

From: [REDACTED]
To: [REDACTED]
Subject: FW: ADVICE FOR JAMES FW: 10 Nov LGBT+ meeting
Date: 09 November 2022 16:32:36
Attachments: [image001.jpg](#)

From: [REDACTED]@environment-agency.gov.uk>
Sent: 09 November 2022 16:29
To: Sutton, Rob <rob.sutton@environment-agency.gov.uk>; Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>
Cc: [REDACTED]@environment-agency.gov.uk>
Subject: RE: ADVICE FOR JAMES FW: 10 Nov LGBT+ meeting
Yes, that's great – thanks so much for the quick turnaround.
Thanks
[REDACTED]

From: Sutton, Rob <rob.sutton@environment-agency.gov.uk>
Sent: 09 November 2022 16:23
To: [REDACTED]@environment-agency.gov.uk>; Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>
Cc: [REDACTED]@environment-agency.gov.uk>
Subject: FW: ADVICE FOR JAMES FW: 10 Nov LGBT+ meeting
Hi [REDACTED] – see below,
Do you have everything you need?
See highlighted areas and the information on 'toilets' below.
Thanks
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: 09 November 2022 16:10
To: Sutton, Rob <rob.sutton@environment-agency.gov.uk>; [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>
Cc: [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)>; Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>

Subject: RE: ADVICE FOR JAMES FW: 10 Nov LGBT+ meeting
The policy re toilets usage is in our existing trans OI and guidance. We know it needs review as it's currently framed -- for those who may be uncomfortable sharing toilets with trans people (eg for ideological or religious reasons) it talks about 'educating' rather than recognising the need to sensitively handle and provide alternatives in light of other protected characteristics.
[LIT 15100 - Trans, non-binary, intersex transitioning at work.docx \(sharepoint.com\)](#) relevant excerpts:

Your Line Manager/point-of-contact to confirm that you are entitled to use whichever toilets and changing facilities are most appropriate for you, whether

Ladies, Gents or gender-neutral. It is our policy to make gender-neutral facilities available to all our staff.

2. Toilets and changing facilities We support you in using whichever toilets and changing facilities are most appropriate for you, Ladies, Gents or gender-neutral. Please report to your Line Manager if you receive any negative reactions and we will provide awareness training.

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

Sent: 09 November 2022 15:17

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

Subject: RE: ADVICE FOR JAMES FW: 10 Nov LGBT+ meeting

Here you go
monitoring"

As a Network we have been struggling for the past 2 years to get hold of Management Information (MI) / monitoring data. In addition, we have been struggling to change the questions to best practice and currently some of the committee would be unable to complete SOP diversity data as there is no option. For example, our non-binary lead.

While doing the Benchmarking submission for Stonewall it now appears that MI is only available for DEFRA Group and there is no breakdown for specific organisations. There have been questions raised about how decisions are being made without data.

Briefing:

- Access to EDI MI has reduced as our HR colleagues / service have become more stretched. We still gather the data via SOP but the way it is reported and shared has changed. A new 'EDI Data Dashboard' launched by HR in March only covers core Defra and group-wide data, but we are working with HR and others on a project to create a similar dashboard for the EA. We hope this will be integrated with Qlik, aligned with our other forms of MI.

Potential lines to take:

The EA EDI team can help you with this. Although we are still some months away from having all the MI we need and want on EDI, the team have been working hard with HR and Data Protection colleagues on a project to improve what data our leaders, Network leads/sponsors and Trade Unions can access on a regular basis. Some information is hard to get hold of but actually available – contact [REDACTED] about what you need. They are also working behind the scenes on improvements to the SOP Self Disclosure questions. You will appreciate that changing SOP is a complicated matter and takes a fair amount of resource to organise with SSCL etc. HR are expecting some new civil service guidance on Self Disclosure /EDI questions in the near future and the intention is to change SOP at that time—in consultation with Networks, so we're asking the right questions in the right way.

"trans Inclusion"

The Network is fully trans inclusive, but questions have been raised about the organisation, specifically from the Trans members of our community. There could be questions along the lines of what is the EA doing to show its trans inclusive (i.e. not the network), do you feel you know enough to push back against anti-trans staff sentiment. How would you respond to a request to ensure only "biological women" can use female toilets etc...

Previous answers about backing the trans policy have increasingly been met with apathy or negative sentiment.

Briefing:

- Sensitivities are very high at the moment due to recent launch of the new cross-

government Sex Equality and Equity Network (SEEN, which represents those with gender critical beliefs) and Yammer posts about this on 8-9 November. The EA EDI team have provided separate briefing to James's office about this

- The SEEN has been set up via Civil Service Inclusion team and carefully advised to ensure they operate in a respectful manner; Defra HR EDI and EA EDI teams have been closely monitoring the situation and engaging with staff on all sides of the issues.
- EA members of staff can join SEEN, as they can other cross-government, cross-Defra and EA-only networks.
- What we have seen so far from SEEN's committee is great openness to seek and receive advice to help them avoid causing offense or being insensitive. They are not 'anti-trans' or 'transphobic' but sensitivities are extraordinarily high, so their mere existence is causing some distress. Some of this has in turn resulted in inappropriate comments made on Yammer which are being dealt with sensitively.
- EA EDI team are engaging an external expert facilitation team to help foster respectful, constructive dialogue between leaders of SEEN, and of the EA's LGBT+ and Gender Equality networks.
- Members of SEEN have raised concerns about existing EA trans policy and associated guidance (eg re toilets) and about the way we currently collect diversity data. Some of the points raised are valid and will need to be addressed via regular policy review process- which always includes full consultation with all our Networks, legal review, examination of latest HR best practice etc.

