

From: [Palin, Estelle](#)
To: [Rawlinson, Lee](#); [Lawton, Nicola](#); [REDACTED]
Cc: [REDACTED]
Subject: RE: Staff network official sensitive LPP
Date: 09 November 2022 17:01:39
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)

LPP

Lee,

Thank you for your email. There are other related issues that have been raised, as you note, and I am including [REDACTED] by this email who has been advising on those. We will review and revert to you with advice.

Kind regards

Estelle

Estelle Palin

Interim Director Legal & Audit Services

Environment Agency | Horizon House, Deanery Road, Bristol, BS1 5AH

estelle.palin@environment-agency.gov.uk

Mobile: [REDACTED]

PA: [REDACTED] | External: [REDACTED]

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From: Rawlinson, Lee <lee.rawlinson@environment-agency.gov.uk>

Sent: 09 November 2022 15:57

To: Palin, Estelle <estelle.palin@environment-agency.gov.uk>; Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>

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

Subject: FW: Staff network official sensitive LPP

Hi Both

I've received the following email which we will need to respond to but I will need help pulling together a response. As you may be aware there is already a grievance against the EA for lack of action in "anti trans" conversations that have taken place on some DEFRA platforms

I've drafted some quick thoughts below but don't know accurate I am in saying these and am sure you have people better placed to help craft a response than me. I can't help but feel we need to address this need help getting it right

[REDACTED]
Many thanks for your email

I am aware of the SEEN network and note it's not an EA network but a cross government network that is open to all government staff which would include the EA but it is not an EA system. I understand it's led from the cabinet office?

We are working to promote inclusion for all staff and to tackle discrimination through a range of actions – including mandatory Respect at Work training for all employees, refreshed grievance, dispute and resolution policies, and ongoing collaboration with our diversity networks.

As part of our commitment to being an inclusive employer, we seek to ensure all staff feel supported and respected in the workplace. Staff have the right to free speech and expression of belief and where there is disagreement we will support staff to talk to each other and be respectful of each other, of difference and of differing views. I am seeking legal advice on your point that this is not a protected

belief (ESTELLE – what do I say on this point?) but as I say its not an EA led group so has no Exec champion within the EA and is not recognised EA network (NICKY – am I right in saying this? – what happens if we are challenged in the opposite direction to support this network. [REDACTED])

As mentioned above it's a cross government network and as the EA are part of government it is open to EA staff. I do note in the Yammer link that there are 6 thumbs up but 37 sad faces on the post which shows you the level of view of our staff with this group and what it stands for equally [REDACTED] post following has 1 sad face and hundreds of likes or hearts. The EA has not been in support of this group but the systems it uses are accessible to all EA staff and having access to the group is by no way an endorsement for it. The EA has not been involved in any way in the build or set up of websites or systems

The EA is a proud and inclusive employer and I am myself speaking out in support of Trans awareness week next week. I am proud of what the EA is leading and fighting for and I'm sorry you feel as you do but this issue is wider than the EA and I want you to know people in the EA like me care and want to help make this a great place that you can bring all of yourself to work

Lee

Lee Rawlinson



Director of Sustainability and Service Operations

Environment Agency

Environment Agency Executive champion for the LGBT+ Network

Co executive sponsor of the Environment Agency Social Mobility Network

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

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

Sent: 09 November 2022 15:26

To: Rawlinson, Lee <lee.rawlinson@environment-agency.gov.uk>; Homann, Stuart <stuart.homann@environment-agency.gov.uk>; [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Subject: Staff network

Hi all

[REDACTED]

[Redacted]

- [Redacted]

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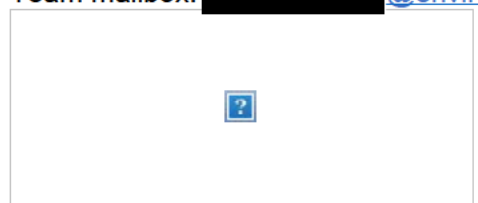
[Redacted], Chief Operating Officer's Directorate

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

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