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By email: Redacted

Our ref: FOI2023/05207  
4 April 2023

Dear Redacted

### REQUEST FOR INFORMATION: Internal Staff Awards

Thank you for your request for information of 8 March 2023 about internal staff awards. We have handled your request under the Freedom of Information Act 2000 (FOIA)

Your information request and our response are set out below.

*I would like to submit an FOI/EIR Request about internal staff awards ceremony. By central staff awards ceremony, I am referring to events that have taken place at departmental level, rather than at team level, and usually presented at an all-staff event.*

*Please can you provide me the following information:*

1. *How many central staff awards has your department had since 1 March 2022?*

We can confirm that there has been one central staff awards event in Defra since 1 March 2022.

2. *What date(s) did the awards take place?*

The award ceremony took place on 7 December 2022.

3. *What were the categories and descriptions of the awards (ie 'best team' for 'working the hardest throughout the year')?*

Breaking the mould - Celebrating an individual or team seeking new and better ways of working through ambitious and innovative approaches – by challenging the status quo, embracing change, trying something new, thinking boldly and radically about how we confront the biggest challenges, and continuously adapting and refining to get the best outcomes.

Customer first - Celebrating an individual or team putting users, citizens and customers at the heart of their work to deliver exceptional services. With confidence, humility and curiosity they are outward-looking across and outside our organisations to openly engage with others. They act on what they learn to understand and respond to complex customer needs, challenging circumstances and difficult situations.



Data-driven Defra group- Celebrating a team that is consistently data-driven in its work and committed to ensuring decisions are informed by data and analysis. They showcase the value of evidence in the design and delivery of public policy, demonstrating an active data culture where data is an integral part of their business, used by all to make better decisions more often. Data is used to tell clear and compelling narratives, and analysis is explained meaningfully for all users and in a way that recognises their different needs.

Getting it right - Celebrating an individual or team demonstrating professional excellence with consistently high standards in everything they do. Their exemplary commercial practice or operational excellence is leading to better outcomes, achieving efficiencies and benefits across Defra group. They display good business judgment and a rigorous focus on achieving business objectives to time and providing excellent value for money.

Leading the way - Celebrating an individual who has demonstrated outstanding leadership – empowering, engaging and supporting colleagues through their work and exemplifying Civil Service leadership values. The award is open to all, recognising inspiring leadership at all levels.

Looking out for each other - Celebrating an individual or team taking steps to improve the health and wellbeing of employees, either as an individual or as part of a community or group. They make an effort to create a positive working environment, role modelling positive health and wellbeing behaviours. They may seek new or better ways of working to embed health or wellbeing into everyday practice.

Top team - Celebrating the contribution of a team within Defra Group to deliver outstanding results for Defra or the public. Working effectively together, the team should be a role model to others and a credit to Defra, demonstrating strong professionalism, high levels of ambition, an outward-looking attitude and a commitment to inclusion.

Uniting us - Celebrating an individual or team showing outstanding commitment to inclusion, either individually or as part of a community or group. They may have positively impacted on particular protected characteristic groups. They consistently demonstrate behaviours which help create a supportive and inclusive culture, actively working to make Defra a place where everyone can thrive and fostering respect and trust with colleagues.

Unsung hero - Celebrating an individual going out of their way to deliver beyond expectations, consistently displaying a results-oriented approach and positive attitude to getting things done, inspiring others, and gaining the recognition and respect of colleagues.

Working together - Celebrating an individual or team showing excellence in co-operative and joint working across Defra Group with another team or organisation – for example a community, business, charity or government body – to deliver a successful project, policy or public service. This could be with an external organisation, or across the Defra Group. They are outward-looking, building strong relationships of trust to deliver the best outcomes together.

4. *Who were the winners of these awards? I am happy to take team names where there are concerns about personal data, for example where individuals won the award.*

Data-driven Defra group - Marine Natural Capital and Ecosystem Assessment team (Defra)

Getting it right – an individual from the Rural Payments Agency (RPA) recognised for their work to improve procedures to the Countryside Stewardship (CS) application process.

Unsung hero – an individual from the Environment Agency for their work leading the Women's Network Menopause group

Top team - Ukrainian Pets Emergency Response Team -Defra and Animal and Plant Health Agency (APHA)

Looking out for each other – an individual from the Environment Agency for their work chairing the Fatigue Network

Uniting us – Environment Agency Fertility Support Group (Environment Agency)

Breaking the mould - Flood Warning Expansion Project monitoring team (Environment Agency)

Working Together – 'Team Slurry' (Defra, Environment Agency, Joint Nature Conservation Committee, Natural England and Rural Payments Agency)

Leading the way – an individual from Natural England for their work to restore wildlife and landscapes.

Customer first - Rethinking Water – citizen juries (Environment Agency)

5. *Were any ministers present at the award? If so, what awards did they present?*

There were no ministers present at the award ceremony.

6. *How much was spent on the awards ceremony, including items such as prizes, refreshments, venue hire, etc.?*

£1503 for the hire of audio-visual equipment for use in our own building.  
£30 for frames in which to display certificates.

7. *What prizes were given out (including winners, runners up, etc)?*

Framed certificates for winners.

8. *What was the name of the awards ceremony?*

## Defra group Awards 2022

Information disclosed in response to this FOIA request is releasable to the public. In keeping with the spirit and effect of the FOIA and the government's Transparency Agenda, this letter and the information disclosed to you may be placed on [GOV.UK](https://www.gov.uk), together with any related information that will provide a key to its wider context. No information identifying you will be placed on the GOV.UK website.

We attach Annex A, explaining the copyright that applies to the information being released to you, and Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter please contact me.

Yours sincerely

Redacted

**Information Rights Team**  
[InformationRequests@defra.gov.uk](mailto:InformationRequests@defra.gov.uk)

## **Annex A**

### **Copyright**

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## **Annex B**

### **Complaints**

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 11 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to Andrew Mobsby, Head of Information Rights via email at [InformationRequests@defra.gov.uk](mailto:InformationRequests@defra.gov.uk) and he will arrange for an internal review of your case. Details of Defra's complaints procedure are on our website.

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commissioner's Office (ICO) for a decision. Please note that generally the ICO cannot make a decision unless you have first exhausted Defra's own complaints procedure.

The ICO can be contacted using the following link:

<https://ico.org.uk/make-a-complaint/official-information-concerns-report/official-information-concern/>