Potential lines to take:

The current trans policy is due for review (as all our people policies are regularly reviewed to ensure they are fit for purpose). When the time comes, the Network will absolutely be consulted and we will take account of latest best practice. We need to ensure that our trans colleagues feel welcome, included and safe at work. I want this for all our staff and I'm aware we need to carefully balance rights and protections of groups who, on the face of it, may seem to be in conflict. I'm confident that it's possible to create a respectful workplace for everyone. We all need to guard against stereotyping and bias, stay curious, and be kind.

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

Sent: 09 November 2022 14:45

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

Subject: FW: ADVICE FOR JAMES FW: 10 Nov LGBT+ meeting

Importance: High

Can you give us a starter for ten please?

Thanks

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] <[REDACTED]@environment-agency.gov.uk> tel: [REDACTED])

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

Sent: 09 November 2022 14:44

To: Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>; Sutton, Rob <rob.sutton@environment-agency.gov.uk>

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

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

Subject: ADVICE FOR JAMES FW: 10 Nov LGBT+ meeting

Importance: High

Hi Nicky & Rob

James is attending the LGBT+ Committee Meeting tomorrow and has raised two queries on the briefing - one around data now only being available for the whole of Defra Group, and our policy on designed male/female, gender neutral toilets (see below).

I've included the relevant paragraphs below – are you able to advise asap so that we can go back to James.

monitoring”

As a Network we have been struggling for the past 2 years to get hold of Management Information (MI) / monitoring data. In addition, we have been struggling to change the questions to best practice and currently some of the committee would be unable to complete SOP diversity data as there is no option. For example, our non-binary lead.

While doing the Benchmarking submission for Stonewall it now appears that MI is only available for DEFRA Group and there is no breakdown for specific organisations. There have been questions raised about how decisions are being made without data.

“trans Inclusion”

The Network is fully trans inclusive, but questions have been raised about the organisation, specifically from the Trans members of our community. There could be questions along the lines of what is the EA doing to show its trans inclusive (i.e. not the network), do you feel you know enough to push back against anti-trans staff sentiment. How would you respond to a request to ensure only “biological women” can use female toilets etc...

Previous answers about backing the trans policy have increasingly been met with apathy or negative sentiment.

Thanks

[REDACTED]
[REDACTED] Lucy Hunt, Chief Operating Officer
[REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

[REDACTED] (Internal: [REDACTED] Mobile: [REDACTED])
[REDACTED] Riversmeet House, Northway Lane, Tewkesbury, GL20 8JG



From: Hunt, Lucy <lucy.hunt@environment-agency.gov.uk>

Sent: 09 November 2022 14:21

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: FW: 10 Nov LGBT+ meeting - briefing and agenda

[REDACTED], please could you speak to Rob/Nicky for a response and get straight back to JB. The call is tomorrow so we need it asap!

[REDACTED], this went into for action... can we keep an eye out for meeting dates and get straight out to D's to respond if short notice.

Thank you. L

Lucy Hunt

Chief Operating Officer

Environment Agency

Mobile: [REDACTED]

Working days: Monday to Thursday

PA: [REDACTED] [REDACTED]

At the Environment Agency, we work flexibly, so whilst it suits me to email you now, I do not expect a response or action outside of normal working hours

From: Bevan, James <James.Bevan@environment-agency.gov.uk>

Sent: 09 November 2022 09:52

To: Hunt, Lucy <lucy.hunt@environment-agency.gov.uk>

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

Subject: Fwd: 10 Nov LGBT+ meeting - briefing and agenda

[REDACTED]: thanks.

Lucy: See the two points in the briefing about data now only available for the Defra group as a whole rather than the EA (true? Surely not - we need the breakdowns for the EA itself) and toilets (what is our policy? I think it's to have both designated male/female and gender neutral toilets so people can use whatever they feel most comfortable with.)

[REDACTED] any thoughts/advice on these questions or any other issues?

James

Sent from my iPad

Begin forwarded message:

From: Chief Executive Office <Chief.Executive@environment-agency.gov.uk>

Date: 9 November 2022 at 07:48:41 GMT

To: "Bevan, James" <James.Bevan@environment-agency.gov.uk>

Subject: 10 Nov LGBT+ meeting - briefing and agenda

James: attached briefing ahead of LGBT+ event along with a copy of the agenda (please refer to day 2)

Thanks,

[REDACTED] **Sir James Bevan, Chief Executive**
(assignment)

Environment Agency | 2 Marsham Street, London, SW1P 4DF

[REDACTED] | Chief.Executive@environment-agency.gov.uk

Pronouns: [REDACTED] ([why is this here?](#)) | [No need to thank me](#)

Follow Sir James Bevan on [Twitter](#) | [Instagram](#) | [SharePoint](#)