

From: [Douglass, Caroline](#)
To: [Burns, Anna](#); [REDACTED]
Cc: [REDACTED]; [Rawlinson, Lee](#); [Marks, Kate](#); [Sutton, Rob](#); [Hunt, Lucy](#); [REDACTED]
Subject: RE: ANNA TO CLEAR - STAFF NETWORK, MEDIA HANDLING
Date: 07 November 2022 16:35:09
Attachments: [image001.png](#)
[image002.jpg](#)

Hi [REDACTED]

I am happy with these reactive lines

Caroline

Caroline Douglass
Executive Director Flood and Coastal Risk Management

Environment Agency

☎ External: [REDACTED] Internal: [REDACTED] Mobile: [REDACTED]

Pronouns: [REDACTED] ([why is this here?](#))

Office: PA.ExecutiveDirectorofFCRM@environment-agency.gov.uk



From: Burns, Anna <anna.burns@environment-agency.gov.uk>
Sent: 07 November 2022 10:05
To: [REDACTED]@defra.gov.uk>; Douglass, Caroline <caroline.douglass@environment-agency.gov.uk>
Cc: [REDACTED]@defra.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; Rawlinson, Lee <lee.rawlinson@environment-agency.gov.uk>; Marks, Kate <Kate.Marks@environment-agency.gov.uk>; Sutton, Rob <rob.sutton@environment-agency.gov.uk>; Hunt, Lucy <lucy.hunt@environment-agency.gov.uk>; [REDACTED]@defra.gov.uk>
Subject: RE: ANNA TO CLEAR - STAFF NETWORK, MEDIA HANDLING

Thanks [REDACTED]

Subject to Caroline and others view I would be happy for this to go to James as our proposed handling for any reactive queries.

Thanks

Anna

From: [REDACTED] <[REDACTED]@defra.gov.uk>
Sent: 07 November 2022 09:40
To: Douglass, Caroline <caroline.douglass@environment-agency.gov.uk>; Burns, Anna <anna.burns@environment-agency.gov.uk>
Cc: [REDACTED] <[REDACTED]@defra.gov.uk>; [REDACTED] <[REDACTED]@defra.gov.uk>; [REDACTED] <[REDACTED]@environment-agency.gov.uk>; [REDACTED] <[REDACTED]@defra.gov.uk>; [REDACTED] <[REDACTED]@defra.gov.uk>; [REDACTED] <[REDACTED]@environment-agency.gov.uk>; [REDACTED] <[REDACTED]@environment-agency.gov.uk>; Rawlinson, Lee <lee.rawlinson@environment-agency.gov.uk>; Marks, Kate <Kate.Marks@environment-agency.gov.uk>; Sutton, Rob <rob.sutton@environment-agency.gov.uk>; Hunt, Lucy <lucy.hunt@environment-agency.gov.uk>; [REDACTED] <[REDACTED]@defra.gov.uk>
Subject: RE: ANNA TO CLEAR - STAFF NETWORK, MEDIA HANDLING

Thanks very much both. Are you happy with the updated reactive media lines in green? If so, we will send up to James later today.

Many thanks,

[REDACTED]

Background information:

- The wellbeing of all staff is a top priority for the Environment Agency.
- The EA is a public service, place based organisation so it is crucial we are an inclusive organisation and representative of the communities we serve.
- We are working to promote inclusion for all staff and to tackle discrimination through a range of actions – including mandatory Respect at Work training for all employees, refreshed grievance, dispute and resolution policies, and ongoing collaboration with our diversity networks.
- The cross-government Sex Equality and Equity Network (SEEN) is recognised by the Cabinet Office and is open to staff across government, including staff at the Environment Agency.

If needed:

As part of our commitment to being an inclusive employer, we will seek to ensure all staff feel supported and respected in the workplace. Our staff have the right to free speech and expression of belief and where there is disagreement we will support staff to talk to each and be respectful of each other, of difference and of differing views.

From: Douglass, Caroline <caroline.douglass@environment-agency.gov.uk>
Sent: 04 November 2022 16:57
To: Burns, Anna <anna.burns@environment-agency.gov.uk>; [REDACTED] <[REDACTED]@defra.gov.uk>
Cc: [REDACTED] <[REDACTED]@defra.gov.uk>; [REDACTED] <[REDACTED]@defra.gov.uk>;

[REDACTED]@environment-agency.gov.uk>; [REDACTED]
[REDACTED]@defra.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]
[REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-
agency.gov.uk>; Rawlinson, Lee <lee.rawlinson@environment-agency.gov.uk>; Marks, Kate
<Kate.Marks@environment-agency.gov.uk>; Sutton, Rob <rob.sutton@environment-
agency.gov.uk>; Hunt, Lucy <lucy.hunt@environment-agency.gov.uk>; [REDACTED]
[REDACTED]@defra.gov.uk>

Subject: RE: ANNA TO CLEAR - STAFF NETWORK, MEDIA HANDLING

All

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

The launch of SEEN will cause concern for our staff at this time as a result of it being the week ahead of Trans Awareness week (13-17 Nov). I have asked [REDACTED] for a meeting on how we manage this.

