

Personal & Educational Background of the Claimant:

When I sought Legal Advice from Citizens Advice Bureau CAB member from EastCambs District Council, Ely few days after I received the Grievance and Grievance Appeal result from SCSC. He told that the Honorable Judge should know you are a good person. He also advised to talk about the things relevant to the case and do not waste the court's time. All that Employment Tribunal needs is the evidences that I worked in Samsung Cambridge Solution Centre for more than 700+ extra hours. He also advised that the Person bringing the case should always speak with the evidence, So this time I want to make everything very clear about me)

Personal & Educational Background of the Claimant:

Native Address:

Narayanan Krishnan, GangaiAmman Temple Street, Kizhakku Maruthur Village, Ulundurpet Taluk, Kallakurichi (District), [Old: Villupuram (District)], Tamil Nadu (state), India - 607204.

Local Address:

18, Glebe Road, Peterborough, PE2 8BG, Cambridgeshire (County), United Kingdom.

1. I am Narayanan Krishnan, the maternal grandson of "Veerappan" from Kizhakku Maruthur Village, Ulundurpet (Taluk), Tamil Nadu (State), India - 607204. My Native Village is very remote Village with the population of around 2000+ Residents. 95-98% Percent of my Village people were uneducated but still kind hearted people who followed Traditional way life by Farming and occasional Hunting(no more hunting now a days).
2. I was only the third Person in the Village to attend Under Graduate Engineering after completing Higher Secondary Schooling in my time. No one in my entire Family educated more than 10th Grade (except my maternal Uncle: Who completed 10th Standard only). I am proud to say I was gifted with certain qualities like hard work, dedication, tolerance, determination to achieve my personal Goals. Certainly with the help of motivation of Teachers & Friends, also with my abilities I was able to complete my Matriculation (10th Grade - 2002) with School level fourth Rank, Higher Secondary (12th Grade - 2004) with School Level First Rank and completed Undergraduate degree in Computer Science Engineering in 2004-2008.
3. My mother Tongue is **Tamil**, So I am very proficient in Tamil with the level of writing Articles. **English** is my second Language.
4. My **Grandfather "Veerappan"** was Village President and Chief for nearly his whole life after his age 30's between 1980 — 1998. He was accountable for resolving disputes reported to him from that Village and also if any of our Villagers involved in other Village issues. He was a very good **Judge** and a **Trustworthy Leader** and **True Public Servant** loved by around 200+ families and respected by several other Village Leaders in nearby Villages.
5. In the year 1994, He made a mortal mistake of favoring his own son, even though He did not like it at all (He chose not to hear the dispute brought forward by the affected person due to his followers influence), when there was a dispute between his own Son and His Son's very loyal friend.
6. His Son's loyal friend was pleading for ill treatment done for his Fiancee by His Own Son. Due to my Grandfather's wrong decision of not taking the case. That Loyal Friend joined my Grandfather's enemies gang of around 5-10 families. (Few families which took His Judgement very personally turned against him, which is quite Natural those days).
7. My Grandfather was no rich man, but a medium sized Landlord (owned around 30 acres of Land) but one of his enemies was a very rich man capable of buying the whole Village. The Conflicts between Him and His enemies further lead to the death of His Son's loyal friend when he attempted to murder my Grandfather. As we are well aware and know that my Grandfather has no involvement in that Crime, as he always choose to settle the dispute in fair manner (as handled only Civil disputes).

