

[REDACTED]

From: [REDACTED]
Sent: 15 November 2022 17:18
To: [REDACTED]
Subject: RE: Removal of Yammer post

Hi both- discussed earlier on moderation panel but my view is actually [REDACTED] could be seen here as correctly applying our dispute resolution policy and respect at work guidance to seek informal resolution of a concern. The latter for example states

Try and resolve the matter promptly and informally

If possible, you should raise your concern with your manager, or another manager if more appropriate. As a manager you should create a safe environment for individuals to express how they feel confidentially.

You should consider having an honest and open discussion with the person concerned, if appropriate and you feel comfortable doing so. You can request support from a manager.

If it is not possible to talk directly with the person, the manager may act as a facilitator and/or may suggest other informal ways in which to resolve the issue.

His line manager did not say she felt uncomfortable meeting [REDACTED] or that she found his message to be harassing. We should make sure she knows to seek support from HR Specialist Casework Team and from their business unit HR BP (that's [REDACTED] - who has been in touch with me separately for guidance on time to allow Network committee members alongside their day job responsibilities etc) on how to support [REDACTED] and the best way to respond to [REDACTED]. I'd see your role as focussed on ensuring the BP and any Specialist assigned to help, are fully briefed on wider context so they can advise appropriately?

Re the request for 'an alternative formal contact that he could discuss professionally his concerns with', I'm happy to have a conversation with her and/or [REDACTED], if you wanted to offer that?

This is an area where I feel we need to progress more clarity on how new/ future Yammer moderation arrangements interact with existing policies and guidance as I expect we're going to be seeing a lot more of this..... I also think HR BPs (and Casework team?) could do with a session soon to brief them on latest developments and advise them on any tricky issues they're coming across. [REDACTED] is keen on the idea for EA-facing HR BPs.... Happy to help if I can

Speak soon
[REDACTED]

From: [REDACTED]@defra.gov.uk>
Sent: 15 November 2022 09:46
To: [REDACTED]@defra.gov.uk>; [REDACTED]@environment-agency.gov.uk>
Subject: FW: Removal of Yammer post

Hi both,

I have received this e-mail this morning – positive response from the line manager of one of those whose post was removed – but my concern is the email which [REDACTED] has sent to the line manager, and the fact that he has arranged to speak to her. This is entirely inappropriate.

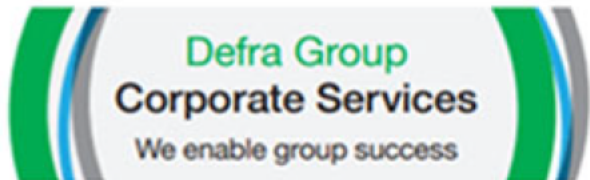
[REDACTED] – on the back of [REDACTED] e-mails yesterday [REDACTED] spoke to [REDACTED] to suggest that HR support [REDACTED] line manager in explaining to him that it is not appropriate for him to contact line managers direct – in fact this could be interpreted as harassment. I know you, [REDACTED] have suggested to him that he should follow proper process – don't know if you think there is anything more we can do, or whether we should just leave it with [REDACTED]?

I am inclined to advise this manager not to meet with him – any thoughts?

[REDACTED]

[REDACTED] | [REDACTED] | HR EDI Team | Defra group HR | Department for
Environment, Food and Rural Affairs
[REDACTED] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)
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Annual Leave:



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



From: [REDACTED] [@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>
Sent: 15 November 2022 09:19
To: [REDACTED] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>
Cc: [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] [@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] [@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>

Sent: 14 November 2022 17:50

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

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

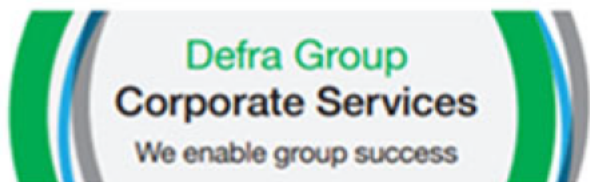
I hope this is helpful. Happy to discuss if you have any further queries.

Thanks

[REDACTED]

[REDACTED] | [REDACTED] | HR EDI Team | Defra group HR | Department for
Environment, Food and Rural Affairs
[REDACTED] @defra.gov.uk
Lancaster House, Newcastle upon Tyne NE4 7YH

Annual Leave:



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



From: [REDACTED] @environment-agency.gov.uk>
Sent: 14 November 2022 17:31
To: [REDACTED] @environment-agency.gov.uk>
Cc: [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]

[REDACTED]

You 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

██████████, Data & Information
Sustainability & Service Operations, Chief Operating Officer Directorate
Environment Agency
Mob: ██████████

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