Regards
Caroline

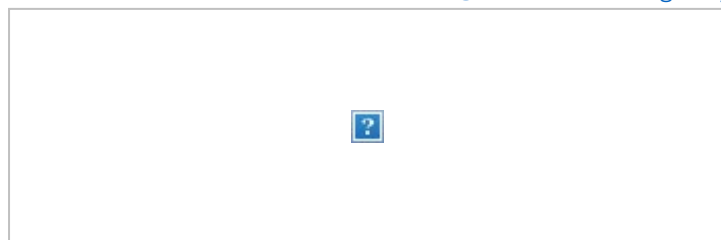
Caroline Douglass
Executive Director Flood and Coastal Risk Management

Environment Agency

☎ External: [REDACTED] Internal: [REDACTED] Mobile: [REDACTED]

Pronouns: [REDACTED] ([why is this here?](#))

Office: PA.ExecutiveDirectorofFCRM@environment-agency.gov.uk



From: Burns, Anna <anna.burns@environment-agency.gov.uk>

Sent: 04 November 2022 16:23

To: [REDACTED]@defra.gov.uk>

Cc: [REDACTED]@defra.gov.uk>; [REDACTED]@defra.gov.uk>;

[REDACTED]@environment-agency.gov.uk>; [REDACTED]

[REDACTED]@defra.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]

[REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-

agency.gov.uk>; Rawlinson, Lee <lee.rawlinson@environment-agency.gov.uk>; Douglass, Caroline <caroline.douglass@environment-agency.gov.uk>; Marks, Kate <Kate.Marks@environment-agency.gov.uk>; Sutton, Rob <rob.sutton@environment-agency.gov.uk>; Hunt, Lucy <lucy.hunt@environment-agency.gov.uk>; [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>

Subject: Re: ANNA TO CLEAR - STAFF NETWORK, MEDIA HANDLING

Hi [REDACTED]

Thanks for sharing the proposed media handling in response to any reactive queries around the establishment of the new network.

I think it looks fine so thank-you. However i do think we need be prepared to respond to any queries about how this impacts on gender equality at the environment Agency and if needed reassure those from our gender equality network that this doesn't undermine the support and respect they should expect.

I will take the advice of others who are far more informed than I, but would propose in response to any queries we say something along the lines of, i have taken some of James' words on respect:

We can confirm there is also a recognised gender equality network at the Environment Agency and as part of our commitment to being an inclusive employee we will seek to ensure all staff feel supported and respected in the workplace. People have the right to free speech and expression of belief and where there is disagreement we will support staff to talk to each and be respectful of each other, of difference and of differing views.

Thanks Anna

Sent from my iPad

On 4 Nov 2022, at 15:19, [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)> wrote:

Hi Anna,

Hope you're doing well. Please see below for media handling around the SEEN network. I understand Sir James would like to see the media handling too, so we would like to share with him early next week if possible.

Thanks again for putting us in touch with [REDACTED] and others to find out more on this.

Any questions please let me know.

Cc'ing others for awareness too.

Many thanks,



To: Anna Burns

Deadline: Monday 7 Nov (if possible)

Issue: A new civil service wide staff network called [Sex Equality and Equity Network \(SEEN\)](#) has been established. The network aims to promote and support sex equality and equity between men and women in the workplace. The network say their focus is “on challenging sex discrimination and upholding rights and protections that relate to sex”.

The network holds the protected belief (covered by the protected characteristic of religion and belief in the Equality Act 2010) that biological sex is binary and immutable.

Some members of Environment Agency staff are founding members of the network and plan to publish an item on the Defra Yammer channel to publicise the network during w/c 7 November.

Media handling: The staff network has already been launched and we have not seen any media pick up. Although it is possible this could enter the public domain and attract some media interest, particularly in outlets such as the Daily Mail or trade press like Civil Service World. Overall, this would be a Cabinet Office lead as the network is civil service wide and they would handle queries reactively. If we receive any approaches on the network which are not specific about the EA we will direct to the Cabinet Office in the first instance.

It is unlikely the EA would feature in media coverage as potential coverage would like discuss the network as a whole and potentially link it to ministerial and government positions on related issues. However, if any coverage does pick up on EA involvement we have prepared the below reactive lines. These lines make clear that the EA is committed to creating an inclusive workplace. The lines also explain factually that the staff network has been recognised by the Cabinet Office and is civil service wide, rather than just in the EA.

Separately, Defra group and EA internal comms are aware and are working on internal comms handling.

Are you content with this media handling approach?

Background information:

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- The EA is a public service, place based organisation so it is crucial we are an inclusive organisation and representative of the communities we serve.

- We are working to promote inclusion for all staff and to tackle discrimination through a range of actions – including mandatory Respect at Work training for all employees, refreshed grievance, dispute and resolution policies, and ongoing collaboration with our diversity networks.
- The cross-government Sex Equality and Equity Network (SEEN) is recognised by the Cabinet Office and is open to staff across government.

Already cleared by: [REDACTED] (Acting Head of News)

[REDACTED] | [REDACTED]
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