

**From:** [REDACTED]  
**To:** [Burns, Anna](#)  
**Subject:** RE: That new network....  
**Date:** 15 November 2022 11:08:11  
**Attachments:** [image001.png](#)

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That's great, thanks Anna. I thought you did very well on the call

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**From:** Burns, Anna <[anna.burns@environment-agency.gov.uk](mailto:anna.burns@environment-agency.gov.uk)>  
**Sent:** 15 November 2022 10:51  
**To:** [REDACTED] <[REDACTED]@environment-agency.gov.uk>  
**Subject:** RE: That new network....

Thanks [REDACTED]

I have just given her a call to reassure her and give her my support. I also told her that there will be a highlight on Wednesday as part of Trans-awareness week. I am not sure I gave a good account of myself but I tried thanks for the email

anna

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**From:** [REDACTED] <[REDACTED]@environment-agency.gov.uk>  
**Sent:** 15 November 2022 10:10  
**To:** Burns, Anna <[anna.burns@environment-agency.gov.uk](mailto:anna.burns@environment-agency.gov.uk)>  
**Subject:** FW: That new network....

And other context

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**From:** [REDACTED]  
**Sent:** 10 November 2022 14:54  
**To:** Sutton, Rob <[rob.sutton@environment-agency.gov.uk](mailto:rob.sutton@environment-agency.gov.uk)>; Lawton, Nicola <[nicola.lawton@environment-agency.gov.uk](mailto:nicola.lawton@environment-agency.gov.uk)>  
**Cc:** [REDACTED] <[REDACTED]@environment-agency.gov.uk>  
**Subject:** RE: That new network....

Thanks all.

I'll get back to her and let her know that you're looking into her point and that you will respond to her when you have the answers.

Best,

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**From:** Sutton, Rob <[rob.sutton@environment-agency.gov.uk](mailto:rob.sutton@environment-agency.gov.uk)>  
**Sent:** 10 November 2022 12:15  
**To:** Lawton, Nicola <[nicola.lawton@environment-agency.gov.uk](mailto:nicola.lawton@environment-agency.gov.uk)>  
**Cc:** [REDACTED] <[REDACTED]@environment-agency.gov.uk>; [REDACTED] <[REDACTED]@environment-agency.gov.uk>

**Subject:** FW: That new network....

[REDACTED] thanks for sharing

Nicky

This is well worth a read ahead of the call later as it articulates well the emotions around this. The upshot is, that as we know the opposition is against the deep rooted principles of the SEEN network and individuals who are part of it, and that therefore any comments made, no matter how bland they might appear, are going to spark a reaction (because of the beliefs of the

The problem we have is that if we are not in a position to stop the network, or believe we should not stop the network, any moderation of messages is near impossible given the strength of feeling.

Rob

## Deputy Director – People and Change

Email: [rob.sutton@environment-agency.gov.uk](mailto:rob.sutton@environment-agency.gov.uk)

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

**Sent:** 10 November 2022 11:59

**Cc:** Sutton, Rob <[rob.sutton@environment-agency.gov.uk](mailto:rob.sutton@environment-agency.gov.uk)>

Hi both

and our Chief Exec's office

Would welcome your ( ) help to respond to the legal points etc – is there more detail under the headline line to take of ‘gender critical beliefs are protected’ we can elaborate on? Or is it best not to engage in that level of detail?



**Sent:** 10 November 2022 11:52

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

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

[REDACTED]

[REDACTED]

[REDACTED]

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

**Sent:** 10 November 2022 11:06

**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: That new network....

Thanks for getting in touch.

[REDACTED]

To your question: yes this has been consuming a lot of mine and James' time over the past couple of weeks and we're fully in the loop and working closely with Defra and all the networks concerned. We've actually just come off a call with the LGBT+ network in which this very topic was discussed.

The SEEN network is a cross-government network which has been sanctioned by number 10 as, as you said, having gender critical views is a protected characteristic under the equality act. So Defra or the EA cannot stop it. What we can do is ensure all language being used by both sides on this is respectful on our own channels and there's a lot of work going on behind the scenes to ensure that happens.

the EDI team is the key coordinator of all the action on this, so can provide you with more information or further advice on what support is available for all those affected by this.

All the best,

[REDACTED] | [REDACTED] **Sir James Bevan, Chief Executive**

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

[REDACTED] | [REDACTED] <[\[REDACTED\]@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](#)

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

**Sent:** 10 November 2022 10:34

**To:** [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)>

**Subject:** That new network....

[REDACTED]

[Redacted]

**Environment Agency** | Manley House, Kestrel Way, Exeter, EX2 7LQ

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

Mob :

My pronouns are:

[Please consider the environment before printing this email.](#)

