

# the **Journalist**

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## Growing fury over pay bias



# Contents

## Main feature

12 **Equal value**  
Fight for pay justice spreads

## News

- 03 **Trinity Mirror plans job cuts**  
Major shift to digital journalism
- 04 **Doubts over self employment review**  
Irish inquiry 'missed opportunity'
- 05 **Amateurs encouraged to charge**  
Campaign to end free images
- 06 **NUJ's action on dementia**  
60+ council lobbies Jeremy Hunt

## Features

- 10 **Building community journalism**  
Hyperlocals filling a vacuum
- 14 **Changing minds**  
Reporting mental health
- 16 **True or false?**  
Fighting back against fake news

## Regulars

- 09 **Viewpoint**
- 25 **Story behind the picture**
- 26 **And finally**



**E**qual pay has been a major campaigning issue for women for 50 years now, ever since women car workers in Dagenham staged their strike for pay parity. But not until now has it achieved such a powerful momentum in workplaces across all industries.

Carrie Gracie, the BBC's former China editor, brought the issue to a head by resigning in protest against being paid significantly less than her male counterparts. In a move supported by the NUJ, which is also acting for more than 100 other women at the BBC, she is forcing change on an organisation that is accused of failing to take the issue sufficiently seriously.

Our cover feature by Louise Tickle looks at the fight within the BBC and at women's campaigns elsewhere.

Another issue of vital importance to our industry is fake news. Raymond Snoddy looks at how prolific it is, how much regard is given to unsubstantiated news and how quality journalism is fighting against it.

We also find hope for community journalism despite the constant assault on jobs and regional newspaper closures.

There's plenty to think about and I hope to interest you. And if you want to join the debate on any of these subjects or any others please keep our letters pages alive with your

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**Cover picture**  
Rose Lloyd



**Raymond Snoddy**  
Page 19

**Arts with Attitude**  
Pages 20-21



**Letters & Steve Bell**  
Page 22-23



# Trinity Mirror sets out job cuts in digital shift

Trinity Mirror's regional papers are braced for more job cuts after the publisher announced 49 redundancies. The jobs to go are print-related as the publisher moves to establish a standalone digital operation.

The latest restructuring follows the establishment of Birmingham Live last year. This has a digital editorial team separate from the Birmingham Mail newspaper, which is based in a different office.

Plans for the regional cuts came soon after Trinity Mirror purchased the Express group of newspapers from Richard Desmond, a move that has raised fears over the future editorial independence of the titles involved. Trinity Mirror bought the daily and Sunday newspapers and celebrity magazines including OK! magazine from Desmond's Northern & Shell, plus the company's 50 per cent joint venture interest in the Irish Daily Star, in a deal worth £126.7 million.

The sale needs the approval of Trinity Mirror shareholders and could be referred to the Competition & Markets Authority.



The cuts to Trinity Mirror's local papers are expected to affect Bristol, Gloucester, Somerset, Dorset, the East Midlands, West Midlands and the North West.

In Tamworth, Staffordshire, 11 jobs are at risk including the group editor's. Tamworth is a hub for free newspapers and the company has indicated that the business model is not sustainable for some titles.

In the East Midlands, 16 roles could disappear, affecting Derby, Nottingham and Leicester. The Burton Mail website will be shut and absorbed into Derbyshire Live.

“  
The jobs to go are print related as the publisher moves to establish a standalone digital operation  
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PA WIRE/PA IMAGES

## BBC CHALLENGED OVER EQUAL PAY

Carrie Gracie, the BBC's former China editor and NUJ member has told MPs on the digital, culture, media and sport select committee that the management of the BBC is incapable of resolving its gender pay crisis and needs external help.

Gracie gave evidence following her resignation as China editor, a move she made to challenge the fact that

she was paid significantly less than male colleagues in similar roles. The union is fighting equal pay cases on behalf of more than 100 women at the BBC.

Ms Gracie, supported by the NUJ, had taken a grievance out at the BBC but resigned after she couldn't achieve a satisfactory resolution.

Equal value, page 12



## NUJ leader gets 23% pay increase

Michelle Stanistreet, NUJ general secretary, has had a 23 per cent salary increase. The move, which takes her basic pay from £68,017 to £83,666, was made to correct a pay anomaly between her and her deputy, the assistant general secretary.

The general secretary is supposed to have a 12.5 per cent differential of pay between the assistant general



MARK THOMAS

secretary who is also the Irish secretary, Seamus Dooley. The erosion of that differential became apparent when Michelle took maternity leave and Seamus, deputised for her.

The general secretary's total remuneration, including pension and car benefits now stands at £92,785. Barry McCall, chair of the finance committee of the union's ruling national executive council, said: "The NUJ takes its commitment to equality extremely seriously and would never knowingly discriminate against any employee."

## in brief...

### LIFE SENTENCES FOR JOURNALISTS

A Turkish court has jailed journalists Mehmet Altan, his brother Ahmet and Nazli Ilıcak for life after finding them guilty of involvement in the coup attempt of 2016. The International and European Federations of Journalists said they were appalled by the sentences.

