

From: [REDACTED]
To: [REDACTED]
Subject: FW: All EM message - Sex Equality and Equity Network (SEEN) – Lines to take
Date: 15 November 2022 15:36:00
Attachments: [SEEN Network Lines to Take .pdf](#)

From: [REDACTED] [REDACTED]@environment-agency.gov.uk>
Sent: 15 November 2022 15:36
To: [REDACTED] <[REDACTED]@environment-agency.gov.uk>
Subject: FW: All EM message - Sex Equality and Equity Network (SEEN) – Lines to take

Hi [REDACTED]

Is this what you are wanting – apparently this missed the EM round-up deadline so Nicky sent to all exec managers on a separate email.

Thanks

[REDACTED]

[REDACTED]

Rob Sutton
Deputy Director – People and Change

Tel: mobile: [REDACTED]
Email [\[REDACTED\]@environment-agency.gov.uk](#)
Lateral, 8 City Walk, Leeds, LS11 9AT

From: Sutton, Rob <rob.sutton@environment-agency.gov.uk>
Sent: 15 November 2022 15:32
To: [REDACTED] [REDACTED]@environment-agency.gov.uk>
Subject: Fwd: All EM message - Sex Equality and Equity Network (SEEN) – Lines to take

Sent from my ipad

Begin forwarded message:

From: "Lawton, Nicola" <nicola.lawton@environment-agency.gov.uk>
Date: 11 November 2022 at 09:38:58 GMT
To: "Larmour, Joanna" <joanna.larmour@environment-agency.gov.uk>, "Burns, Anna" <anna.burns@environment-agency.gov.uk>, "Homann, Stuart" <stuart.homann@environment-agency.gov.uk>, "Donovan, Jennie" <jennie.donovan@environment-agency.gov.uk>, "Brosnan, Anne" <anne.brosnan@environment-agency.gov.uk>, [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>, "Charlesworth, Faye" <faye.charlesworth@environment-agency.gov.uk>, "Houghton, Richard"

<Richard.Houghton@environment-agency.gov.uk>, "Thompson, Richard"
<richard.thompson@environment-agency.gov.uk>, "Robinson, Norman"
<norman.robinson@environment-agency.gov.uk>, "Padley, Simon"
<simon.padley@environment-agency.gov.uk>, "Andrzejewski, Tony"
<tony.a@environment-agency.gov.uk>, "Hodge, Ian" <ian.hodge@environment-agency.gov.uk>, "Longstone, Sue" <sue.longstone@environment-agency.gov.uk>,
"Dugher, Mike" <mike.dugher@environment-agency.gov.uk>, "Ashcroft, Keith"
<keith.ashcroft@environment-agency.gov.uk>, "Holt, Carol"
<carol.holt@environment-agency.gov.uk>, "Molyneux, Steve"
<steven.molyneux@environment-agency.gov.uk>, [REDACTED]
[REDACTED]@environment-agency.gov.uk>, "Brown, Andy"
<andy.brown@environment-agency.gov.uk>, "Saxon Wilkinson, Catherine"
<catherine.saxon@environment-agency.gov.uk>, "Bond, Daniel"
<daniel.bond@environment-agency.gov.uk>, "Palin, Estelle"
<estelle.palin@environment-agency.gov.uk>, "Cook, Sarah"
<sarah.cook@environment-agency.gov.uk>, "Cooper, Jennie"
<jennie.cooper@environment-agency.gov.uk>, "Sitton - Kent, Mark"
<mark.sitton@environment-agency.gov.uk>, "Cresswell, Louise"
<louise.cresswell@environment-agency.gov.uk>, "Bradshaw, Harvey"
<harvey.bradshaw@environment-agency.gov.uk>, "Moody, Simon"
<simon.moody@environment-agency.gov.uk>, "Pearce, Andrew"
<andrew.pearce@environment-agency.gov.uk>, "Marks, Kate"
<Kate.Marks@environment-agency.gov.uk>, "Baker, Emma"
<emma.baker@environment-agency.gov.uk>, "Lodge, Phil"
<phil.lodge@environment-agency.gov.uk>, "Proctor, Judy"
<judy.proctor@environment-agency.gov.uk>, "Russon, John"
<john.russon@environment-agency.gov.uk>, "Lythgo, Malcolm"
<malcolm.lythgo@environment-agency.gov.uk>, "Rice, Mark"
<Mark.Rice@environment-agency.gov.uk>, "Rawlinson, Lee"
<lee.rawlinson@environment-agency.gov.uk>, "Moore, Steve"
<steve.moore@environment-agency.gov.uk>, "Matthews, Alison"
<alison.matthews@environment-agency.gov.uk>, "Eynon, Dale"
<dale.eynon@environment-agency.gov.uk>, "Watts, Glenn"
<glenn.watts@environment-agency.gov.uk>, "Wakeham, Helen"
<helen.wakeham@environment-agency.gov.uk>, "Whitworth, Martin"
<martin.whitworth@environment-agency.gov.uk>, "Davies, Neil"
<neil.davies@environment-agency.gov.uk>, "Wood, Charlotte"
<charlotte.wood@environment-agency.gov.uk>, "Parkes, Liz"
<liz.parkes@environment-agency.gov.uk>, "Garratt, Mark"
<mark.garratt@environment-agency.gov.uk>, "Dinnis, Clare"
<clare.dinnis@environment-agency.gov.uk>, "Evans, Dafydd"
<dafydd.evans@environment-agency.gov.uk>, "Worswick, Lesley"
<lesley.worswick@environment-agency.gov.uk>, "Lumb, Sam"
<samantha.lumb@environment-agency.gov.uk>, "Moore, Crystal"
<crystal.moore@environment-agency.gov.uk>, "Dacey, Anne"
<anne.dacey@environment-agency.gov.uk>, "Lawton, Nicola"
<nicola.lawton@environment-agency.gov.uk>, "Kellett, Peter"
<peter.kellett@environment-agency.gov.uk>, "Curtin, John"

