

**From:** [Bevan, James](#)  
**To:** [REDACTED]  
**Cc:** [Burns, Anna](#)  
**Subject:** Re: Gender Critical Beliefs (SEEN) Network Update  
**Date:** 02 November 2022 15:24:13  
**Attachments:** [Fwd Defra Group Communication principles.msg](#)  
[SEEN Network Launch Communications.msg](#)

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[REDACTED]: thanks for checking this out for me. I know how much time this is taking up, but it's worth it to get right.

[REDACTED] has been in touch with me at least once. I am pretty sure I said to [REDACTED] what I say to everyone (and will want to guide our own approach):

- people have the right to free speech and expression of belief
- where we disagree we need to talk to each other not shut each other down
- whatever we say to each other must be respectful of each other, of difference, and of differing views.

I think the briefing note is a model of clarity and balance. Well done to everyone involved both in producing that and in managing this issue.

Please keep me posted and consulted on any major decisions we take on this.

Thanks,

James

Sent from my iPad

On 2 Nov 2022, at 15:05, [REDACTED]@environment-agency.gov.uk> wrote:

Hi James,

I've been doing some detective work on this new gender critical network (called SEEN – the Sex Equality and Equity Network) and can now share the following info. I'm also happy to chat through some of the background with you on the phone too. Attached are:

1. A briefing document on Gender Critical Beliefs and the new network (sorry it's a bit long, but I thought it would be useful to send you the whole story in one place).
2. A reminder of the latest on the Defra Group Comms principles phase 1, although that draft is likely to change following comments by various people.
3. The communication from [REDACTED] launching the SEEN network.

From what I understand I think [REDACTED] and the EDI team (led by [REDACTED]) are being brilliant at handling this whole thing - making sure everyone feels heard and doing everything they can to help de-escalate a high-tension situation after mistakes were made by others in the past.

However, this is taking up an extraordinary amount of everyone's time already and, whatever they do, is likely to blow up somewhat whenever this Yammer post

publicising the network goes up. It is also likely to come up in the All Staff Call on 24<sup>th</sup> November, so I have asked [REDACTED] to send us an updated briefing note a week or so before that call and provide us with some specific advice on how best to moderate the slido comments and questions that might come in about it. Do let me know if you need any more information at this point.

Best,

[REDACTED]

**to Sir James Bevan, Chief Executive**

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**Environment Agency** | Horizon House, Deanery Road, Bristol, BS1 5TL

[REDACTED]

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

Pronouns: [REDACTED] | Follow Sir James Bevan on [Twitter](#) | [Instagram](#) | [SharePoint](#)

[No need to thank me](#)