### EX TODAY EDITOR TO RUN WORLD SERVICE

Jamie Angus, a former editor of Radio 4's Today programme, has been appointed BBC World Service director. Angus, who joined the BBC in 1999, has also worked as acting editor of Newsnight, editor of the World at One and The World This Weekend, and editor of daily news programmes on World Service radio.

### MEN EDITOR LEAVES AFTER SIX YEARS

Rob Irvine, editor-in-chief of the Manchester Evening News, is leaving after six years in the role. Under his editorship, the paper's website became the UK's second biggest regional news website, behind London's Evening Standard. Darren Thwaites, editor-in-chief of Trinity Mirror North East, will take over as editor-in-chief.

### I SITE VIEW FOR EX BUZZFEED EDITOR

Luke Lewis, former BuzzFeed UK editor-in-chief, has been appointed to the newly created role of head of audience development for the news website. The role will focus on reaching new audiences for news, lifestyle, entertainment, money, travel, sport and video.

### NEW EDITORS IN THE SOUTH MIDLANDS

Newsquest has named two new editors for the south Midlands. Michael Purton will be responsible for the Worcester News, the Malvern Gazette & Ledbury Reporter, the Evesham & Cotswold Journal and Berrow's Worcester Journal. Stephanie Preece will be in charge of the Stourbridge, Halesowen & Dudley News, the Bromsgrove & Droitwich Advertiser, The Shuttle and the Redditch Advertiser.

**in brief...**

**TEELINE MARKS ITS HALF CENTURY**

Teeline shorthand reaches its 50th anniversary this year. It was developed by James Hill, who was born in 1908 near Bradford and taught Pitman shorthand. Hill developed Teeline as a quicker and more straightforward method. He taught taster classes in 1966 and two years later it was recommended to the National Council for the Training of Journalists.

**PAPER TO LIVE STREAM CITY RACE**

The Manchester Evening News will live stream this year's Greater Manchester Run. The move is thought to be a first for a UK regional paper. Viewers will be able to watch the event on April 8 on the MEN's website after a partnership was set up with race organiser Xtra Mile Events.

# Doubts over self-employment review

The Irish government review of self-employment arrangements and implications for social insurance and tax revenue as a 'missed opportunity which misses the target and fails to address key issues about labour rights and social protection', according to Séamus Dooley, NUJ Irish secretary.

He said: "The NUJ

represents a significant number of freelances, including workers forced into bogus employment. The report does not recognise the scale of the problem in the media sector. There are a variety of employment relationships in the industry and a longstanding tradition of freelance work, but there is also a serious problem with workers being forced to accept contracts that deny them employment rights and social protection."

The Irish government started a consultation process in January into bogus self-employment. Late last year, the Irish Congress of Trade Unions estimated that such arrangements in the construction industry cost the state about €80 million a year in lost tax and social insurance payments since 2007.

The government has acknowledged that bogus self-employment arrangements

— where a worker is forced to be a sole trader or operate through a company to get work — can result in a significant reduction in social insurance payments. This is because the employer does not have to make an employer's contribution, and the worker is responsible for their own taxes.

At the same time, the worker can lose out on rights to holiday sick pay and maternity and pension contributions.

## JOHNSTON LOSS OFFSET BY I PAPER

Johnston Press's total publishing revenues, which include advertising and circulation sales, fell six per cent year-on-year in 2017. That figure is a 13 per

cent fall if the i paper is excluded. Newspaper circulation revenue rose two per cent, which the company said was boosted by the i paper's

'exceptional' year. Johnston Press, which has more than 200 titles in the country, bought the i, the cut-price sister paper of The Independent, for £24

million last year. The i newspaper circulation revenue rose 19 per cent and advertising increased 26 percent in the second half on a like-for-like basis, the

publisher said. Johnston Press said digital growth remains its 'strategic priority'. It said digital revenues, including classified advertising income, were up three per cent (14 per cent excluding classifieds).

**Moved house or changed your email address?**



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OF  
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# Amateur photographers encouraged to charge

Amateur photographers should charge for their work, their professional colleagues in the NUJ have argued in a short campaign launched last month. #Useitpayforit encourages amateurs to understand the value of photographs and videos they provide to news outlets and provides them with the know-how to obtain proper rates for their work.

In the past decade, the scope for sharing pictures plus a media appetite for free images have made it harder to make a living as an editorial photographer.

Dominic Bascombe, NUJ organiser and serving officer of the NUJ's Photographers' Council, said: "If amateur photographers realised the value of their work and charged appropriately, it would stop their work crowding out that of professionals. For the vast bulk of editorial work, only

## NO FREE RIDES!



Tanya Gold earned £1,500 in 24 hours with this picture of Ukip leader Henry Bolton riding the tube with his 'ex'. Gold also won the respect of professional photographers who say: "Good enough to publish, good enough to pay for!" Learn more at: [useitpayforit.info](http://useitpayforit.info)

#useitpayforit



a professional's efforts will do – where publishers require the legal and ethical certainty of using someone with proper experience, for example. Where someone gets lucky with a wildlife picture, or finds themselves witnessing a newsworthy event, then it is better for all of us if they charge for their photographs."