8. But in my Opinion and also in His Opinion, He was accountable for the whole situation as He did not take the case from an affected Person. Because seeking JUSTICE is birth right of everyone. I still remember ill-fate of my Mother's presence in the vicinity of that loyal friend few hours before his death. I too still remember his face, sometimes as he used to play with me rarely when I was a child.
9. Due to His wrong Judgement, He lost his credibility. He had to save all his followers involved in this case. No matter whatever good things he did before and after that incident, He could not regain his Credibility back. His personality traits changed after that. He used to show unusual Calm, more Wise, Better Judgement, But a sense of remorse, Careless . He was eventually died (killed) in 1998. This time I faced ill-fate (due to the Love) of being near his Severely Mutilated body when many were afraid to go near incident. (Head was almost just hanging in the last nerve or flesh in the neck).
10. No matter whatever happened, He was and is still valued highly in our Village for all his good deeds and His service to the Village. I was aged around 13 when I my Grandfather was killed. I used to love him a lot, He used to love me a lot even though I was very very naughty and rule breaking kid many times.
11. My Grandmother reminded me of an incident which my Grandfather told her about me based on his wise Judgement, (that he noticed once when I was about 5 years) "He did not give me the money I asked from him, So I waited until He was asleep in his bed and then tip-toed quietly into the room and stole a bunch money coins from his bedside stool. He also noticed that I observed each and every inch of him for any movement and I also made no noise at all. At some point in time, He said his instinct woke Him, He just noticed all these things with His Eyes only very little open, I did not notice that".
12. According to my Grandmother, He used to say "He has (I) have a very strong eyes, Eyes of an Eagle, Eyes capable of facing his Enemies, Bad people in the Eyes when he thinks he is right. Eyes destined for a Person determined to do what he think is right by taking high risks. Eyes necessary for a lawman. Unfortunately Born with Small physic. I hope he will choose the right path if he choose to study well", I heard those words from my Grandmother after my Grandfather's death. That taught me a lot more sense, "**Law has eyes everywhere**", No matter how good you are at deceiving. He was a very Good Wise Judge without any formal education.
13. My Grandfather had six daughters and two sons. My Mother was the elder most daughter. My Mother's third sister was a very kind and generous, Women of all Valuable Qualities. Her Life was severely affected in the above mentioned conflicts (1993-1998) more than anyone else. She Loved me by heart and accepted me as one of her own son. I lived in her family for nearly 18-20 months after I ran away from my very strict Father. She ended her life in 2007 to uphold her Devine qualities when as She felt there was no one help her. I was very unlucky Person as I could not get to attend her last writes and last face, as I was pursuing my Engineering studies around 500 Km away from my hometown.
14. I grew up by respecting and upholding the moral values my Grandfather, Grandmother and my Aunt taught. As much as possible, in my entire life, so far, I have never attempted to go against the Moral Values, Kindness towards Humanity they taught me. I feel their Devine spirits guide and protect me when I am in hardship (especially while encountering Mortal Dangers). This I truly believe and it gives me confidence to lead my life wherever it is, Motherland or anywhere in the World for that matters. I respected everyone I have crossed in my life, with the exact same way I want to be respected. Loyalty and Self-Respect is in every breath of our life. At times (in rare occasions), We chose to die if we are humiliated, also When our Moral principles & values were not respected.
15. As my old way of life is not valued much anymore in my homeland (Native Village), I decided to move other Country (mainly Germany) to provide better life for my kids. However By God's blessing I got a chance to work in UK.

My Spiritual and Religious Belief:

