

Employer's name

Employer's address

[Date]

Dear[name of your employer/HR manager/ line manager],

Re: Formal Grievance

I am writing to raise a formal grievance in accordance with the ACAS Code of Practice/Company's Grievance Procedure. The issue(s) I wish to raise are set out below.

Forced COVID19 vaccination

On [date] the Company [name of person specifically] announced that it was making COVID19 vaccinations mandatory and/or I would not be able to re-enter the workplace unless I produced a COVID vaccination certificate.

I am unable to have the vaccine on the legally protected grounds of religion / belief / age / disability / race / sex as defined by the Equality Act 2010. I do not believe the Company has taken this into account and I am concerned I am going to be treated in an unlawful way because of my inability to comply with this instruction, contrary to s.19 of the Equality Act 2010.

OR

I am concerned that opposing scientific opinions suggest that the vaccine may cause harm, and in my opinion, not enough is yet known about the medium to long-term effects of any COVID19 vaccination. In addition, the Health and Safety at Work Act 1974 (HASAWA) requires me to take reasonable care for the health and safety of yourself and other people at work.

If I were to suffer an adverse reaction to the vaccine, I could pose a risk to myself or others I work with, and therefore I believe it is my legal right to decline to have it under Article 8 and 9 of the European Convention of Human Rights; which is still applicable despite BREXIT.

AND

[give details of any current / existing unlawful treatment as a direct result of declining the vaccine or an inability to have the vaccine, e.g. on XXXX date I was told by XXXXXX that I would not be promoted because I wasn't having the vaccine].

I believe that you could take alternative measures to ensure the workplace is safe, and these include:

[list other measures to keep the workplace safe which are reasonable, or already in place, e.g. screens, distancing].

Personal liability for any adverse reactions will still sit with the Company as my employer. Therefore, I must make you aware that if you mandate a vaccine in order for me to remain in employment then I will not hesitate to pursue legal action if any adverse reactions are suffered by myself. I will also consider this to be a fundamental breach of the trust and confidence I have in you as my employer.

Background

I have been employed at the Company for [xxx years] and have never had any complaints about my work. My contribution to the Company has been well rewarded and I have **[insert details of any promotion, pay rises, recognition received]**. In my appraisals / reviews I have received comments from my manager such as **[insert details]**.

I consider it unfair and unreasonable to be at risk of disciplinary action, or dismissal, solely on the point(s) above, and my strongly held legitimate beliefs. The United Kingdom is a country which is founded on democratic principles, and our laws reflect this to offer protection to everybody in equal measure.

Evidence

I have collated evidence in support of my grievance in the form of:

[give details if appropriate, such as any screenshots, links to scientific evidence you are referring to, any witness statements as to your treatment etc].

I would be grateful if you could let me know when I can meet you to talk about my grievance. I would like to be accompanied at the meeting by **[name]** **OR** I would like to be accompanied at the meeting but need to choose my companion, therefore, I will confirm this in due course and in line with the grievance procedure.

I look forward to hearing from you as soon as possible.

Yours sincerely,

[name]

[contact details]