

From: [REDACTED]
To: [Burns, Anna](#)
Cc: [REDACTED] [@faststream.civilservice.gov.uk](#); [Internal-Communications](#)
Subject: RE: For information: approach for EDI comms next week
Date: 11 November 2022 17:23:41
Attachments: [image001.png](#)

Thanks Anna for the heads up on the principles on respectful communications and the adapted version from James. From a further email you've cc'd me into it doesn't look like comms approach is known to how these will be shared. Monday is my non-working day, but Anna, [REDACTED], please include [REDACTED] and the internal comms mailbox on Monday for support and advice. Many thanks

[REDACTED]

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

Sent: 11 November 2022 16:35

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

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

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

[REDACTED] [@faststream.civilservice.gov.uk](#)

Subject: Re: For information: approach for EDI comms next week

Thank you [REDACTED] that is really helpful and I think framing everything around respect at work is exactly right.

Some new principles governing respectful communication have been developed by DEFRA and I understand they want to launch them next week as part of respect at work week.

An adapted version with comments from James with alignment to our HWDT statements has been developed. I am not sure whether they have been signed off yet but wanted to flag to you.

Thanks for support

Anna

Sent from my iPhone

On 11 Nov 2022, at 15:40, [REDACTED] [@environment-agency.gov.uk](#)> wrote:

Hi Anna,

As you'll know we have a number of EDI communications planned internally next week, predominantly on the EA's Easinet home page. [REDACTED] has flagged that understandably there will be sensitivities around some of the communications, that will be particularly highlighted as a result of this week's new SEEN network launch. It's a busy space next week in this part of internal comms and to help thread the communications together, as an IC team, we will be adding the following information into the internal comms articles we receive/lead on:

A respectful work environment

Our [How We Do Things statements](#) say we will "value difference: include everyone". We foster an inclusive culture which cultivates belonging and values everyone for who they are. We aim to ensure mutual trust and respect, and that everyone is treated with the dignity they deserve.

1. [Find out more about respect at work](#)

For information, next week we have planned:

1. Monday: All staff message on Creating a better place to work from Lucy Hunt. The message is about physical working arrangements - but I've gone back to those drafting it to see if we can add a line in on respectful work environments too, given it's going out at the start of Respect at Work Week.
2. Tuesday: Easinet highlight with a Respect at work blog
3. Wednesday: Transawareness Week Easinet highlight
4. Friday: International Men's Day Easinet highlight
5. 25 November: #TeamEA for White Ribbon Day

We also have an Easinet highlight today on Inter Faith Week which is also taking place next week. We've had confirmation that the Woman's Network is changing to become the Gender Equality Network but there is no set timeline to launch currently and they're keen to let the dust settle.

We'll be looking at our IC EDI planning going forward and our approach to it, working collaboratively where we can with Core Defra & ALB Communications teams and the CPT Team.

If you have any questions, please don't hesitate to let me know.

Many thanks

[Redacted]

[Redacted]

[Redacted], Environment Agency

Defra Group Communications | **Department for Environment, Food and Rural Affairs**

[Redacted]

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