

Appendix 3

13/06/2013

To whom this may concern,

I am writing this letter to highlight the difficulties I have been experiencing whilst working here at the John Howard Centre.

Since I began my position, my manager has discussed her religious beliefs with me, My manager is very aware that I am of Muslim faith. I have in no way indicated an interest in converting to her religion.

When I first began working, my line manager asked me if I was religious. I informed her I was a practising Muslim and she appeared to be interested in this and discussed her own religious beliefs with me. At this point, she did not indicate in any way that her discussions with me were anything more than interest. My manager began to invite me to events within her church. I never attended and always told her I was busy. These invites however did persist and involved weekend phone calls and texts outside of work hours.

On one occasion, I informed a colleague of this- my colleague informed me of the investigation that had occurred in the past surrounding the CRC and my manager. My colleague warned me from previous experience, this situation could worsen if I did nothing about this. At this point I approached my manager and informed her of this discussion I had with my colleague. My manager informed J Wilson of this whole incident. At this point, I blocked my manager from contacting me via my personal mobile phone to avoid further invites to her events.

Post January I began to experience ill health. This is when I believe my manager began her harassment and bullying. I believe my manager saw this as prime opportunity to impose her views on me as I was in a vulnerable position. I have been

deeply affected by this experience, both emotionally and physically. I believe the stress she put me under significantly contributed to my ill health.

My manager began to provide me with DVDs and tickets to church events. I began to avoid my manager as every time I would see her, she would impose her views on me.

My manager became aware that I was receiving medical treatment in Birmingham (this is where my family are); she asked me why this was. I informed her this was the best option as I did not know anyone in London who could look after me when I felt unwell. My manager said I should: "transfer my care to London" as she "and the CRC were also my family, if I wanted them to be". I did not comment on this and I still receive medical treatment in Birmingham. I have never insinuated or stated that I went to transfer my treatment. In addition to this, my manager made comments in relation to my family and her perception of them, My manager stated that although my family may want me to remain in Birmingham, I would have to: "do what's right for me and leave them eventually". I was and still **BM** deeply offended and hurt by this comment. My manager implied that my family were forcing me to stay in Birmingham. My manager does not know any of my family and has made presumptions about them. She then made reference to her life and how she experienced difficulty leaving her home and family to move to London. My manager stated she believed I was in the same situation. I did not comment as I was shocked by what she had said and where she had got this idea from.

On the 12/03/13 I took sick leave and did not return to work until the 17/04/13. I believe the events that I am about to detail led to a prolonged period of sick leave.

My manager asked to meet with me on 12/03. She took me to the design studio from the employment team office. Here, she informed me that this was an informal meeting and she wanted to discuss something "important" with me. My manager went on to

inform me of a 'healing' that she had set up for me at her home. My manager went on to state she had done this for me as she was aware of how difficult my health situation was becoming. My manger made reference to the Bible and stories where a woman bleeds for a 40 day period and is then healed once she accepts Jesus. My manager informed me that: 'only the power of Jesus' could heal me. My manager made comparisons between me and the lady in the Bible.

My manager emphasised that the only way that I could gain better health is through Jesus and for this reason; she had set up a healing for me, She stated that I would have to invite Jesus to come into my spirit aloud, Her specific words for me to say were: "I believe you are the son of god, Jesus. I believe in you and your power. Come into me and Heal me". My manager informed me I would immediately feel better once I said these words.

My manager stated I could *say* these words now or in my private time. I said nothing and she stated I would probably *feel* more comfortable saying this in my private time. She insisted I would: "feel the Lord's power" once I had stated these words and would, immediately feel healed. She gave me examples of others in her church who have had similar experiences with ill health. My manager then began to talk about her time in South Africa and stated she felt something special and now was the time for me to "let Jesus in" as : "special things were happening". I again remained silent. My manager asked me if I was praying at the moment, I informed her that due to my health difficulties, I could not fulfil Muslim prayer. She stated: "it's ridiculous that you can't pray" and began to discuss Jesus and how I can pray to him at any time and how within Christianity I could pray as I wished. I informed my manager I would be unable able to attend the healing as I have an iron infusion on the weekend, my manager stated she was aware of this and so had arranged this for a weekday, My manager gave me the choice to attend but emphasised that this was in fact, the only

way. I did not state I would attend and said I would think about it. I did not attend this,

My manager also stated how she is aware many people are going to hell and how we are all given a choice and one opportunity about being "saved". My line manager insinuated this was my opportunity of being "saver".

This event led to me take sick leave. I cannot express how upset and distressed I felt and feel to this day. To be frank, I was scared and felt stuck. This stress added to my ill health and made me feel worse.

Within this meeting, I did not state at any point that I was interested in my manager's religion; in fact, I was very quiet. This was solely because I did not know what to say. I felt intimidated because of my professional position and bullied because I was being made to engage in a conversation that made me very uncomfortable. She offended me with using the term. "saved" as I'm not sure what this meant. I believe this whole incident upset me to the point where the stress triggered Crohn's Disease symptoms. This meeting lasted about 45mins.

