

Subject to LPP

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

Sent: 21 November 2022 09:51

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

Cc: Marks, Kate <Kate.Marks@environment-agency.gov.uk>

Subject: Official sensitive FW: Complaint re Defra Yammer Moderation

Importance: High

Official sensitive

Good morning all

[REDACTED] alluded last week to 'an official letter' being prepared by SEEN. That letter arrived late Friday – sent to members of HR EDI team and NE's EDI Manager, though interestingly not to anyone in the EA.

[REDACTED] I would welcome your advice on applicability of our grievance and dispute resolution procedure here. My read of the letter is that the SEEN committee [REDACTED] have made a BDH complaint to Defra HR and NE, regarding treatment of an EA and an NE member of staff [REDACTED], on a platform (Yammer) hosted by EA. The author of the letter, [REDACTED], [REDACTED] three co-chairs of SEEN.

I will find out asap where HR EDI team have got to with securing additional legal advice from GLS [REDACTED] re further moderation of Yammer we were aiming for on Friday

Kate Marks and I are meeting [REDACTED] [REDACTED] if she is well enough) at 11am to discuss SEEN's operation within Defra group etc.

[REDACTED] and I are meeting [REDACTED] at 1.15 this afternoon to discuss his concerns and questions about Yammer moderation and what we are already doing about these. We also hope to discuss/ give him some feedback about his approach to raising his concerns so we can help find a constructive way forward

Thanks

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

Sent: 18 November 2022 18:02

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

Subject: FW: Complaint re Defra Yammer Moderation

Hi

For information, this is the 'official' letter from the SEEN Network (the pdf called "complaint bhd DEFRA"). Strange that [REDACTED] was cc'd but not you.

[REDACTED] has spoken to the Civil Service Inclusive Practice Team, and they are going to speak with the network leads about appropriate ways to engage with Departments.

Speak on Monday!

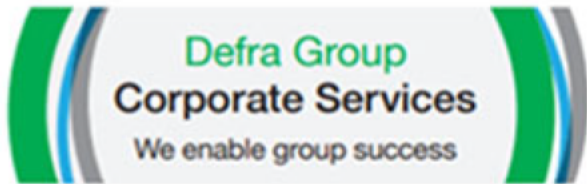


[Redacted] | [Redacted] | HR EDI Team | Defra group HR | Department for
Environment, Food and Rural Affairs

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Lancaster House, Newcastle upon Tyne NE4 7YH

Annual Leave:



For resources and information see [EDI Sharepoint](#)

To stay connected [Defra Diversity Twitter](#)

Please feedback any ideas for improvement to diversity.team@defra.gov.uk



From: [Redacted] [@levellingup.gov.uk](mailto:[Redacted]@levellingup.gov.uk)>

Sent: 18 November 2022 16:47

To: [Redacted] [@defra.gov.uk](mailto:[Redacted]@defra.gov.uk)>; [Redacted] [@defra.gov.uk](mailto:[Redacted]@defra.gov.uk)>; [Redacted]
[Redacted] [@defra.gov.uk](mailto:[Redacted]@defra.gov.uk)>; [Redacted] [@naturalengland.org.uk](mailto:[Redacted]@naturalengland.org.uk)>

Cc: [Redacted] [@cabinet.office.gov.uk](mailto:[Redacted]@cabinet.office.gov.uk)>; [Redacted] [@cabinetoffice.gov.uk](mailto:[Redacted]@cabinetoffice.gov.uk)>; Secretary, Permanent
<PermanentSecretary@defra.gov.uk>

Subject: Complaint re Defra Yammer Moderation

Some people who received this message don't often get email from [Redacted] [@levellingup.gov.uk](mailto:[Redacted]@levellingup.gov.uk). [Learn why this is important](#)

[Redacted] on Behalf of SEEN Steering Group



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Telephone: [Redacted]
Usual Working days Tuesday to Friday

gld.digital

– our online legal service



<https://seen-network.uk/>

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