Many professional editorial photographers have been hit by declining markets and rising equipment costs, while images from social media

and Google Street View have replaced some of their work.

Michelle Stanistreet, NUJ general secretary, said: "We just don't want amateurs to be the first choice just because they do not charge. If a photo is good enough to be published or broadcast, it is good enough to be paid for. Professionals have long used resources such as our Freelance Fees Guide and the Rate for The Job database to get the best fees; we want everyone to have access to these."

“  
If a photo is good enough to be published or broadcast, it is good enough to be paid for  
”

## in brief...

### BBC CUTS PARTY CONFERENCE STAFF

The BBC is to cut the number of journalists covering political party conferences and most news programmes will not have a dedicated set. Only the Today programme will have its own studio during the conference season. Previously, the BBC has taken around 80 members of staff including journalists and technicians to cover the major political conferences.

### FIRST WOMAN EDITOR FOR NEW SCIENTIST

Emily Wilson has become the first female editor of the New Scientist in the magazine's 62-year history. She joins from the Guardian where she is responsible for the paper's global stories, including science, environment, health and technology, and philanthropically funded editorial projects.

### DENNEN BECOMES EDITOR OF TATLER

Richard Dennen last month became the new editor of Tatler magazine. He moved to the role from the Mail on Sunday where he was a features writer. Dennen previously worked at the high society magazine for six years, including a spell as editor at large. Before the Mail on Sunday, he was a style writer for the Sunday Times and columnist for the Evening Standard.

### MARTINSON JOINS CITY UNIVERSITY

Jane Martinson, former Guardian head of media, has joined City University as a professor of financial journalism. She has been appointed as the new Marjorie Deane Professor of Financial Journalism and will lead the MA financial journalism programme.

### EVENING STANDARD STARTS 'GO' GUIDE

London's Evening Standard has launched an online guide to restaurants, bars, attractions and culture in the capital. Go London includes articles on what to do and see. Tickets and tables can be booked directly from the microsite, which is part of the paper's main website.

## GOVERNMENT REVIEW INTO MEDIA HEALTH

The union has welcomed an impending government review of news and media.

The NUJ has been calling for a government-led inquiry for some time and last year mounted a Local News Matters campaign.

The review will look at:

- The overall health of the news media with a focus on the local and regional press
- The range of news available and the different business models for high-quality journalism
- How the press is adapting to the digital market and the role of

online platforms

- The digital advertising supply chain
  - "Clickbait" and low-quality news
- Matt Hancock, secretary of state for digital, culture, media and sport, said this review would ensure a 'plural free press'.



## Bristol Cable wins £100,000 investment

The Bristol Cable, a quarterly free magazine, has received a £100,000 grant for two years from investment firm the Omidyar Network.

The community-owned title was launched four years ago by three university friends and

has 1,900 contributing members and a small team of paid contributors. It says that it aims to support independent media.

The Omidyar Network has previously given money to the International Consortium of Investigative Journalism and

other British groups including activism organisation Open Data Manchester.

The Bristol Cable said it would hire a community media coordinator and develop an online platform to make it easier for members to contribute.

**in brief...**

**CEREDIGION HERALD ENDS PRINT EDITION**

The Ceredigion Herald has stopped its print edition and will publish only online less than two years after it started up. Other Herald newspapers - covering Llanelli, Pembrokeshire and Carmarthenshire - are continuing in print. The Pembrokeshire paper was launched in 2013, followed in 2015 by the Carmarthenshire and Llanelli issues. The Ceredigion Herald became the group's fourth title in 2016.

**SIX MILLION LISTEN TO ECONOMIST RADIO**

Economist Radio has said it reaches on average six million monthly streams and downloads, as it launched a podcast series to coincide with the magazine's The World in 2018 print publication. Economist Radio is made up of the magazine's podcasts.

**HOPKINS MOVES TO RIGHT-WING OUTLET**

Former MailOnline columnist Katie Hopkins, has joined right wing Canadian media website The Rebel Media. She writes a weekly column for it under the banner of her HopkinsWorld website. Other contributors to the site include former English Defence League leader Tommy Robinson.

**MCINERNEY LEAVES SCHOOLS WEEK**

Laura McInerney has left the editor's role at Schools Week after three years. It was the first newspaper to publish the leaked Labour Party manifesto ahead of last year's general election. Shane Mann has taken over as interim managing editor. McInerney is still working with the title as a contributing editor, writing columns and interviews.

**EDITOR JACKIE HATTON DIES AT 53**

Magazine editor Jackie Hatton died in January after a short illness. She was 53. Hatton, who edited Best and Woman magazines, is a former Magazine Editor of the Year. She became editor of Best in 2010 and took voluntary redundancy two

“**The NUJ supports the Alzheimer's Society's call for more funding for social care to improve the lives of people with dementia**”

**NUJ's 60+ lobbies Jeremy Hunt on dementia care**

The NUJ's 60+ Council has called on Jeremy Hunt, England's secretary of state for health and social care, to become 'a champion of people with dementia', to make dementia care a priority and increase funding for social care.

