

From: [REDACTED]
To: [REDACTED]; [Sutton, Rob](#); [REDACTED]; [Burns, Anna](#); [Lawton, Nicola](#)
Cc: [REDACTED]; [faststream.civilservice.gov.uk](#); [REDACTED]; [Marks, Kate](#); [REDACTED]
Subject: RE: Advice: SEEN article for weekly buzz
Date: 22 November 2022 15:49:37
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

Thanks [REDACTED] – if you have space for it to go out this Thurs that is fine from my perspective (realistically I don't expect next week to be any less emotive).

I'm helping moderate the Ask me anything call in case anything related arises

From: [REDACTED]@environment-agency.gov.uk>
Sent: 22 November 2022 15:33
To: [REDACTED]@environment-agency.gov.uk>; Sutton, Rob <rob.sutton@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; Burns, Anna <anna.burns@environment-agency.gov.uk>; Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>
Cc: [REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]@faststream.civilservice.gov.uk; [REDACTED]@defra.gov.uk>; Marks, Kate <Kate.Marks@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>
Subject: RE: Advice: SEEN article for weekly buzz
Hi [REDACTED]

Thank you for your response and steer to include the article in the Weekly Buzz. The article had been submitted with an ask to include in this Thursday's edition. It's possible we could push back a week if the consensus is this week may be too heightened? But [REDACTED] has made the deadline so we'd need to consider that carefully.

[REDACTED] who is our Internal Comms EDI lead will contact [REDACTED] to let him know when the article will be included and make him aware that it's with HR's advice we include the additional information, sign posts to other networks and the communications principles (which are also currently on the Easinet home page as an Easinet highlight).

For info, the buzz usually goes out Thursday afternoons so will be issued post the 'Ask me anything' all staff call on Thursday morning, if the article is included this week.

Many thanks

From: [REDACTED]@environment-agency.gov.uk>
Sent: 22 November 2022 12:50
To: Sutton, Rob <rob.sutton@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; Burns, Anna <anna.burns@environment-agency.gov.uk>; Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>
Cc: [REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]@faststream.civilservice.gov.uk; [REDACTED]@defra.gov.uk>; Marks, Kate <Kate.Marks@environment-agency.gov.uk>; [REDACTED]@environment-

[agency.gov.uk](https://www.environment-agency.gov.uk)>

Subject: RE: Advice: SEEN article for weekly buzz

Hi all

I've spoken to [REDACTED] (HR EDI) about this and we both feel that although there is a lot of heightened emotion surrounding this, and need to continue handling comms sensitively, we also need to recognise that SEEN is a legitimate diversity network which is supporting staff who share a protected characteristic – and enable respectful comms accordingly. Although some staff feel distressed by the creation of SEEN, other staff have felt relieved. I note [REDACTED] draft article has included SEEN's new FAQs—this actually has the potential to be helpful in providing a degree of transparency and reassurance to any staff who feel fearful, suspicious of SEEN's motives etc – eg stating SEEN's commitment to 'respectful dialogue and tolerance between those with differing beliefs and experiences'. Although I understand and share impulse to the wish for 'balance', I feel it may be counterproductive to set a precedent where each piece of comms from one 'side' is accompanied by a response from the 'other side'-- this could risk reinforcing conflict rather than allowing each a space within which to operate appropriately.

I'm not aware of other cross-government networks having advertised in Buzz (an outdated list is [here](#)) however I can't see any reason to decline [REDACTED] request. I would suggest that any comms about diversity networks should include signposting to the full suite of EA/cross-Defra networks EA staff can access—eg via this Easinet page [Environment Agency - Equality, diversity and inclusion employee networks \(ea.gov\)](#) and this Sharepoint site [EA Employee Networks \(sharepoint.com\)](#). This also presents an opportunity to promote the new comms principles. Our suggestion is to go ahead and publish when Buzz space allows (assuming this could be next week?) and include after the article some of the agreed lines to take, with signposting to our other networks. The lines to take could be something like

SEEN is one of a number of [cross-government networks](#) supported by the Civil Service Inclusive Practice Team. These are in addition to [EA-led and Defra group diversity networks](#). There has been some controversy regarding the new network and we understand this is an emotive subject for some colleagues. We need to ensure our workplace is a safe place for all our colleagues, where we can all thrive and deliver the ambition of EA2025. We are committed to creating and maintaining a diverse and inclusive working environment for all our staff. This includes valuing difference and diversity of thought; we are all entitled to our own perspective and beliefs. When it comes to our workplace, we expect everyone to conduct themselves in a professional and respectful manner at all times. New guidance on communicating can be found here: [Equality, Diversity and Inclusion and Employee Networks - Principles of Communication EA Nov 2022-Final.pdf - All Documents \(sharepoint.com\)](#)

This is a good example of where we are aiming to work with the Exec Sponsors to broker an agreement / future 'rules of engagement' to help the networks interact respectfully and 'peacefully coexist'....

Thanks

[REDACTED]

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

Sent: 22 November 2022 11:59

To: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; Burns, Anna <anna.burns@environment-agency.gov.uk>; Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>; [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

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

[agency.gov.uk](#)>; [REDACTED]@defra.gov.uk>;

[REDACTED]@faststream.civilservice.gov.uk

Subject: RE: Advice: SEEN article for weekly buzz

We all know how tricky this is and that there probably isn't a ideal answer. My gut feel is that we should look to delay this whilst we put in place some of the actions being taken to mitigate and defuse the current mood.

[REDACTED] / Nicky, what's your view?

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 tel: [REDACTED])

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

Sent: 22 November 2022 11:27

To: Burns, Anna <anna.burns@environment-agency.gov.uk>; Lawton, Nicola

<nicola.lawton@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

Just to add to this, [REDACTED] from the Chief Execs office mentioned this morning that she's getting a lot of questions being posted on Slido in advance of James' ask me anything call on Thursday on this issue, so it's still very much live across the organisation.

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]@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]

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

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

[REDACTED]@faststream.civilservice.gov.uk

Subject: FW: Advice: SEEN article for weekly buzz

Hi Nicky and team

[REDACTED] 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**

Cc: [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](#).

