

From: [Sutton, Rob](#)
To: [REDACTED] [Lawton, Nicola](#); [Burns, Anna](#)
Subject: FW: sensitive responses re SEEN
Date: 01 December 2022 07:14:48
Attachments: [RE That new network.....msg](#)
[RE A respectful workplace .msg](#)
[Fwd Sex Equality and Equity Network \(SEEN\).msg](#)
[image001.jpg](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)

[REDACTED] Firstly, thank you from all of us for picking up these issues. I am very mindful that this is really difficult, emotive and complex and I want to reassure you that if you need more support from Nicky or I please ask. Most important is your health and wellbeing and we will do all we can to support you.

Nicky/ Anna – The email attachments here demonstrate just how difficult this is (if we didn't need any reminding) and that it is not calming. Government/ Defra Legal have advised not to remove whole threads. However, the use of Yammer as a vehicle is at the heart of this and I feel we need our own legal advice re the removal of Yammer. If we took this action based on legal advice we would need to be mindful of wider consequences given Yammer's popularity across Defra Group (and who the ultimate decision maker is).

However, the scale of this is escalating, people are going off sick and the business time absorbed by this (both with people posting comments and us responding and acting) is growing.

Rob

Rob Sutton

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

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

Sent: 30 November 2022 15:51

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

Subject: sensitive responses re SEEN

Hi both

Have sent off the attached replies to [REDACTED] and [REDACTED] in line with HR/Legal advice. I was due to meet [REDACTED] tomorrow but she's let me know she's going to take some time off sick.

These may be escalated further so wanted you to be sighted.

James has also just sent on a query he's asked me to respond to on his/Lucy's behalf- attached

Thanks

[REDACTED]

[REDACTED]
Manager – [Equality, Diversity & Inclusion](#)

People & Change – Strategy, Planning & People – Chief Operating Officer's Directorate

Mobile: [REDACTED]


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

Location: [REDACTED] (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?](#))

small





respect at work 1



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