Following Theresa May's cabinet reshuffle, which gave the health secretary responsibility for social care, the council wrote to Hunt, pointing out that 1,400 patients with dementia could not be discharged from hospitals in England over Christmas because of a lack of social care, and that this highlighted the inextricable links between health and social care.

They told him: "The 900,000 people in England with dementia are already the biggest recipients of social care and, by 2021, this number is expected to rise to more than one million.

"The NUJ supports the Alzheimer's Society's call for



RUSSELL HART / ALAMY STOCK PHOTO

more funding for social care to improve the lives of people with dementia and enable them to live in their own homes for longer – thus easing pressure on the NHS and hospitals."

The letter was the latest initiative taken by the 60+ Council since it was instructed to fulfil a 2016 delegate meeting motion 'to lobby the UK and Irish governments for changes in policy and legislation to bring about earlier diagnosis and more effective treatment of dementia'.

Jenny Sims, vice-chair, said:

"Members of the council have taken advice from Alzheimer's societies in England, Scotland, Wales, Northern Ireland and Ireland and supported their campaigns where possible."

In Wales, it made a submission to the Welsh government's consultation on its first National Dementia Plan. In Ireland, it called on Irish NUJ members to sign a petition lobbying the government for €40 million for dementia care in its 2018 budget.

And, in Scotland, members attended and reported on Alzheimer Scotland's 2017

**FEWER JOURNALISTS KILLED GLOBALLY**

The number of journalists killed worldwide last year fell to the lowest level for 10 years, dropping from 93 in 2016 to 81 in 2017.

The International Federation of Journalists

welcomed the drop in loss of life, which was partly due to fewer flashpoints in highly volatile places and to the loss of ground by some armed groups, which reduced journalists' proximity to the frontline.

In Yemen, until the split between former president Saleh and the Houthi rebels, there had been a stalemate in ground fighting. In addition, the so-called Islamic state spent the year on the defensive in Syria

and Iraq, reducing contact with media workers.

However, the IFJ noted that many journalists were being jailed or had to flee, and that impunity for the killings, attacks and threats were at epidemic levels.

**FT honours memory of trainee**

The Financial Times has relaunched its graduate trainee scheme and named it in honour of a former trainee who died last year.

Paul McClean was killed aged 24 in a suspected crocodile attack while on

holiday in Sri Lanka in September.

McClean was a London-based reporter for the Financial Times, spending two years on the paper after joining through its graduate scheme.

This has now been

renamed the Paul McClean Graduate Trainee Programme.

FT editor Lionel Barber said: "Renaming this scheme is a lasting tribute to Paul, who embodied everything we look for in a graduate trainee."

# Local paper staff strike over pay and workloads

Journalists at the Swindon Advertiser staged a two-day strike at the beginning of the year in a protest over pay and workloads.

The Newsquest-owned paper was hit by redundancies late last year, with five jobs going in Swindon, including that of NUJ Swindon father of chapel Bruno Clements, and two at Trowbridge.

Swindon Advertiser journalists have had only two pay rises in the past nine years.

Colleagues from Oxford, Wiltshire and further afield visited the strikers to show their solidarity. Robert Buckland, Conservative MP for Swindon South, dropped by for an update along with Jim Grant, leader of the Labour group on Swindon council, who pledged his support and agreed the journalists were getting a raw deal. The picket line also won support from Stan Pajak, Liberal Democrat group leader, and Labour councillor Jim Robbins.

Paul Wilenius, who worked on the Advertiser before becoming a political journalist on the BBC's Today programme, came along to show support.

Tim Lezard, the union's national executive council member for the region, praised the Swindon Advertiser journalists and added: "I've worked in journalism for 30 years and, where I live, there used to be seven reporters in the local paper office. Now there isn't an



office – it's a car park. It's heart-breaking to see local communities let down by editors. There's life in local journalism while there are people willing to fight for it."

Bruno, who was the Advertiser's social media and web editor, said: "House prices and rents in Swindon are rising fast, but journalists on the Advertiser have seen their wages stagnate.

"We started pay talks in 2016 but, at every meeting, we are told Newsquest has no money when we know the latest operating profits were £4 million."

**Strike in Swindon, page 8**

“  
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## in brief...

### RECORD VIEWS FOR FT 'PRESIDENTS' SCOOP

The Financial Times story exposing a men-only charity dinner at which women hostesses were allegedly sexually harassed by guests was viewed more than a million times. Reporter Madison Marriage went undercover as a hostess at a Presidents Club fundraiser. The paper led with the story, which was free to read on its paywalled website.

### DEPUTY TO BE NEXT OBSERVER EDITOR

Paul Webster is to be the new editor of the Observer. He has been the paper's deputy editor for 20 years. He will replace John Mulholland, who becomes editor of Guardian US next month. Webster has also been the Guardian's foreign and home editor.

