

[REDACTED]


From: [REDACTED]
Sent: 10 November 2022 14:33
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Removal of Yammer Post

Thank you for clarifying [REDACTED], and I too will be on the Yammer Decision call this afternoon at 3:30pm for support.

Kind regards,

[REDACTED] | [REDACTED] | Group Infrastructure and Operations
Digital, Data and Technology Services | Defra Group | Department for Environment, Food and Rural Affairs
Tel: [REDACTED] | Email: [REDACTED] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk) | Area 1D, Nobel House, 17 Smith Square, London, SW1P 3JR



 Click the icon to chat with me on Teams!

From: [REDACTED]@defra.gov.uk>
Sent: 10 November 2022 14:25
To: [REDACTED]@environment-agency.gov.uk>
Cc: [REDACTED]@defra.gov.uk>; [REDACTED]@naturalengland.org.uk>; [REDACTED]
[REDACTED]@environment-agency.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]
[REDACTED]@defra.gov.uk>
Subject: RE: Removal of Yammer Post

Hi all – just to clarify on below – I will be emailing line managers, **not** the individuals concerned – it is a decision for the line manager as to what steps they take, but, following legal advice, I will suggest that the line manager has an informal conversation with their team member.

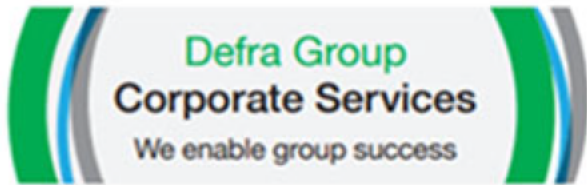
I will work through all 8 line managers of those whose posts have been removed.

Sorry not to be getting through this as quickly as would be ideal – it is taking a bit of time!

[REDACTED]

[REDACTED] | [REDACTED] | HR EDI Team | Defra group HR | Department for Environment, Food and Rural Affairs
[REDACTED] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)
Lancaster House, Newcastle upon Tyne NE4 7YH

Annual Leave:



For resources and information see [EDI Sharepoint](#)

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Please feedback any ideas for improvement to [redacted] [@defra.gov.uk](#)

Equality, Diversity & Inclusion is everyone's business



From: [redacted]
Sent: 10 November 2022 13:47
To: [redacted] [@environment-agency.gov.uk](#)>
Cc: [redacted] [@defra.gov.uk](#)>; [redacted] [@naturalengland.org.uk](#)>; [redacted]
[redacted] [@environment-agency.gov.uk](#)>; [redacted] [@defra.gov.uk](#)>; [redacted]
[redacted] [@defra.gov.uk](#)>
Subject: RE: Removal of Yammer Post

Hi all,

Copying in [redacted] – apologies, should have included you earlier.

There is a slight change of plan, in that the steer from [redacted] is now to email the managers rather than speak to them, not least so that we have an audit trail of what has been said. I will however say they can come back to me if they have any further queries.

I will forward to [redacted] the EA ones and to [redacted] the NE ones so that you have sight of them, but won't cc you in, as I think this is about explaining the moderation decision rather than engaging in discussion about the rights and wrongs of the views expressed – and I was involved in the moderation decisions so I am the person they need to speak to if they have any further queries. If they are then dissatisfied, the escalation would be via [redacted].

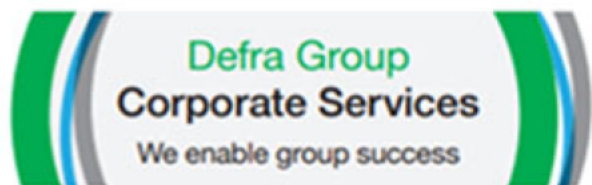
So, do please keep sending me any complaints or queries from managers and I will start working my way through them now.

Thanks

[redacted]

[redacted] | [redacted] | HR EDI Team | Defra group HR | Department for
Environment, Food and Rural Affairs
[redacted] [defra.gov.uk](#)

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Please feedback any ideas for improvement to [redacted] [@defra.gov.uk](#)

Equality, Diversity & Inclusion is everyone's business



From: [redacted] [@environment-agency.gov.uk](#)>

Sent: 10 November 2022 11:26

To: [redacted] [@defra.gov.uk](#)>

Cc: [redacted] [@defra.gov.uk](#)>; [redacted] [@naturalengland.org.uk](#)>; [redacted]

[redacted] [@environment-agency.gov.uk](#)>

Subject: RE: Removal of Yammer Post

Thanks [redacted] that's great. If I can support re EA folk let me know

[redacted] has sent the attached holding responses to

- [redacted] manager)
- [redacted] manager)

Can you give me a list of the other EA staff please?

