

From: [REDACTED]  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: [REDACTED]  
Date: 10 November 2022, 20:40:14

Thanks [REDACTED], this looks softer to me and I understand your reasoning for edits.

[REDACTED] following your review, do you think we could get this over to [REDACTED] tonight, so he picks up 1<sup>st</sup> thing ahead of any meetings (I say this because I know today he didn't see our request until he came out of his meetings)?

Kind regards,

[REDACTED]

HR Defra Group 'We are creating a great place to work for everyone'.

**Ambitious. Outward looking. Professional. Inclusive.** in all that we do.

Northgate House, Reading.

For diary enquiries please contact [REDACTED]

*We work flexibly and due to my caring arrangements I tend to work*

*9am-4pm Mon-Thurs and 9am-2pm on Friday. I will also be logging on in the even ng.*

*I do not expect a response or action outside of your own working hours.*

From: [REDACTED] <[REDACTED]@defra.gov.uk>  
Sent: 10 November 2022 18:47  
To: [REDACTED] <[REDACTED]@defra.gov.uk> [REDACTED] <[REDACTED]@defra.gov.uk> [REDACTED] <[REDACTED]@environment-agency.gov.uk>  
Cc: [REDACTED] <[REDACTED]@defra.gov.uk>  
Subject: RE: OFF SEN: Words for [REDACTED] - Yammer

[REDACTED]  
Thanks for the draft produced at speed. I'm keen to find a tone that aligns with the natural conversational style on yammer but which also conveys a clear message on behalf of the employer. I've taken the out ine of your wording but I wanted to make it less legalese. You will see the revisions to your draft below

Grateful for feedback and comments including running this by legal again.

Could you let [REDACTED] have a final draft for me to clear.

Tks

[REDACTED]

From: [REDACTED] <[REDACTED]@defra.gov.uk>  
Sent: 10 November 2022 15:55  
To: [REDACTED] <[REDACTED]@defra.gov.uk> [REDACTED] <[REDACTED]@defra.gov.uk> [REDACTED] <[REDACTED]@environment-agency.gov.uk>  
Cc: [REDACTED] <[REDACTED]@defra.gov.uk>  
Subject: OFF SEN: Words for Nicola - Yammer  
Importance: High

Hi Nicola

Please see below drafted words which have been reviewed and assured with advice from GLD.

Colleagues,

In Defra we are committed to creating and maintaining a diverse and inclusive working environment for all our staff that is fair, respectful and professional. This includes valuing d fference and divers ty of thought.

Yesterday there was announcement on yammer about the formation of a new cross government network caled Sex Equal ty & Equity Network (SEEN). The stated aims of the network is to encourage a diversity of voices and open and respectful dialogue and tolerance between those with differing beliefs and experiences.

I recognise there is a wider discussion in society about gender beliefs, with fundamentally different views held. Yesterday a conversation on yammer was paused to allow review and moderation of the tone and content against the standards of behaviour we expect.

In Defra, there is no place for harassment, bullying or hatred. Rather we ask that our employees show humanity, care and respect for each other in the workplace and expresses their be iefs in an appropriate, respectful, and lawful manner, consistent with Defra's values and the Yammer Usage Policy. We will not tolerate bullying or harassment of our trans and non-binary colleagues, and neither will we tolerate bullying and harassment of colleagues who share different gender beliefs. Both have a right to hold and express their belief in an appropriate and respectful manner. We all need to work together and respect differences of belief (that are protected in law), support open and respectful dialogue, listen to each other, and understand each other's perspectives and learn from one another's lived experience.

We are now reopening the thread, but I would remind everyone that all communications between colleagues must be respectful, professional and appropriate for the workplace and are consistent with the Defra's values and the Yammer Usage Policy.

Finally, I want to remind all colleagues of the support available across our Defra Group, through EAP, our network of GoTo people and Fair Treatment Ambassadors, and of course, each other. If colleagues experience or are concerned about the nature of any behaviours expressed across any of our workplace platforms, you can report these via the yammer content team or via your organisational dispute resolution policies.

Karen if you could please inform [REDACTED] when [REDACTED] has made her post and she will re-enable comments.

Thank you

[REDACTED]  
[REDACTED]  
| EDI Talent and Capabi ty | Defra Group [REDACTED]

My usual working hours are between 8:30 and 4:30

Planned Absences