### RUDDICK MOVES TO TIMES BUSINESS DESK

Graham Ruddick has become an assistant business editor at The Times. He moved from the Guardian where he was media editor. Before he became media editor last year, he was a business reporter at the Guardian. Ruddick was also deputy business editor of the Daily Telegraph.

### LIFE TIME GONG FOR EX 'SCOT' EDITOR

The former editor of The Northern Scot, Mike Collins, won the Barron Trophy at the annual Highlands & Islands Press Ball and Media Awards. The award recognises a lifetime of achievement in journalism in the Highlands & Islands. He stood down as editor of the Scot at the end of last year after 10 years in the role.

### MAIL APOLOGISES FOR STURGEON STORY

The Scottish Daily Mail has apologised to first minister Nicola Sturgeon after it claimed she had 'decreed' that the Union Jack should no longer be flown from public buildings on the Queen's birthday. She posted the Mail's apology on Twitter, saying: "The Daily Mail has admitted that its ridiculous story ... was utterly false and issued a full apology."

## DARLINGTON BRANCH TO BE REFORMED

The union's Darlington branch is to be revived, leading to hopes that it will be the third functioning NUJ branch in the north east along with Newcastle and Sunderland, South Shields and Hartlepool.

Darlington members agreed in principle to reform the branch, which has been dormant for years. There are about 60 members in the area, working in print, broadcasting, PR and freelancing. There is also a journalism

school at Darlington College.

Chris Morley, NUJ Northern and Midlands organiser, told the meeting: "I think we achieved a good deal – not least proving that solidarity in the north east is alive and kicking."

## Chapel rises again at the Independent

An NUJ union chapel at The Independent has been re-established. Members say they intend to have a constructive relationship with management while representing the views and concerns of staff.

The chapel said: "We have re-established The Independent's NUJ chapel to facilitate discussions between management and journalists and hope we can build a mutually beneficial structure to find solutions to any issues raised.

"We love working at The Independent and, in this ever-changing media landscape, we would like to positively contribute to shaping the workplace. We will shortly be sending all NUJ members an anonymous survey and hope to use its findings as the basis for discussions with management."



NEWSCAST ONLINE LIMITED / ALAMY STOCK PHOTO

# Strike in Swindon

When pay talks stalled, Advertiser journalists voted to strike. Former FoC **Bruno Clements** reports

**W**ith just two pay rises in nine years before 2017, it's no exaggeration to say that we journalists at the Swindon Advertiser were feeling the pinch.

So what makes one of the country's worst-paid teams give up two days' pay to stand on freezing pavements to tell readers and advertisers what Newsquest is doing to one of the UK's oldest titles?

Well, the sense of injustice that a profitable company could ignore the plight of its staff and fail to give ground over anything in a fruitless "negotiation" process were key factors.

Swindon rents are some of the fastest rising in the country and reporters struggle to do any better than live in shared accommodation.

So when I put the NUJ's 12-point pay claim for 2017 to management in late 2016, the stakes were high. Sadly, the response to our call for an above-inflation pay rise was "local trading conditions are difficult and there's no money" despite 2017's accounts showing an operating profit of about £5 million in the Oxfordshire and Wiltshire region.

Some staff in Newsquest centres including those in Bolton and Newport were receiving rises of about five per cent.

Matters improved slightly when, in August, a below-inflation pay rise of 1.7 per cent was brought in for those paid under £20,000, with 1.5 per cent for those earning more than £20,000. It was not given to those who had worked for less than six months and the mileage rate was cut soon afterwards.

The company refused to budge at ACAS-moderated talks, despite signs that trading profits were to hit £4 million in 2018.

Chapel members unanimously decided to ballot for a two-day strike.

By now the appointment of new editor Peter Gavan had been announced, shortly followed by an "at risk of redundancy" list of three content editors, the news editor and myself as web editor, meaning much more work would land on reporters' shoulders and put the quality of our title under threat.

Come the first strike day and it was a 7.15am start on the picket line.

All six reporters were striking, along with three feature writers, the sports editor, the assistant news editor and the entertainments supremo.

I was on air with BBC Wiltshire just after 7.30am being interviewed about the strike and the cuts. Technically, I was not striking as I'd already lost my job despite consistently high digital figures.

As the morning went on, local

**“**  
**The company refused to budge at ACAS-moderated talks, despite signs that trading profits were to hit £4 million in 2018**  
**”**

councillors, Swindon People's Assembly representatives and other NUJ members were there. Joining us were a former Newsquest editor and deputy editor, former deputy FoC Chris Humphreys, former FoC Bob Naylor, Di Harris, who chairs the Wiltshire NUJ branch, and Newsquest group chapel coordinator Chris Morley.

As the action got too big to ignore, the Advertiser's website ran a one-sided story, trotting out the phrase: "We are of course happy to continue to have meaningful discussions with the NUJ in order to resolve this issue," while failing to respond to invitations to attend talks.

What cheered us was the reception from the public. There were only a few negative comments while some people made a point of talking to us, many sharing our concerns. Despite the cold and rain, everyone stayed cheerful.

