

From: [REDACTED]
To: [Burns, Anna](#); [Sutton, Rob](#); [Lawton, Nicola](#)
Subject: RE: Our EDI conversation on the 20/10/22
Date: 24 October 2022 16:42:23
Attachments: [image001.png](#)

Hi All

Thank you for the heads up – Yammer remains a difficult platform to moderate, I am on leave next week (half term here in Wales) and so I will need to put a plan in place for additional moderation of this topic.

A code of use did get created by Defra Gp KIM Teams earlier summer (links above). During the summer a number of conversations developed on Yammer which were escalated to [REDACTED]. As a result a complete review of our approach to moderation of informal channels has been instigated led by [REDACTED] which we are feeding in to. We believe that our code of use may be able to sit alongside that, until then we are using the code of conduct and acceptable use policies as our guidance. My expectation is that the principles will be available in the next month but potentially not before the launch of this network.

It is unlikely that the KIM team will feel comfortable moderating any conversations that developed as a result of the new network. I would like to ask the EDI team [REDACTED] to take a more active approach. Are you already engaging with that team on this?

Thanks

[REDACTED]
[REDACTED], Data & Information
Sustainability & Service Operations, Chief Operating Officer Directorate
Environment Agency
Mob: [REDACTED]
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Working Days – Monday to Friday

From: Burns, Anna <anna.burns@environment-agency.gov.uk>
Sent: 24 October 2022 11:53
To: Sutton, Rob <rob.sutton@environment-agency.gov.uk>; Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>
Subject: RE: Our EDI conversation on the 20/10/22

Thanks rob for flagging.

I am not sure where [REDACTED] has got to on the refresh of the yammer code of conduct but would it be timely to proactively share this in advance as a reminder of the requirements around expected behaviours on yammer.

[REDACTED] – can you advise where this has got to?

Anna

From: Sutton, Rob <rob.sutton@environment-agency.gov.uk>
Sent: 24 October 2022 11:48
To: Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>; Burns, Anna <anna.burns@environment-agency.gov.uk>
Subject: FW: Our EDI conversation on the 20/10/22

Both

Just putting this on your radar. It links to the discussions we have been having about different views on Trans issues.

The SEEN network referred to here shares Gender Critical Views and you can see from the trail it most like ly will spark a reaction when launched next week.

Oh joy!!!!

Rob

Rob Sutton

Deputy Director – People and Change

Tel: [REDACTED]

Email: rob.sutton@environment-agency.gov.uk

Horizon House, Deanery Road, Bristol, BS1 5AH

(PA: [REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk) tel: [REDACTED])

From: [REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Sent: 21 October 2022 14:27

To: Sutton, Rob <rob.sutton@environment-agency.gov.uk>

Cc: [REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED]
[REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>

Subject: FW: Our EDI conversation on the 20/10/22

Hi Rob

See below- I think there is strong possibility of a Yammer ‘blow up’ w/c 31 Oct when [REDACTED] intends to start openly promoting his new cross-government Sex Equality and Equity Network. Hoping [REDACTED] and others can help things land more peacefully but this will be challenging.

From: [REDACTED]

Sent: 21 October 2022 14:24

To: [REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Cc: [REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Subject: FW: Our EDI conversation on the 20/10/22

Hi [REDACTED]

Per our chat earlier—see below from [REDACTED] I wonder if you have capacity in the next week or so to reach out to [REDACTED] for a discussion about how to help him promote the new SEEN in a way that minimises harm to anyone ([REDACTED] included). They intend to ‘go live’ w/c 31 Oct. My conversation about it with [REDACTED] yesterday indicated that Women’s Network would not accept anything on the new network being shared via their Yammer page – but I think [REDACTED] would be very happy to have a discussion about it, particularly if she could be supported by someone like you. [REDACTED] in our team can also help (but is only working Tues/Wed 25-26th next week) My goal is to help everyone involved position themselves in such a way that they can peacefully coexist and not see any further Yammer escalations. But I’m not around for the next week to help!

Thanks

From: [REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Sent: 21 October 2022 12:57

To: [REDACTED] [-vos@environment-agency.gov.uk](mailto:[REDACTED]-vos@environment-agency.gov.uk)>

Subject: RE: Our EDI conversation on the 20/10/22

Hi [REDACTED]

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

[REDACTED]

[REDACTED]

[REDACTED]

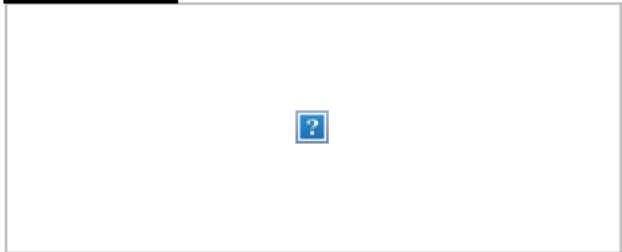
[REDACTED]

[REDACTED]

Environment Agency | Horizon House, Deanery Road, Bristol BS1 5AH

Mobile: [REDACTED]

[REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)



From: [REDACTED] **On Behalf Of** [REDACTED]

Sent: 21 October 2022 12:11

To: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; Sutton, Rob
<rob.sutton@environment-agency.gov.uk>

Subject: Our EDI conversation on the 20/10/22

Hi Rob, [REDACTED]

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

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[REDACTED]

Environment Agency | Horizon House, Deanery Road, Bristol BS1 5AH

Mobile: [REDACTED]

[REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)

