

[REDACTED]

From: Lawton, Nicola
Sent: 17 November 2022 08:30
To: Sutton, Rob
Cc: [REDACTED]
Subject: RE: OFFICIAL SENSITIVE: Trans/ Gender Critical

Great, thanks Rob

From: Sutton, Rob <rob.sutton@environment-agency.gov.uk>
Sent: 17 November 2022 08:24
To: Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>
Cc: [REDACTED]@environment-agency.gov.uk>
Subject: Re: OFFICIAL SENSITIVE: Trans/ Gender Critical

Thanks Nicky. I discussed membership of the panel with [REDACTED] For todays meeting both [REDACTED] and I will attend and then decide who else from Defra leadership are required moving forward.

Rob

Sent from my ipad

On 17 Nov 2022, at 08:18, Lawton, Nicola <nicola.lawton@environment-agency.gov.uk> wrote:

Hi [REDACTED]

I hope you are ok. Thank you for everything you are doing in relation to the trans/ gender critical belief tensions at the moment. I know you and Rob have spoken about how to try and make this a bit more manageable which is great.

A few bits I just wanted to get down in an email which will hopefully help but happy to chat any through.

I have had some helpful written legal advice from [REDACTED] which I will ask him to share with you (its LPP so I can't).

Moderation panel.

I feel very strongly that the panel should have Deputy Director attendance from HR and Defra Group Legal attendance. I believe these two individuals (don't have to be the same each time) are essential for the panel to be quorate and suggest that the panel does not go ahead without them. If they are unable to attend the panel should be rescheduled, if that in itself becomes an issue then Rob or I can escalate.

I am keen for these two roles to be from Defra Group rather than EA exec or EA Legal, my reasoning for this is that yammer is Group wide and whilst I agree EA should be a part of the panel, and its in our interests, this needs to be led at a Group level as some of the posts being considered will not be EA employees.

Posts on [REDACTED] thread

In one of your previous emails you mentioned a number of 'borderline' messages in the main thread and whether or not they need to be reviewed. I am happy to make the decision that they do need to

be reviewed and ask, via you, for the panel to action this as quickly as possible. Some of the posts still remaining do contravene the new comms principles and do not provide a safe environment for colleagues. They should be removed. However, I appreciate there are many and this is a resource ask. I therefore suggest that we come up with a standard, generic email which can be sent to each individual cc to their line manager from the DD HR person on the panel at that time, rather than tailored messages to each individual. In the email I would say that their message has been reviewed against the comms principles and the panel concluded it breached them and has therefore been removed, advise individual to review principles before posting further messages and say that any more in future may result in action being taken. Please can you keep me updated on this?

Action plan

When you have half an hour to draw breathe it would be great if we could get down in one table the actions we are taking to manage the risks we face which we can then keep updated. I think the actions we are taking are (in no particular order):

Short term:

1. Moderation panel – piloting approach, ensuring appropriate membership
2. Exec Manager comms – complete
3. Exec Sponsor for SEEN – I think Kate owns this, and think she is meeting with them to discuss?
4. Mediation – outcome needs to be a protocol for how both sides will work together respectfully moving forwards and a commitment to cascade this to all members of both communities so all are aware
5. Queries/ complaints – we need to respond to those people who have flagged concerns. I know I sent you one for a draft reply for Lucy to send, have you had many others?
6. Fols – respond to related fols.

Longer term

1. Yammer – I think Anna owns this. There is some sort of yammer review taking place which may give us the opportunity to take down the ‘all company’ bit and just leave the private rooms that people join. I strongly believe we should consider this.
2. Policies – we need to do a quick review of our policies to see whether any need to be updated to reflect latest thinking and language.

We have the next update call on Friday, I suggest we focus on the short term actions in that call.

Take good care of yourself and let me know if there is anything I can help with.

Nicky

Nicky Lawton
Director – Strategy, Planning & People
Environment Agency

Pronouns: [REDACTED] ([why is this here?](#))

☎: [REDACTED]

✉: nicola.lawton@environment-agency.gov.uk

PA: [REDACTED]