It definitely helped to have visits from NUJ reps – and a performance from a local poet. South Swindon MP Robert Buckland stopped by to chat, as did Swindon Labour group leader Jim Grant.

We were touched when staff from a café brought chips and someone from the estate agents next door supplied tea.

The support from other chapels meant much. We are grateful to NUJ national organiser Laura Davison for her invaluable backing and turning out on both days.

Staff returned to work to get letters showing pay deductions so we are especially grateful that donations to the branch exceeded £1,800.



Swindon South MP Robert Buckland, second left in front row, joins striking Swindon Advertiser journalists on the picket line.

BOB NAYLOR



Small slips, if unaddressed, become big issues, says **Ray Pearson**

# Fly the flag for good standards of English

**I**s it old age or the experience of falling standards that focuses the ageing mind on matters which, in one's earlier years, one took for granted? Or is it because it used to be natural, with the old rote system of learning, that the rules of English were understood and followed?

When I became a technical journalist, the need to uphold these standards was obvious. As editor of various technical magazines, I ensured they were highlighted in editorial guidelines.

Since I became a Chelsea Pensioner, and editor of our magazine *The Tricorne* ([www.chelsea-pensioners.co.uk/thetricorne](http://www.chelsea-pensioners.co.uk/thetricorne)), the failure to use the correct words in reference to the military has become more evident in print and broadcast media than ever.

I cannot remember the misuse of the English language, when referring to acts of service and courage, being so prevalent as it is today.

To what am I referring? One might say there comes a time when the last straw breaks the camel's back. And, for me, that was a reference by several major quality national newspapers, the broadcasting media and even a military web site – which should know better – that “65 Freemasons had won the Victoria Cross”. A small point, you may argue. But then so much around us consists of small points which, if not addressed, become big issues.

As every military person will attest, especially the 1,355 awarded the Victoria Cross or an award for bravery or service, they did not *win* it. It was not a competition of “first to the enemy trenches, lads, gets a medal”. It is awarded as a mark of respect and recognition, or given in honour of an

achievement through service or a courageous selfless act.

Nailing down the meaning of courage is not easy. It can encompass so much: self-sacrifice, knowing the action one is taking may result in being killed; physical courage, where pain and suffering is ever present; and moral courage to speak out against injustice.

There is no synonym of the word award that has any connection to competition. Even so, there is a close affinity between the correct use of the words win and award, which confuses even Wikipedia as well as other sources. The two words can be used together in a sentence or separately. But their meaning is very different. To win is the result of competition. To be awarded a medal or prize is a recognition of an achievement. For instance, a person wins a race, the result of which is recognition by being awarded a medal.

The NUJ code of conduct states a journalist ... “Strives to ensure that information dissemination is honestly conveyed, accurate and fair ... does her/his utmost to correct harmful inaccuracies”.

This is not about grammar but the meaning and use of words. Words convey a special meaning that even scientists and academics cannot get right. How many times does one hear the phrase “It is five times thinner”? Times is a multiplication factor. One cannot multiply anything and make it thinner.

The media, operating 24/7, is so much more part of daily life so, if its standards are low and it doesn't use English correctly, how can one expect the public, including school pupils, to know better?

Another factor in this loss of correct


English is globalisation. English is becoming Americanised. While one can set the language on a computer to UK English, there seems to be a little bug that often prefers American English and suddenly, without you noticing, there is a subtle change in spelling.

Interestingly, many places, including France, Quebec and China, have programmes or laws to protect their language. In America, the English Language Unity Act of 2017 has been introduced into the House and Senate to establish English – really American English – as America's official language.

So, to protect the Englishness of our language, check your editorial guidelines.

**“ This is not about grammar but the meaning and use of words. Words convey a special meaning that even scientists and academics cannot get right ”**



 For all the latest news from the NUJ go to [www.nuj.org.uk](http://www.nuj.org.uk)

Jenny Sims reports from the Centre for Community Journalism conference

# Building a future for community journalism

**Y**es, they can! Yes, they are! Hyperlocals are increasingly filling the news gaps left by the closure of hundreds of local newspapers throughout the country. But it's love and idealism, not money, that's driving most of them. And we're a long way off from getting blanket coverage across the UK.

However, matters are looking up. Searches for the Holy Grail – a sustainable business model – were generously shared recently at a conference organised by Cardiff University's Centre for Community Journalism (C4CJ).

A mix of grants, subscriptions, crowdfunding, pledges and paywalls are enabling them to survive.

The event's popularity showed the appetite among journalists to know more about the hyperlocal sector, its future and whether it might be for them. More than 100

people attended, forcing the organisers – to their delight – to switch venue to the Wales Millennium Centre to meet the demand.

And it was no local affair. NUJ members and others came from Northern Ireland, Scotland and England as well as from throughout Wales. There were even two sign-ups from Norway and Sweden – two countries keenly tracking how C4CJ is helping 'build the future of community journalism' in the UK.

The Welsh government's pledge of £200,000 for hyperlocal developers over two years has boosted interest in Wales. This funding initiative follows cross-party political recognition that news reporting in Wales is in crisis, and there is a growing democratic deficit.

