

From: [REDACTED]
To: [REDACTED] [Lawton, Nicola](#); [Burns, Anna](#); [Sutton, Rob](#)
Cc: [REDACTED]
Subject: RE: Advice: SEEN article for weekly buzz
Date: 23 November 2022 09:17:13
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[A respectful workplace.msg](#)

Hi all

Great to hear the comms principles will be promoted in Buzz this week

[REDACTED] and I have had a quick chat this morning re LGBT+ network - he's meeting [REDACTED] tomorrow and will ensure they're sighted on the SEEN article to come, so no further action needed from [REDACTED]/Internal Comms to engage them. I'm sure [REDACTED] will feed back any suggestions that arise

Two thoughts further to Nicky's steer

- This probably goes without saying but as well as avoiding language like 'controversy' we should avoid positioning SEEN as 'opposite' or 'balancing' LGBT+ Network (or Gender Equality/ Women's Network) in any comms – in the same way we would not think that a Christian Network article had to be positioned alongside a Muslim Fellowship article.
- While we need to give SEEN the same sort of opportunities/ support as other groups, I am also keen to reinforce the difference between cross-government networks, versus our EA-only and Defra group only networks. Therefore I think [REDACTED] article needs to 'stand alone' from other comms we will do re Network support following EDT discussion today

[REDACTED] see attached comms that went to all Network leads and sponsors yesterday re comms principles, in case any use in the Buzz comms – feedback I've had so far has been very positive, with a couple of requests for the same message to be shared with all staff across Defra group

Thanks

From: [REDACTED]@environment-agency.gov.uk>
Sent: 22 November 2022 18:31
To: Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>; Burns, Anna <anna.burns@environment-agency.gov.uk>; [REDACTED]
[REDACTED]@environment-agency.gov.uk>; Sutton, Rob <rob.sutton@environment-agency.gov.uk>
Cc: [REDACTED]@environment-agency.gov.uk>; [REDACTED]
[REDACTED]@environment-agency.gov.uk>; [REDACTED]
[REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@defra.gov.uk>;
[REDACTED]@faststream.civilservice.gov.uk
Subject: RE: Advice: SEEN article for weekly buzz

Hi Nicky,

Thanks for your response. In answer to your question, yes, a number of networks have advertised themselves in buzz and continue to raise awareness using this comms channel. We plan to follow up the Easinet highlight with a buzz article on the comms principles this Thursday also.

From an Internal Comms perspective, we can engage with the LGBT+ network tomorrow, but do let me know if there is a different approach you'd prefer to take to engage with the network.

Many thanks

[REDACTED]

From: Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>

Sent: 22 November 2022 17:48

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

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

Subject: RE: Advice: SEEN article for weekly buzz

Hi Anna

Thanks for sharing this and apologies for the slow reply, I've been chairing a meeting today.

A few thoughts from me:

I really do understand the heightened emotions in this space at the moment but I am also very conscious that we need to support SEEN equally to other networks. We (rightly) didn't stop the recent comms to celebrate Trans Awareness Week despite the current situation.

Do we have a precedent for networks advertising themselves in Buzz? If this has happened before then we should offer SEEN the same opportunity. If it hasn't then we shouldn't.

Given we have the EDT discussion on networks more generally taking place tomorrow then, if [REDACTED] were in agreement, a more generic article on the networks and where to get more info on them would be a good alternative.

We should definitely include an article on the new comms principles in the Buzz – it is a good way of raising awareness of them. I wouldn't use the word "controversy" in any comms – its quite an emotive word.

If the article is going to go ahead then we should engage the LGBT+ network in advance.

I hope this is useful. Please come back to me if you need anything further including if you want me to make a final decision – I'm happy to but would want to know the answer to the question above first.

Thanks

Nicky

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

Sent: 22 November 2022 10:48

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

Cc: Leeder, Harry <harry.leeder@environment-agency.gov.uk>; [REDACTED]
[REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED]
[REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>;
[REDACTED] <[\[REDACTED\]@faststream.civilservice.gov.uk](mailto:[REDACTED]@faststream.civilservice.gov.uk)>

Subject: FW: Advice: SEEN article for weekly buzz

Hi Nicky and team

Holly in the Internal Comms team has flagged the attached request from [REDACTED] at the SEEN network to include an article in the weekly buzz on the launch of the network. My understanding is that this was initially agreed as a yammer launch only.

I am a bit wary about progressing with this given the issues last week and would welcome a

discussion at the meeting on Thursday and some advice on how to proceed.
Given the current emotion around this topic I think it would be legitimate to suggest we pause an article at the moment particularly because a large number of staff, including those who don't have a strong alliance, have flagged their concerns about the impact of this debate on their wellbeing.

IF we did progress with an article I think we would need to set it in context and ensure it was balanced alongside a gender equality perspective.

I welcome your views

Anna

From: [REDACTED] <[REDACTED]@environment-agency.gov.uk>

Sent: 22 November 2022 10:06

To: Burns, Anna <anna.burns@environment-agency.gov.uk>; [REDACTED]
[REDACTED] <[REDACTED]@environment-agency.gov.uk>; [REDACTED]
[REDACTED] <[REDACTED]@environment-agency.gov.uk>; [REDACTED] <[REDACTED]@environment-agency.gov.uk>; [REDACTED] <[REDACTED]@defra.gov.uk>

Cc: [REDACTED] <[REDACTED]@faststream.civilservice.gov.uk>; [REDACTED]
[REDACTED] <[REDACTED]@environment-agency.gov.uk>

Subject: Advice: SEEN article for weekly buzz

All,

We've been asked by [REDACTED] to include a SEEN article in this week's weekly buzz, please see below. It's an awareness raising piece with details of how to learn more/join.

I'm keen to get some advice on how to proceed as initially the launch was planned just for Yammer, but it looks like further channels are now being considered.

Many thanks

[REDACTED]

[REDACTED]

[REDACTED], Environment Agency

Defra Group Communications | **Department for Environment, Food and Rural Affairs**

[REDACTED]



From: Internal-Communications <Internal-Communications@environment-agency.gov.uk>

Sent: 21 November 2022 14:40

To: [REDACTED] <[REDACTED]@faststream.civilservice.gov.uk>; [REDACTED]
[REDACTED] <[REDACTED]@environment-agency.gov.uk>

Subject: FW: National Weekly Buzz: request for inclusion

FYI

From: [REDACTED]

Sent: 21 November 2022 14:24

To: Internal-Communications <Internal-Communications@environment-agency.gov.uk>

Subject: National Weekly Buzz: request for inclusion

Hi all,

please can I submit this for inclusion in this week's Weekly Buzz? In case you have any questions, do come back to me, but it's probably worth knowing that the network is

Cabinet Office-approved, so is a recognised cross-government network like many others.

Kind regards,

[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)



PS: My proposed 'news item':

Sex Equality and Equity Network Launched

[SEEN](#) is a cross-government staff network committed to promoting and supporting sex equality and equity between women and men in our workplaces and helping all staff to thrive at work and fulfil their potential. The focus of our network is on challenging sex discrimination and upholding rights and protections that relate to sex (including the protections provided to those with the protected characteristics of sex, pregnancy and maternity and sexual orientation, as set out in the Equality Act 2010).

SEEN membership is open to UK civil servants and public sector staff - including EA colleagues!

If you would like to contact us, learn more about our mission or membership, or be added to our mailing list, [please get in touch](#). See also our [FAQ page](#).

