

From: [REDACTED]
Sent: 16 November 2022 08:08
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Removal of Yammer post

Thank you [REDACTED] for your offer. I will talk to [REDACTED] about your offer and set up a call.

Environment Agency | Hafren House, Welshpool Road, Shrewsbury, SY3 8BB

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

External: [REDACTED] | Mobile: [REDACTED]

Working days: Monday to Wednesday, contact [REDACTED] on a Thursday and Friday



From: [REDACTED]@environment-agency.gov.uk>
Sent: 15 November 2022 17:35
To: [REDACTED]@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; [REDACTED]@defra.gov.uk>
Subject: RE: Removal of Yammer post

Hi [REDACTED]
I hope you're getting some support from your HR BP and/or the HR Specialist Casework team, if you feel you need it? Thanks so much for what you've done so far and handling things sensitively
I'm very happy to chat with you and/or [REDACTED] if that would help
Kind regards
[REDACTED]

Manager – [REDACTED]
People & Change – Strategy, Planning & People – Chief Operating Officer's Directorate

Mobile: [REDACTED]
Email: [REDACTED]@environment-agency.gov.uk

Location: Brampton, Cambridgeshire (working from home for foreseeable future)

Please note I work a flexible schedule, with longer hours Mon-Thurs and shorter Fridays (details in my Outlook calendar / out of office message)

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



How to pronounce my name
([phonetic spelling](#))
[Why is this here?](#)



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Learning Zone



From: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>
Sent: 15 November 2022 17:24
To: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>
Cc: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>
Subject: RE: Removal of Yammer post

[REDACTED]

I would suggest that [REDACTED] could speak to [REDACTED] EDI lead in the EA to discuss his concerns.

Regards
[REDACTED]

From: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>
Sent: 15 November 2022 09:19
To: [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>
Cc: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>
Subject: RE: Removal of Yammer post

Morning [REDACTED]

Thank you for your email. I had also received the attached email making me aware and [REDACTED] has sent me an appointment for next week to discuss this further.

I have had a face to face discussion with [REDACTED] this morning. I have shared with him the Environment Agency's Acceptable Use of Communications Systems Policy as well as the Respect at Work Policy and have asked him to review these documents. He was very apologetic and most upset for the stress and work he had caused from his post on Yammer. We discussed the appropriateness of using Yammer as a platform to express his views and he recognised Yammer was not appropriate. [REDACTED] has asked if there is an alternative formal contact that he could discuss professionally his concerns with, do you have any formal contacts? We also discussed checking in with a colleague on the appropriateness of his wording where he perhaps has concerns/frustrations, this could apply to formal and informal communication.

I'm in interviews for the next couple of days and not working Thursday and Friday but if you want to discuss further please give me a call next week.

[REDACTED]
[REDACTED]
Environment Agency | Hafren House, Welshpool Road, Shrewsbury, SY3 8BB
[REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

External: [REDACTED] | Mobile: [REDACTED]
Working days: Monday to Wednesday, contact [REDACTED] on a Thursday and Friday

From: [REDACTED] <[REDACTED]@defra.gov.uk>
Sent: 14 November 2022 17:50
To: [REDACTED] <[REDACTED]@environment-agency.gov.uk>
Cc: [REDACTED] <[REDACTED]@environment-agency.gov.uk>
Subject: RE: Removal of Yammer post

Good afternoon, [REDACTED]

I am following up on [REDACTED] email below.

The reason the post was removed is the implication that a recognised staff network represents [REDACTED]. This is offensive and derogatory to the network and its members, in breach of the Environment Agency's Acceptable Use of Communications Systems Policy as well as the Respect at Work Policy, which requires all employees to demonstrate behaviour which is professional and respectful. We appreciate that the subject matter of this conversation can be emotive, but staff are expected at all times to adhere to these codes, and to communicate in a professional and respectful manner.

Whilst your approach to this is a matter for you as [REDACTED] line manager, we would recommend an informal conversation with [REDACTED] to reflect on the appropriateness of responding in this way on Yammer, and perhaps consider how they might make their point in a different way.

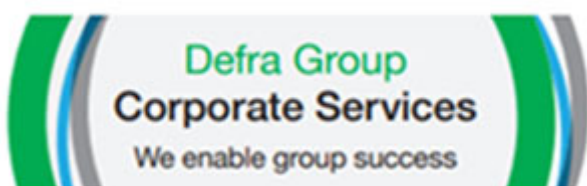
I hope this is helpful. Happy to discuss if you have any further queries.

Thanks

[REDACTED]

[REDACTED] | [REDACTED] | HR EDI Team | Defra group HR | Department for
Environment, Food and Rural Affairs
[REDACTED] <[REDACTED]@defra.gov.uk>
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] <[\[redacted\]@environment-agency.gov.uk](mailto:[redacted]@environment-agency.gov.uk)>

Sent: 14 November 2022 17:31

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

Cc: [redacted] <[\[redacted\]@defra.gov.uk](mailto:[redacted]@defra.gov.uk)>

Subject: Removal of Yammer post

Dear [redacted]

The following Yammer comment, made by [redacted] today in this post [redacted]

[redacted] has been reported and found to have contravened the agreed codes and policies:

[redacted]
5h ago

[redacted] are being informed as their line manager. [redacted] in the EDI team will be in touch with further information as to why this action has been taken.

Regards

[redacted]
Yammer Systems Moderator for EA

[redacted] - [redacted] Data & Information
Sustainability & Service Operations, Chief Operating Officer Directorate
Environment Agency
Mob: [redacted]

EA staff – Improve your Microsoft 365 skills with our new “Digital Literacy” modules!
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Working Days – Monday to Friday