<john.curtin@environment-agency.gov.uk>, "Chare, Sarah"
<sarah.chare@environment-agency.gov.uk>, "Collins, John"
<john.collins@environment-agency.gov.uk>, "Cuthbert, Mike"
<mike.cuthbert@environment-agency.gov.uk>, "Bowers, Mark"
<mark.bowers@environment-agency.gov.uk>, "Davis, Mark"
<mark.davis@environment-agency.gov.uk>, "Pratt, Gillian"
<gillian.pratt@environment-agency.gov.uk>, "Simpson, Julia"
<julia.simpson@environment-agency.gov.uk>, "Wilcox, Christian"
<christian.wilcox@environment-agency.gov.uk>, "Moeed, Sadia"
<sadia.moeed@environment-agency.gov.uk>, "Foley, Julie"
<Julie.Foley@environment-agency.gov.uk>, "Hunt, Lucy" <lucy.hunt@environment-agency.gov.uk>, "Day, Jonathan" <jonathan.day@environment-agency.gov.uk>,
"Emberson Wines, Jo" <joanne.embersonwines@environment-agency.gov.uk>,
"Gray, Nick" <nick.gray@environment-agency.gov.uk>, "Grayling, Tony"
<tony.grayling@environment-agency.gov.uk>, "Walton, Harry"
<harry.walton@environment-agency.gov.uk>, "Wilkinson, Andy"
<andy.wilkinson@environment-agency.gov.uk>, "Wilson, Chris"
<chrisd.wilson@environment-agency.gov.uk>, "Dangerfield, David"
<david.dangerfield@environment-agency.gov.uk>, "Martin, Craig"
<craig.martin@environment-agency.gov.uk>, "Robinson, Adam"
<adam.robinson@environment-agency.gov.uk>, "Hickey, Paul"
<paul.hickey@environment-agency.gov.uk>, "Farrington, Luke"
<luke.farrington@environment-agency.gov.uk>, "Frith, Robin"
<robin.frith@environment-agency.gov.uk>, "Leyland, John"
<john.leyland@environment-agency.gov.uk>, "Douglass, Caroline"
<caroline.douglass@environment-agency.gov.uk>, "Nettleton, Jo"
<Jo.Nettleton@environment-agency.gov.uk>, "Hawkins, Simon"
<Simon.Hawkins@environment-agency.gov.uk>, "Austin, Kevin"
<Kevin.Austin@environment-agency.gov.uk>, "Sutton, Rob"
<rob.sutton@environment-agency.gov.uk>, "Bateman, Josie"
<Josie.Bateman@environment-agency.gov.uk>, "Mayne, Alice"
<Alice.Mayne@environment-agency.gov.uk>, "Harvey, Sally"
<Sally.Harvey@environment-agency.gov.uk>, "Allen, Stuart"
<Stuart.Allen1@environment-agency.gov.uk>, "Griffiths, Vanessa"
<Vanessa.Griffiths@environment-agency.gov.uk>, "Plummer, Benjamin"
<Ben.Plummer@environment-agency.gov.uk>, "Cooke, Louise"
<Louise.Cooke@environment-agency.gov.uk>, "Andreyeva, Ruth"
<Ruth.Andreyeva@environment-agency.gov.uk>, "Collins, Georgina"
<Georgina.Collins@environment-agency.gov.uk>, "Clements, Paul"
<Paul.Clements@environment-agency.gov.uk>

Subject: All EM message - Sex Equality and Equity Network (SEEN) – Lines to take

Dear Executive Managers

You may have seen that a new cross government diversity network has launched this week called SEEN (Sex Equality and Equity Network). This network will focus on beliefs that are often termed as 'gender critical'.

A factual yammer thread was posted across Defra on Tuesday announcing the launch that has subsequently provoked strong reactions from the LGBT+, ally and other communities. I am aware that some of you have been asked questions about this or had concerns flagged to you.

Please be assured that we are aware of the difficult situation which is currently playing out for some of our people and there are a range of activities taking place including the moderation of Yammer posts and the roll out of new communications principles for all staff next week.

As an organisation our position is clear, we do not tolerate the bullying or harassment of any of our staff and we expect all of our employees to behave in a respectful and inclusive way. Our focus is how we can support people to do this whilst sharing differing views.

Attached is a briefing note which has been shared with senior leaders in Defra which provides lines to take. Please do not cascade this briefing note, it is not intended to be circulated but rather used by you to help shape your communications with your teams.

I appreciate this is a difficult and complex topic so if you have any questions please do just get in touch with me.

Kind Regards
Nicky

Nicky Lawton
Director – Strategy, Planning & People
Environment Agency

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



[REDACTED]

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PA: [REDACTED]