At micro level, the public too have woken up to the fact that their community paper or website may be their main or only means of getting local news and are increasing willing to commit funding, from pledges to regular subscriptions.

A classic example is Se1, the south London website ([www.london-se1.co.uk](http://www.london-se1.co.uk)) founded by James Hatts and his father 20 years ago to keep locals in the northern part of the Southwark borough informed about major changes taking place.

In 2016 it nearly folded, but readers saved it. An appeal went out: in return for joining a membership scheme, readers were offered a free monthly newsletter delivered to their door. Enough people rallied round to more than keep Se1 afloat.

Since the 'unique role' Hatts and Se1 played following the London Bridge terrorist attack last year, 'providing up-to-date information to those caught up in the incident, including residents and businesses', they have gained many more appreciative subscribers.

"People told me it was invaluable because they were getting information that wasn't available elsewhere," said Hatts.

For 10 days, Hatts walked around the area cordoned off by

## ICNN is launched - and members want press cards

### Security confiscated my Swiss pen knife

(I got it back later) but I wasn't asked for my press card going through check-in at the National Assembly for Wales building (the Senedd).

I was attending a reception for the official launch of ICNN - the Independent Community News Network, which followed C4CJ's conference, Building the Future of Community Journalism.

Fortunately, people weren't challenged for this important piece of ID or a number of journalists wouldn't have got in - which would have been embarrassing for all concerned.

I've got a NUJ press card, but many 'community' journalists who attended have not. They would like one, but do not qualify under the rules.

That causes a problem: community journalists

doing the job of traditional local newspapers are often barred from covering council meetings, court hearings and other events. Getting press card recognition is therefore one of ICNN's top priorities.

Emma Meese, C4CJ's manager and director of ICNN, says they're 'working



with the NUJ' on the issue.

Since its 'unofficial' launch last July, ICNN - the UK's first representative body for the community and hyperlocal news sector, had more than 70 active members signed up by the beginning of January, including the Bristol Cable, Wrexham.com, Love Wapping and The Ferret in Glasgow.

It offers training and free consultancy services to both start-ups and

established publications on issues including media law guidance, funding and new media.

Matt Abbott, C4CJ's communications and project officer, said: "We aim to ensure a dynamic hyperlocal news ecosystem across the UK."

**More information about ICNN at:**  
<https://www.communityjournalism.co.uk/icnn/>

police three times a day, mapping it and sharing the information live on Twitter and the website. Hatts picked up 15,000 new Twitter followers as well as new subscribers.

They take monthly PayPal pledges based around the London living wage (£10.20 an hour), and also use Patreon, a US site that allows people to become 'patrons' of 'creatives' by sending cash donations each month.

Hatts' presentation followed a sombre keynote speech on 'Grenfell and the lost art of reporting: making news happen before it happens' by Grant Feller, former local Kensington reporter, national newspaper journalist, now storyteller and media consultant.

Feller addressed the 'democratic deficit'. He claimed the tragedy of the Grenfell fire might never have happened had there been a vibrant local paper reporting on the residents' safety concerns, calling the authorities to account – and

pressuring them to take action. Although Grenfell residents had warned the council of the dangers, they were ignored.

Recalling his cub reporter days 20 years ago when local reporters 'created news' about possible future events by doggedly ploughing through turgid council agendas and committee minutes, Feller urged hyperlocals to pick up the torch of investigative journalism.

Some have been doing that. Among those 'holding local power to account' is the Hackney Citizen newspaper and website ([www.hackneycitizen.co.uk](http://www.hackneycitizen.co.uk)), a thorn in the flesh of Hackney Council since its launch 10 years ago because of its relentless scrutiny of some of the council's policies.

The council's attempt to ban rough sleepers from the borough was withdrawn following Citizen stories and a petition signed by 80,000 people.

It is operated by a team of professional news journalists, volunteer feature writers, a designer and sales team. Founding editor Keith Magnum is proud of its achievements, including being commended for 'excellent design with quality content and first-class printing' at last year's News Awards.

The Citizen is one of only four community news publishers to have been awarded a contract with the BBC's Local Democracy Partnership scheme.

Encouragement and advice at the conference also came from speakers ranging from Fiona Davidson, founder and editor of *The Ferret*, who is working with the NUJ to improve opportunities for women and under-represented groups in Scotland, to a panel of pioneering hyperlocal publishers explaining 'why print is not dead'.

Rich Coulter of *The Voice Network*, Richard Gurner of *The Caerphilly Observer*, James Cracknell of the *Waltham Forest Echo* and Jeremy Morton of *South Leeds Life* have all found advertisers and readers still like print.

Morton said: "People believe words on paper more than they do on screen."

The conference organisers agreed the issue of 'fake news' had to be on the programme. Insights into this were given by Claire Wardle, research fellow at Harvard Kennedy School's Shorenstein Center (an open-access site that provides practical and ethical guidance on how to find, verify and publish content sourced from social media), and executive director of *First Draft News*. Tips were offered by Matt Cooke of Google Data Labs on digital story-telling using newsgathering tools from conference sponsors Google News Lab.