Q. My return to work Meeting (17/04), I met with my new supervisor and MY manager. Both are apart of the CRC. They began the meeting with asking me how I was. I informed them that I was feeling better however was awaiting more treatment for Crohn's Disease. At this point, my manager informed me that Crohn's disease: "did not exist" as it was not in the Bible. My supervisor supported her view and they began to discuss the bible, Jesus and health; and how I was going wrong. They informed me that only Jesus could heal me and they had been praying for me. I felt ambushed and remained quiet for the duration of the Meeting. The conversation between them about Jesus continued and they both informed me of how I would have to: "invite Jesus in" to heal me. My manager interjected at this point to inform my supervisor she had already discussed this with me, and felt I would do so in my private time. I did not

comment. I was silent throughout the time they mentioned religion. My manager *also* informed me that she had been praying for me and that she was available to me at all times for prayer. At this point, my manager and supervisor both began to discuss Jesus again. The majority of this meeting consisted of conversation along these lines however it was between my manager and supervisor.

The whole meeting distressed me to the point where I decided I would hand in my notice that very moment, just to escape her. I informed her I would be doing this and did so.

The same day I began to feel unwell again and felt my symptoms becoming more apparent. This continued for the next two *weeks*, in which I had to take more time off, I then had to receive emergency surgery for an acute flare up of **0013111'S** Disease. I strongly believe my symptoms became worse because of the stress and upset that my manger constantly put my under at work. My doctor has agreed that my condition becomes worse when I am under stress. The speed of how my health deteriorated to the point where I required emergency surgery is an illustration of how my manager made me feel and the amount of physical and emotional distress she has put me under.

On the 22/04 my manager gave me a book. *She* had told me the week before that she had read something that she believed me that I would be interested in. On Monday she handed me a book whilst we were walking through a corridor and asked me to let her know what I thought once I finished it. The book is about a Muslim, Pakistani woman converting to Christianity. I took the book and never read it. Again, I cannot stress enough, how distressed and upset this made me feel.

Whilst I was in hospital I was required to ring my manager every day to inform her of my current situation. I let her know that I was due to have surgery. She informed me

that she was praying for me as was her church and that if I needed her; I could call her at any time. She continued to tell me this every day that I called her.

Once returned to work, post-surgery, I met with my manager to inform her I was back at work. This was an informal meeting and involved me going to her Office to let her know I was back and to inform her of my situation and What this would mean for me in relation. to work.

I asked my manger if she was free and joined her in her office. I began to discuss my health once again and my frustations at having surgery. My manager at this point asked me if I had been praying. I told her no as I had been sick.. She replied: "see that's what he wants, that's what the enemy wants us to believe, he wants us to turn away from God", I told her I was just frustrated of being sick all the time. My manager then began to discuss ill health in relation to the Bible and told me how this is a testing time. She continued to discuss this in detail for about an hour. I did not talk during this time apart from nodding. My manager then told me that she was sad I was leaving, I told her I was too, however this is just what I felt I had to do for myself. My manager then stated that she believed I came to London and took this job "for a bigger purpose". I remained quiet. My manager then asked me whether I had: "called out for Jesus to heal me" I told her no. She began to discuss this at length again and informed me that I would not be well until I did. My manager then asked me to do this right now, in her presence. I explicitly told her no. She asked me why and I told her would not do this as I was scared. My manager then stated she was going to pray on me. Whilst asking me if she could place her hand on My knee, she began to close her eyes, put her hand on my knee and pray aloud. Although *she* asked, she had already put her hand on my *knee* before I could respond and had begun to pray. She stated: "Please Lord Jesus come into ____ and heal her, Real her pain and let her see the light, let her see you and let her feel you. Please Lord Jesus come into her and heal her". This prayer lasted for approximately ten minutes. Within this whole time, my manager had her hand placed on my knee. As the prayer ended, I quickly informed

her I had to go. My manager stated I had: "been very quiet" I stated: "yes, it is a lot" she asked me once again to: "ask Jesus to come into you". I said no again and stated I have to leave, I left very quickly and felt very distressed. I walked into the toilet alongside the managerial *office* as I was really upset. Approximately a minute later my manager walked in to the toilets and asked; "are you alright". I *was* crying and visibly upset but stated yes at which point she walked out.

My supervisor is also a CRC member. I have consistently cancelled supervisions with my supervisor as he discusses God when I mention, my health. I feel the decision for a CRC member to become my supervisor is one That Is very strategic on the part of my manager.

My manager has completely ruined my first year in practise as an occupational therapist. So much so, that I am unsure if I will ever return to this career. My family are horrified of my experience and have urged me to leave my job because of the horrible effect it has had on my health. I have chosen to stay at work because I don't feel patients should suffer at the hand of a bully. My parents have however sought legal advice.

This experience has been extremely distressing for me both physically and emotionally. My health has significantly deteriorated due to the stress of this situation. I would like the Trust to be aware that I have declined an extension request on my post because of my manager and what she has put me through. I have *been* harassed and I do not feel I have been treated equally or fairly. I feel I was targeted because my manger was aware I was in a vulnerable situation. My manager knew I had recently moved to London and had no family here; she was aware that I was very unwell. I feel I have been groomed as my manager initially supported and helped me, gained my trust; only them to bully *me* into her beliefs. I believe this to be an abuse of her position as my manager and of her authority.

Throughout this situation I have been afraid to discuss or highlight this to higher management I have been extremely intimidated and afraid of my manager. I have decided to highlight this now as I am aware that my manager is imposing her views on patients. I am also concerned as the hair stylist hired for the female patient salon is a member of the CRC. The stylist asked me to give the book about the Muslim, Pakistani women converting to Christianity, to her so that she could give it to a patient

I have discussed all concerns with John Wilson on 13/06. I hope this matter can be resolved fairly to all parties involved.

Kind regards,

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