

**From:** [REDACTED]  
**To:** Burns, Anna; Sutton, Rob; [REDACTED]; [REDACTED]  
**Cc:** [REDACTED]; [REDACTED]  
**Subject:** RE: #For Comment  
**Date:** 09 November 2022 09:22:42

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Hi Anna, yes I am happy with the approach – can I ask that you hold on branding until next week please? Only as we are consolidating feedback from networks / unions and may have some minor changes or additions to some of the language – although nothing that would change the suggestions James has requested below.

Thank you

[REDACTED] ([REDACTED]) | [REDACTED]

| EDI Talent and Capability | Defra Group | [REDACTED]

**My usual working hours are between 8:30 and 4:30**

**Planned Absences**

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

**Sent:** 09 November 2022 09:20

**To:** [REDACTED] <[REDACTED]@defra.gov.uk>; Sutton, Rob  
<rob.sutton@environment-agency.gov.uk>; [REDACTED] <[REDACTED]  
[REDACTED]@environment-agency.gov.uk>; [REDACTED]  
[REDACTED]@environment-agency.gov.uk>; [REDACTED] <[REDACTED]@environment-  
agency.gov.uk>

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

**Subject:** RE: #For Comment

**Importance:** High

Hi [REDACTED]

Thanks for your helpful comments. Given James' interest in getting this right and because he attends EXCo, I mentioned the proposal to him and he asked to see a copy.

He has made a number of changes to the document (attached below) which he would like to see agreed. His changes don't change the content but do ensure the document is more EA focussed. If you are happy with this approach I will speak to Rob and we will finalise the changes and also add some of our culture branding.

I understand the importance of taking a DEFRA wide approach, and the importance of us being joined up across the group because of shared channels. However I would like to be clear about the consultation and governance in the EA to ensure the principles are

understood and embedded. Advice from the team welcomed.

<< File: DRAFT PRINCIPLES Defra group EA JB edits.docx >>

Thanks

Anna \_\_\_\_\_

**From:** [REDACTED]@defra.gov.uk>

**Sent:** 08 November 2022 12:30

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

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

**Subject:** RE: #For Comment

Hi all

Thank you for the feedback to date – to clarify on some points;

This is additional to codes of conduct / yammer acceptable use policies or equivalents – while it may well be similar to what is already in place in some cases, however the intent is this is an umbrella set of guiderails for all collaboration platforms when used across group, yammer, defra group intranet comments, teams messenger, sli.do, whatsapp etc – as we noted inconsistencies in policies across our groups overall.

As to comms, we are currently reviewing and collating feedback and anticipate a final sign off post revision via People and Inclusion Committee before end of November – once signed off we can then agree how is best to socialise across our organisations – happy for additional elements of branding etc to be incorporated to ensure it is recognisable and consistent with your organisational voice.

Hope this is helpful!

[REDACTED] ([REDACTED]) | [REDACTED]

| EDI Talent and Capability | Defra Group | [REDACTED]

**My usual working hours are between 8:30 and 4:30**

**Planned Absences**

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**From:** Burns, Anna <[anna.burns@environment-agency.gov.uk](mailto:anna.burns@environment-agency.gov.uk)>

**Sent:** 08 November 2022 12:04

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

██████████@environment-agency.gov.uk>; ██████████ <██████████@environment-agency.gov.uk>

**Cc:** ██████████ ██████████@environment-agency.gov.uk>; ██████████  
██████████@defra.gov.uk>

**Subject:** RE: #For Comment

Hi rob

Thanks for sending this through.

I have reviewed the proposed EA policy which I think looks sensible and I am pleased it makes links to and reinforces our culture statements which is absolutely right. If we wanted to reinforce this even more there is some branding on the Way We do Things Statements that we could add to the document.

I have a couple of questions:

1. Is this document in addition to the yammer code of conduct or is it one in the same. I think we had discussed reviewing this and signing it off at the CCE portfolio. I am not precious about this. However timing isn't great as we had our meeting this morning and we don't have another one for two months. WE could share by correspondence if needed however I don't want to hold things up
2. Do we have a plan for socialising into the business ██████████ in ██████████ team can work with internal comms if needed

I am copying to ██████████ and ██████████ and welcome their comments.

Thanks

Anna

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

**Sent:** 07 November 2022 17:30

**To:** Burns, Anna <[anna.burns@environment-agency.gov.uk](mailto:anna.burns@environment-agency.gov.uk)>; ██████████  
██████████@environment-agency.gov.uk>

**Cc:** ██████████ ██████████@environment-agency.gov.uk>; ██████████  
██████████@defra.gov.uk>

**Subject:** FW: #For Comment

Both

I need some advice here please.

■■■■, I know you have fed back on the nature of comms to ■■■■ but she has reached out to help her to accelerate the publication of this given the current sensitivities.

I have read through the documents and the content seems sensible and needed. There are three documents, the middle one below is a suggested one for EA but maybe a Group wide message, supplemented by EA specific (and existing) policies works better?

Can we help her get this into play as our staff are part of Cross-Group Network discussions and emotions are running high. I see this sitting as an overarching message for all of Defra?

Anna/■■■■, I would really appreciate your thoughts as Comms and Policy leads please?

Many thanks for your help

Rob

## Rob Sutton

**Deputy Director – People and Change**

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Horizon House, Deanery Road, Bristol, BS1 5AH

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

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**From:** ■■■■ ■■■■ [@defra.gov.uk](mailto:■■■■@defra.gov.uk)>

**Sent:** 04 November 2022 16:33

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

**Subject:** #For Comment

<< File: DRAFT PRINCIPLES CS Defra .docx >> << File: DRAFT PRINCIPLES Defra group EA.docx >> << File: DRAFT PRINCIPLES Defra group NE.docx >>

■■■■ (■■■■) | ■■■■

| EDI Talent and Capability | Defra Group | ■■■■

**My usual working hours are between 8:30 and 4:30**

**Planned Absences**