suspended, all for their behaviour directly towards the people being supported. While none of them caused any lasting physical harm, I considered their behaviour much worse, I can't go into too much detail on those incidents, however all of them returned to the workplace after receiving a warning for their behaviour.

In the next chapter I will explain what it was niggling me about the investigation meeting, that I couldn't put my finger on at the time, because the same thing would happen again in the disciplinary. I would be facing a panel of three, headed by a manager from another home, as well as two members of the Human Resources department.

Part 4

At midday on the 18th December 2020 I sat down in front of a computer to take part in my disciplinary meeting

The panel consisted of Sarah (not her real name) a manager of a home in another area, a human resources manager and a note taker. They demanded answers from me on why I didn't appreciate the arrival of testing like so many of my colleagues had, I also found myself at one point, in the hour long call, explaining how I would manage a pandemic. They never addressed my request for them to back up any of the governments suggestion that without using the product I must be considered a risk. So much of their argument for why I should be repeatedly violated with a plastic probe involved "what if" situations, I was stunned when Sarah had the nerve to retort to my suggestion that a test could cause an injury to the nose or mouth, that we can't spend our time worry about what ifs. It summed up the situation perfectly.

The unfairness from my point of view, was apparent in the bait and switch tactic my employers were using when I attempted to demand justification for their coercive behaviour. I state that all I had done was to decline a request which appeared nowhere in any of the mountains of literature generated by the organisation. I had been directed to the Care Quality Commission (CQC) guidelines and government website, I point out the paragraph that clearly states testing is voluntary, but it is brushed aside as the conclusion that I was in the wrong had been drawn by the panel long before the meeting took place on that chilly winter morning.

It would be five weeks until the outcome was reached. A week or so prior I had received a couple of emails from Sarah asking if my outlook on testing had changed. In one of the emails I was asked if staff being vaccinated, alongside regular testing, made any difference to my decision. I was given a deadline to answer by, or they would consider my stance unchanged. I refused to answer, instead pointing out I was still waiting for a decision on my conduct, and that I did not appreciate being given deadlines when they do not stick to their own.

When the outcome letter was eventually emailed to me, at the end of January 2021, it was no surprise to see they up held the accusations of failing to safeguard the people around me, acts or omissions likely to

bring the organisation into disrepute and serious insubordination, as refusing a test is putting lives at risk. "Failure to carry out reasonable instructions" was upheld despite being the same accusation found under "serious insubordination". I was cleared of failing to follow policy and the "any other substantive reason", but my behaviour warranted my dismissal. The letter concluded that I had been a valued member of staff, and they would like to offer me back the job if I agreed to comply with testing, or when the government advice changes.

Without even my original accuser, the home manager I had worked alongside for 14 years, ever having to account for their claims against me, I was sacked. The offer of a return to work if I would just play along completely undermined the recriminations for which I was being dismissed. You don't tell someone who has committed gross misconduct that they can have their job back if they will only admit they are in the wrong. I was informed I had 7 days to appeal this decision, which I did as soon as I had written up my grounds for deserving one. They also gave me a period of three months' notice, in which time I was on garden leave. This may sound generous, but further contradicts the idea that I had done anything wrong.

Leading up the appeal, which took place on the 25th February 2021, once again via an online video meeting, I began preparing for my appeal.

I became familiar with logical fallacies, and how they cannot stand up in a legal case, such as an employment tribunal. I learned the names, mostly from watching the Nathan Oakley YouTube channel. As I heard the definitions of each one, it dawned on me exactly what they had used to justify their decision. I could apply at least one to every upheld allegation. I began writing them up, to use in the appeal. Here is what I came up with, and read out at the start of the meeting (giving the minute taker some work).

It began:

In response to the allegations which were upheld against me, I will explain how these were considered using logical fallacies, as well as making predictions and assumptions which were not backed up with any evidence or proof.

I made sure everyone knew what a logical fallacy was, quoting from the 2015 publication *Argument Types and Fallacies in Legal Argumentation*

"A fallacious argument may be deceptive by appearing to be better than it really is. Some fallacies are committed intentionally to manipulate or persuade by deception, while others are committed unintentionally due to carelessness or ignorance."

I then gave two examples:

Begging the Question/Circular Reasoning;

Begging the question is a fallacy in which a claim is made and accepted to be true, but one must accept the premise to be true for the claim to be true. For example: "Why was he suspended from work?" Because he did something wrong, "How do you know he did something wrong, because he was suspended from work."

Appealing to Authority/Argument from Authority;

A logical fallacy in which a person producing a claim references the opinion of an authority as evidence to support an argument.