Thanks

[redacted]

From: [redacted] [@defra.gov.uk](#)>

Sent: 10 November 2022 10:39

To: [redacted] [@environment-agency.gov.uk](#)>

Cc: [redacted] [@defra.gov.uk](#)>; [redacted] [@naturalengland.org.uk](#)>; [redacted]

[redacted] [@environment-agency.gov.uk](#)>

Subject: RE: Removal of Yammer Post

Hi all,

[redacted] has asked that I speak to the managers of each of the people whose posts have been removed to explain why the post was removed. I am currently working on a post for [redacted] to reopen the Yammer thread, and will then set about arranging to speak to the 8 line managers concerned – starting with the two who have complained to [redacted].

The conversation will simply be to point out the words and/or phrases which caused us to remove the post – the basic thrust will be that people are entitled to hold and express their beliefs but need to think about how they express them, and need to avoid using abusive or insulting terms. Given the number of posts which have not been removed, it is clear that we are not seeking to stifle discussion, but to make sure that discussion takes place in a respectful and professional way.

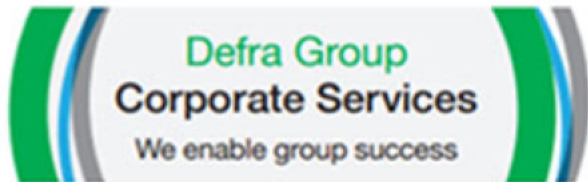
If there are any more complaints from managers of people whose posts have been removed, you can tell them that I will be contacting them – but if you let me know I will prioritise the ones who are complaining.

Hope that makes sense to everyone!

[REDACTED]

[REDACTED] | [REDACTED] | HR EDI Team | Defra group HR | Department for
Environment, Food and Rural Affairs
[REDACTED] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)
Lancaster House, Newcastle upon Tyne NE4 7YH

Annual Leave:



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Please feedback any ideas for improvement to [REDACTED] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)



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

Sent: 10 November 2022 09:50

To: [REDACTED] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk); [REDACTED] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)

Cc: [REDACTED] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk); Homann, Stuart <stuart.homann@environment-agency.gov.uk>;
[REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)

Subject: RE: Removal of Yammer Post

Hi [REDACTED]
Hope you're ok this morning

Just a quick note to say [REDACTED] and I have spoken and agreed a holding response which will point them to me and the meeting I have arranged with Exec Sponsors this afternoon, in the first instance. Would be great to have any further advice you can offer to feed into that 3.30 meeting (which [REDACTED] is attending)

Thanks

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

Sent: 10 November 2022 08:40

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

Cc: [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>; Homann, Stuart <stuart.homann@environment-agency.gov.uk>

Subject: FW: Removal of Yammer Post

[REDACTED]

I am anticipating I may receive more messages with similar concerns. Please can you confirm asap how we can provide [REDACTED] with the answers that they need. In the meantime I would like to go back to [REDACTED] with a holding message but I will await to hear from yourselves first.

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

Sent: 09 November 2022 18:58

To: [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)>

Subject: Re: Removal of Yammer Post

[REDACTED]

I am a bit upset by your email - especially with this being shared with [REDACTED] as it will have caused further upset to them at the end of what has been a very challenging day for them!

Can you let me know what action is being taken against the original Post promoting the SEEN group which instigated the views expressed. The post promoted views which are totally unacceptable in an inclusive and supportive organisation.

I am afraid that in the context of the original post for the SEEN group that the response by [REDACTED] is measured and not unreasonable [REDACTED] views expressed in the original post.

I have raised the original post and its impact on my team, myself and [REDACTED] with management and expect a robust organisational response.

I am not prepared to allow such views to go unchallenged and unchecked!

I would appreciate a call to discuss this as this will no doubt cause more hurt to [REDACTED]
All who have seen the original post about the SEEN network have been shocked that it should ever have been allowed.

I will be supporting [REDACTED].

Unfortunately I feel your email will have caused further hurt which hopefully this reply will reassure [REDACTED] that I will continue to support them.

As I said I have raised the original post and the cause of this whole Yammer thread with my manager and area director who are both raising this issue with Sue Longstone the hub director. Our LGBT+ network are also going to respond

I look forward to hearing from you with an opportunity to discuss this rather than send emails

[REDACTED]

Sent from my iPhone

On 9 Nov 2022, at 18:03, [REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)> wrote:

Dear [REDACTED]

The following Yammer comment, made by [REDACTED] in this post [REDACTED]

[REDACTED] has been reported and found to have contravened the agreed codes and policies:

[REDACTED]

6h ago

[REDACTED]

You are being informed as their line manager. Further information as to why this action has been taken will be provided in due course.

Regards

[REDACTED]

[REDACTED], Data & Information
Sustainability & Service Operations, Chief Operating Officer Directorate
Environment Agency
Mob: [REDACTED]

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Working Days – Monday to Friday