

RE: confidential: RE: some updates  
17 November 2022 16:26:00  
[image001.png](#)  
[Yammer - Conversation 8 Nov onwards \(2\).pdf](#)

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[REDACTED]

[REDACTED]  
 [REDACTED]  
 [REDACTED]  
 [REDACTED]  
 [REDACTED]  
 [REDACTED]  
 [REDACTED]

\_\_\_\_\_

Cheers for now,

[REDACTED]

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**From:** [REDACTED] [REDACTED]@environment-agency.gov.uk>  
**Sent:** 17 November 2022 15:06  
**To:** [REDACTED] <[REDACTED]@environment-agency.gov.uk>  
**Cc:** [REDACTED] <[REDACTED]@defra.gov.uk>; Sutton, Rob <rob.sutton@environment-agency.gov.uk>  
**Subject:** RE: confidential: RE: some updates

Hi [REDACTED]

I understand from [REDACTED] that you decided not to take up the offer of a meeting with us today- I would really welcome a chance to speak, can you suggest a good time? I'm working tomorrow morning until 12 (finish 3.30 today) and about all next week.

Your query to [REDACTED] (attached) has also come to me and [REDACTED] to respond to – we have been involved in the moderation decisions thus far (including the one leading to removal of one of your comments) so are best placed to shed light on your questions and try to resolve any concerns that you haven't been able to deal with via conversation with your line manager

In the meantime a further update for you-

This morning a decision has (as anticipated) been taken to review the entire Yammer thread, and a methodology agreed to address remaining comments of concern. Work on this has begun and the aim is to conclude it as soon as possible- realistically due to the volume of comments requiring follow up, I expect this to be completed by the end of next week.

If you have already made a list of remaining comments which you find objectionable, please do send it to me and I'll ensure they are considered in this process (but I'm confident they're likely to be picked up anyway so please don't create additional work for yourself)

[REDACTED]  
[REDACTED]

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**From:** [REDACTED] [REDACTED]@environment-agency.gov.uk>  
**Sent:** 16 November 2022 12:40  
**To:** [REDACTED] <[REDACTED]@environment-agency.gov.uk>  
**Cc:** [REDACTED] <[REDACTED]@defra.gov.uk>; Sutton, Rob <[rob.sutton@environment-agency.gov.uk](mailto:rob.sutton@environment-agency.gov.uk)>  
**Subject:** RE: confidential: RE: some updates

[REDACTED]  
[REDACTED]  
[REDACTED]

Cheers

[REDACTED]

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

**Sent:** 16 November 2022 10:56

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

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

**Subject:** RE: confidential: RE: some updates

Hi [REDACTED]

I'm very sorry indeed to hear [REDACTED] is unwell.

I'm happy to have a chat -- I know this is proving a very difficult time indeed. We will look at diaries and try to arrange something asap. I hope you are also getting good support from your line manager?

By way of some reassurance there is ongoing discussion about what more should be done to further review the entire thread. We have simply been swamped with volume to deal with but are indeed taking this very seriously. The imminent publication of EA version of Yammer guidance will also help.

Take care

[REDACTED]

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

**Sent:** 16 November 2022 10:27

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

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

**Subject:** confidential: RE: some updates

Hi all,

[REDACTED]

Kind regards,

[REDACTED]

Environment Agency | Horizon House, Deanery Road, Bristol BS1 5AH

Mobile: [REDACTED]

[REDACTED]@environment-agency.gov.uk

[A word on pronouns](#)



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

**Sent:** 11 November 2022 16:34

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

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

**Subject:** RE: some updates

Hi [REDACTED]

Thanks for keeping in touch.

To confirm, 8 comments have been moderated (including [REDACTED] and line managers of those individuals have been contacted to follow up. There may be further moderation of comments on the thread next week, after [REDACTED] (head of HR) posts an overarching message (expected imminently) and additional guidance about Yammer/ respectful internal communication is published.

As we have discussed before I welcome your continued restraint on Yammer and acknowledge that this has been difficult for you. (I have also heard for many other distressed people this week, coming from many different perspectives.) We need all sides to maintain a respectful approach appropriate to the workplace. We will continue to ensure inappropriate comments are moderated so I would ask that you not respond directly/ publicly (which could put you at risk / lead to further escalation), but rather use this escalation route to report inappropriate content on Yammer:

### How to report a post

When reporting a post or comment, email the following information to the BST via:

[o365businesssupportteam@defra.gov.uk](mailto:o365businesssupportteam@defra.gov.uk)

- A link to the post/comment
- An explanation as to why the post/comment contravenes the Code of Use

Alternatively you can email me, [REDACTED] and/or Rob Sutton.

Hope you have a good weekend

[REDACTED]

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

**Sent:** 11 November 2022 15:45

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

**Subject:** some updates

[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]

1. [REDACTED]

[REDACTED]

Have a good weekend, all, and thanks for your continuing efforts,

[REDACTED]

Environment Agency | Horizon House, Deanery Road, Bristol BS1 5AH

Mobile: [REDACTED]

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