1. I am a follower of Hindu Religion, I also have friends in Muslim, Hindu, Christianity, Sikh, Buddhism, Jainism and Other Religions. I worship my family deity named "VazhiVeeran" (Village God). He was a very ferocious, Powerful Warrior who protected the livelihood of our Village, Punisher (True Killer) of Criminals who committed Crimes against Humanity. He was so powerful that he used to go against Criminals even if they are in higher ranks. He dedicated his entire life to serve justice for the People under his control. He valued Justice more than anything in his life. Our Village Legend says Our Village God is one of our ancestor who carried sword (as Lone Warrior) protected our Village and Nearby villages together by upholding Human Values, Morality, also by Preserving Harmony of Nature. I am a strong Devotee of my Family Deity. So I value JUSTICE more than my life.
2. We believe (most of the Indians do believe, especially South Indians) the day when we commit crime against humanity which threatens the livelihood of any individual, Our family God will deny to protect us as we failed to protect what they (Family Gods) valued highly (Humanity, Morality, Nature and its Harmony of Life). I
3. On top of all, I am devotee of "Lord Shiva" and have the habit of worshipping "Lord Shiva" (one of the main deities of Hinduism) in regular basis by heart.
4. I also strongly believe in Hindu Astrology and I follow their guidance using my own common sense without affecting others People (including even my wife).
Raasi: Kumbham (Aquarius) ruled by Planet Saturn (Shani Dev)
Lagna: Kumbham (Aquarius) ruled by Planet Saturn (Shani Dev)
Nakshatra: Poorattadhi ruled by Planet Jupiter (Guru)
5. We believe our Personality Traits are generally aligned with our Raasi (Zodiac), Lagna, Nakshatra (Star) as long as we uphold the values of those corresponding **Planetary Gods**. I personally value notable traits of **Shani Dev (God of JUSTICE)**. I take pride in following most of his qualities, I generally will not follow the path which can violate his Principles as much as I am aware and reasonable, even if when I have chance to earn any benefits.
6. God Shani Dev can craft situations where we lack motivation, inspiration, and vision. He has no cleverness or deceit. He exhibits complete seriousness and gravity in every circumstance, with no humor.
(Refer: <https://vedicfeed.com/shani-deva>). I also believe personally I am gifted with some traits of God Guru (Lord of Brihaspati)
(thanks to good deeds of my ancestors, even though they are not educated.)
(refer: <https://vedicfeed.com/devguru-brihaspati>)

Moral Principles my villagers follow very highly (I follow them very strictly):

1. Don't go against a Person who is bringing food to your plate, unless they take the first step to go against you.
2. If we borrowed any money from others, we must settle it, no exceptions.
3. Don't grab or take anything by force even if you feel you deserve.
4. Don't give up until what you feel deserved is given to you.
5. Don't go against the Person denying it and Don't consider him as your enemy until he completely denies it.
6. You can chose to change your Allegiance (Loyalty) when what you feel deserved to you is denied for its entirety. That is when you have the right chose to go against the Person denied your rights.
7. What you feel deserved to you is destined to you, It will come to you someday or other way.
8. You have every right to fight for other people you value when they cannot fight for themselves. It becomes our duty as well. Otherwise the Devine Spirits of our ancestors and Family God will desert us.

I follow these rules very strictly, while also spending my energy to help people around me if they needed in terms of tools, technology, Skills (I learned over a period of time), Money or Whatever I can afford as help without affecting my family members. skills I know and I learned over a period of time. This also includes helping my friends, friends from former Employment. This even include saving People (I value and love much) from falling into mental health issues caused by Personal Issues, Persons holding power or authority as a tool to abuse and use them for their own survival. (People who never cared for them). I took care of them as much as possible even after leaving the company when they ended up facing the same issues I faced in SCSC.

My view and opinion on JUSTICE (Based on my Grandfather's way of Life):

1. JUSTICE is a birthright of every human being. I think when you deserve JUSTICE and seek JUSTICE dearly to help and protect the livelihood others It does not allow you sleep. Even God will put down His ego and descend from His throne to provide JUSTICE for under privileged people. I think, JUSTICE (Both Moral & Legal) is a tool to make the world a better place to live.
2. All the divine spirits, deity and God we worship directly and indirectly are all talking to my Sub-conscious mind and forcing me to uphold the Moral JUSTICE (Morality and Human Value) me and my ancestors highly valued more than their lives. I or any common man may fail to understand the core meaning of JUSTICE, fear to come to court. But when our Spirits, Deity and Gods choose MORAL JUSTICE is the only way to bring Harmony of Life according to the Laws of Land, then they all stimulate the Subconscious mind to enlighten us to uphold MORAL JUSTICE.
3. People working in Justice System are generally blessed to uphold the Law with an Eagle eye, based on my Grandfather's own words. When the People committed crime come to face the law or such an Eagle eye, their nerves will indicate their fears of the law of the land. When they do Law's inner sense captures it, even though common people won't notice it much as it will not be visible to their vision.

This is how our Spiritual and Moral belief system works.