I challenged that the allegation that I failed to safeguard those around me, relied on an assumption I was carrying an infectious disease in the first place, I pointed out that if government statistics were enough to make that claim, despite official figures in the month I was suspended amounting to a 1 in 20,000 chance, they could also justify dismissing me for theft, based on higher numbers of that being reported than "confirmed cases". I have since realised that by forcing staff to prove their healthy status, they were reversing the burden of proving their own claims. They have to prove I was a risk, which they could never do. I also asked if they could provide proof using the scientific method, that asymptomatic people can pass on a virus, as they had repeatedly told me, or would they just fall back to a logical fallacy.

As for bringing the charity into disrepute, this conclusion requires them to divine the thoughts of the public, as well as calling into question the organisations ability to protect their employees personal medical status. In the meeting I also stated that demonstrating they consider the objections of their employees may look good for them in the long run.

I read out the legal definition of Serious Insubordination. From Employment Law experts, Peninsula: "The legal definition of Serious Insubordination is typically classified as Threatening, rude or aggressive behaviour towards a manager, employer or owner of a business. Showing disrespect to superiors, such as with vulgar or mocking jibes.

Employers should not misinterpret the following actions as insubordination; An employee questioning the legalities or ethics of a task."

They had redefined it as a refusal to carry out the instructions or tasks set out by a manager or employer, Although, there is not a single occasion when anyone instructed me to take a test. I was offered the opportunity to be tested, and declined, which is a reasonable response to any offer.

Finally I refuted the claim I failed to carry out reasonable instruction from colleagues or superiors, as they stated the advice and instructions are coming from CQC and government, who are not my work colleagues. I also pushed home the point that my refusal on theological grounds was completely ignored in the Disciplinary meeting. Sarah, who was part of this meeting as well, claimed I had said I had no religious beliefs, which, I told them, was a convenient interpretation of a statement I made in both my meeting with her and in my emails to the regional head, that I don't have a faith based on a blind belief (the actual meaning of "religious") but on what I consider stone cold facts. So their decision to dismiss me definitely has to be considered on "religious grounds" to use their words.

Following my opening statements, they attempted to question me on my views about testing. I immediately shot down this line of interrogation, stating that my thoughts and opinions then and there were completely irrelevant to my behaviour and conduct leading up to the 9th October.

The response to the meeting came on the 5th March, just over a week later, they upheld every decision against me. Nothing I could have said or done in any of the meetings I took part in would have convinced them that I could exclude myself from their level of fear and panic. If I wanted to remain employed then I would have to take their test.

I genuinely meant what I had told them, even pretending to take a test was not an option for me. Even if every other member of staff had agreed, which, as far as I know, they did, I still could not publicly put faith in the same government whom I know to be committed to deceiving us. I made it clear that I wanted to keep my job, but not if it means detracting one iota from the faith I put exclusively in YHWH. The book of Isaiah, in the 65th chapter talks of those who forget God, instead spreading a table for the god of Good Luck and pour wine for Destiny, rather than trust exclusively in the true God, will be led to the sword. In this case, the tiny plastic swords continue to be stuck in peoples noses and down their throats multiple times a week. A year later and they are still an absolute requirement for homes under CQC, for as long as they are available for free. I will make a prediction, as soon as homes have to pay for the tests themselves, they will stop asking staff to take them.

After Thoughts

At the time of writing this, it has been just under a year since I received my final months' pay (April 2021). Testing is still a requirement for support workers, so I've had no offer of a return to that job. I did of course contact Citizens Advice to start proceedings for unfair dismissal. They referred me to a grant funded organisation who try to negotiate Early Conciliation, who clarified what I would consider a reasonable outcome. I told them anything from reinstatement to statutory redundancy, which amounted to about 15 weeks' pay, considering my length of employment. When a reply came from my previous employers, just over a month later, stating they would be very confident of winning a tribunal, so would only make a commercial offer of what amounted to about another months wages, to avoid the cost of legal fees, as well as an agreed reference I could give to future employers, I decided to accept it. There was, due to the supposed pandemic, a lengthy queue waiting to go to court, I could be waiting months, even years for a tribunal to take place..

While I would not rule out a return to supporting people with needs and vulnerabilities, I have used the time to learn some skills, educate myself and put my faith in the Most High. While I miss full time employment, I have found that I have not gone without any of life's necessities. I do not regret my decision to refuse to bow to their insanity. I never crossed that line, no matter how daunting it may have seemed to remain this side of reason.

I would like to thank anyone who has taken the time to follow my account in its entirety. I have no plans to cease creating content for the various places it gets published. Please feel free to reach out to me for any information or advice.

Isaiah 66:5

"You who tremble at His word, hear the word of YHWH: "Your brothers who hate you and exclude you because of My name have said, 'Let the LORD be glorified that we may see your joy!' But they will be put to shame."