



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Seid Razavi

**Respondent:** Governing Body of Davison Church of England  
Secondary School for Girls

**Heard at:** Southampton Employment Tribunal

**On:** 18,19,20,21, & 22 September, 10 October, 9 November  
and 8 December 2023

**Before:** Employment Judge Hay, Jayshanti Shah, and Dr  
Claire Whitehouse

**Representation**

Claimant: Mr Razavi (in person)

Respondent: Mr Doughty (Counsel)

## JUDGMENT

1. The following complaints of direct race discrimination and direct sex discrimination are well founded and succeed:
  - a. Hazel Williams taking no action to support him when Mr Razavi complained of unfair treatment;
  - b. Hazel Williams telling Mr Razavi not to use her nickname and publicly berating him;
  - c. Hazel Williams confronting him about an email in public, instead of privately as she had been advised;
  - d. Emma Jasper waving class papers in Mr Razavi's face in public in a school corridor
  - e. Carly Bradley failing to take action when Mr Razavi raised concerns and then merging a meeting about those concerns with Mr Razavi's probationary review, and so placing all responsibility for addressing any problems onto him and not any of the other people involved; and
  - f. Chris Keating walking Mr Razavi off school premises without first making any enquiry of Mr Razavi about the incident which had been reported to Mr Keating.
2. The remaining complaints of direct race discrimination and direct sex discrimination are not well founded and are dismissed.

3. The complaints of harassment and constructive dismissal, on the grounds of race and sex, are not well founded and are dismissed.
4. The respondent shall pay the claimant the following sums:
  - a. Compensation for injury to feelings: £10,000.00
  - b. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £1698.63Total award £11698.63

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Employment Judge Hay  
Date 18 December 2023

Judgment sent to the Parties on 09 January 2024

For the Employment Tribunal

**Notes**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>