

From: [REDACTED]
Sent: 09 November 2022 17:57
To: [REDACTED]; Sutton, Rob; [REDACTED]
Subject:
Professional Communication

Nothing my end.... @Rob Sutton and @ [REDACTED] see below, have you been engaged/involved in this, I'm concerned that if you haven't this something else that isn't coming through the EA as the employer.

[REDACTED] can we hold off sharing until I've had a response from Rob or [REDACTED], I'm much rather frame this relating to our involvement - I wonder if everyone (TUS) will actually know who [REDACTED] is if it goes out as it is.

[REDACTED]

[REDACTED] - [REDACTED]
[REDACTED]

People and Change
Strategy, Planning and People, Environment Agency

[REDACTED]

Please be advised my working days are Monday to Thursday

Find out more about me on People Finder [REDACTED]

[REDACTED]
[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>
Sent: 09 November 2022 10:57
To: [REDACTED]@environment-agency.gov.uk>
Subject: FW: DTUS FOR ACTION and COMMENT- Principles for Professional Communication

Hi [REDACTED]

Apologies – I had completely missed this!

[REDACTED] will share with Joint Officers today but I wanted to check in with you whether you/the business had had any input into this?

Thanks
[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>
Sent: 09 November 2022 10:52
To: [REDACTED]@environment-agency.gov.uk>
Subject: RE: DTUS FOR ACTION and COMMENT- Principles for Professional Communication

Thanks [REDACTED] no problem...is the EA business aware of this too?

From: [REDACTED]@environment-agency.gov.uk>
Sent: 09 November 2022 10:50
To: [REDACTED]@environment-agency.gov.uk>
Subject: RE: DTUS FOR ACTION and COMMENT- Principles for Professional Communication

Hi [REDACTED]

Apologies – I don't know how I've missed this.
I've asked [REDACTED] to circulate to Joint Officers now with deadline to mirror that that has been agreed between [REDACTED]

Regards
[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>
Sent: 09 November 2022 09:14
To: [REDACTED]@environment-agency.gov.uk>
Subject: FW: DTUS FOR ACTION and COMMENT- Principles for Professional Communication

Hi [REDACTED]

It looks like [REDACTED] wasn't aware of these for Natural England Did [REDACTED] / you forward them to the EA for TU comment?

Thanks
[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>
Sent: 26 October 2022 12:45
To: [REDACTED]@prospect.org.uk>; [REDACTED]@apha.gov.uk>; [REDACTED]@rpa.gov.uk>; [REDACTED]@apha.gov.uk>; [REDACTED]@apha.gov.uk>; [REDACTED]@pcs.org.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]@apha.gov.uk>; [REDACTED]@rpa.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]@fda.org.uk
Cc: [REDACTED]@environment-agency.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>
Subject: DTUS FOR ACTION and COMMENT- Principles for Professional Communication

Good afternoon all, please find the attached and below for your feedback by Thursday 8th November.

[REDACTED] Defra Group HR |
Department for Environment, Food and Rural Affairs | [REDACTED]@environment-agency.gov.uk |

Dear Union Members

As you are aware, [REDACTED] commissioned the EDI team, together with a Task and Finish group comprised of colleagues from government legal team, digital, internal communications, policy, EDI and SHRBPs for NE/EA (due to their distinction as public bodies as opposed to CS) to come together and develop fundamental principles for all colleagues as we come together across our shared platforms.

The intention is to establish a consistent approach which ensures that whichever organisation you work within in the Defra Group, when communicating and connecting across Yammer, Teams, Sli.do, Intranet comments, WhatsApp and any future channels, we are all supported under the same guidance.

We want to ensure that the principles are clear, we are pleased therefore, to share with you the enclosed draft 'Principles for Professional Communication' for comment.

Please note variations for NE/EA to reflect organisational differences, however the principles themselves remain the same.

If you could please review with your union members across group, collate feedback, and share to the diversity team ([REDACTED]@defra.gov.uk) by 5pm on Tuesday 8th November who will review and agree changes as appropriate with the Task and Finish Group before seeking sign off and wider roll out with senior leadership across group.

Please note, Phase two of the Task and finish Group is to consider streamlining moderation / escalation processes and submit proposals to [REDACTED] for consideration.

We will seek to engage as required as this work develops.

Thank you

Kind regards

[REDACTED]

[REDACTED] | Equality, Diversity and Inclusion
Defra group HR
Department for Environment, Food and Rural Affairs

Direct line ? : [REDACTED] | Email ? : [REDACTED]@environment-agency.gov.uk
??Lateral, 8 City Walk, Leeds, LS11 9AT

<https://twitter.com/DefraDiversity>

For further EDI information and support see our Equality Diversity and Inclusion EDI Defra Group - Home (sharepoint.com)
Check out the Equality Diversity and Inclusion Section of our new Defra Group HR Guide which includes advice and guidance for managers.

Please feedback any ideas for improvement to [REDACTED]@defra.gov.uk.