Megan Lucero, director of *The Bureau Local*, believes the future of investigative and community journalism is 'collaboration'.

Husband and wife Yusuf and Sumaiya Omar, founders of *Hashtag Our Stories*, believe it's digital storytelling. They travel the globe training people with 'no voice',

including children, to tell their stories on social media platforms Instagram and Snapchat. Sometimes they are given smartphones and other equipment by suppliers, said Yusuf. But there was no mention of payment for these stories.

Pam Morton, the NUJ's organiser for freelancers and Wales, said: "The conference highlighted the many different ways in which journalists, particularly freelancers, are now working, and their impact on journalism and democratic accountability.

"NUJ members are filling the gap left by severe cuts and closure of local newspapers and, at the union's Delegate Meeting in April, we shall be looking at more research on the different models of working, and advice and support for journalists."



# Equal value

**Louise Tickle** looks at how women are fighting inequalities at the BBC and other workplaces

**I**n more than two hours of explosive evidence before the digital, culture, media and sport select committee, the BBC's former China editor Carrie Gracie (pictured right) said she had been lied to, insulted and smeared by her BBC bosses in the weeks since her resignation.

Not only that: Gracie had just discovered, in the response to her formal grievance, that she had been appointed to the job of China editor on the basis that she would – entirely unbeknown to her – be 'in development' for three years. This, extraordinarily, was used to justify – to a highly respected, award-winning journalist with fluent Mandarin and three decades' experience – the fact that she was paid up to £115,000 less than her male counterparts.

Confusingly, the BBC's adjudication of Gracie's grievance also acknowledged it had 'inadvertently' underpaid her for years: management offered to bung her £100,000 to make up the shortfall.

She refused. "I don't want that money. That's not what it was about for me. They're still not giving me equality," she told the committee.

When Gracie was initially offered the job of China editor four years ago, she knew there would be sacrifices, not least leaving her teenaged children 5,000 miles away, and reporting from a country that is one of the most hostile in the world to independent journalists.

In her searing letter of resignation, published on her blog in January, Gracie wrote: "I accepted the challenges while stressing to my bosses that I must be paid equally with my male peers."

But it was only at the select committee hearing that those watching the live stream would have fully realised the impact of those sacrifices on a woman who had dedicated her professional life to public service journalism.

"It was not a great time for my children – they were embarking on A-levels," Gracie told MPs. Her daughter had developed leukaemia. She herself had twice been diagnosed with cancer, so had initially resisted the pleas of the then head of news James Harding. She was 'worried', she said, about the impact on her children.

In January, when she finally resigned on principle over the pay inequality she'd discovered the summer before, she was blanked by all but one of the senior managers to whom she'd communicated her decision. Later, it appears her boss Fran Unsworth told a colleague that Gracie

had only worked part-time as a justification for her lesser salary. (Unsworth disputes this.)

Sitting alongside Gracie at the select committee, NUJ general secretary Michelle Stanistreet told MPs that the issue the union had raised repeatedly with BBC management 'was not just the pay, but the processes' that systematically disadvantaged women working at the BBC.

Female journalists, Stanistreet said, had been told to go freelance, losing entitlement to sick pay, holiday pay, pension contributions and maternity leave. If they didn't, they risked not being booked for presenting shifts. Women's contracts had been deliberately allowed to lapse, leaving them powerless in negotiations. Some had fees withheld under pressure to sign new contracts.

"It's a very worrying culture," Stanistreet said. "We've been very upfront with the BBC about the inadequacies of the equal pay work done last year."

The NUJ is representing over 130 BBC women with equal pay and other discrimination claims. These are only the tip of a very large iceberg. There could be punishing financial consequences if women united and won an equal pay claim at a tribunal. If the corporation was to look to the experience of Birmingham City Council, which lost a class action equal pay claim, it would see the cost of unlawfully paying women less than men for work of equal worth can run into billions.

Following a successful class action at Glasgow City Council, the cudgels have been taken up by women in the corporate sector: Asda is facing the biggest ever corporate equal pay claim to be lodged in this country, with 17,000 employees undertaking litigation. Any equal pay claim won at tribunal means the employer must give claimants six years back pay as well as bringing all women's pay up to that of comparable male workers.

Before the committee hearing, The Journalist asked Stanistreet about the union's experience of negotiating with the BBC to secure equal pay.

"There's certainly a commitment on the part of the BBC to work with us to get the cases reviewed, but what remains to be seen is whether the corporation takes meaningful action to address not just inequities in salary but also past losses," Stanistreet said.

Stanistreet is dismissive of claims by BBC bosses that equal pay is complex to sort out. "There's

## Equal pay: a recent history

**1968**

Female workers at the Ford plant in Dagenham strike for three weeks, demanding equal pay.

**1970**

Following the strike, the Equal Pay Act is voted into

law. It forbids men and women from being treated less favourably in terms of their pay and conditions at work.

**1975**

The Equal Pay Act comes into force, five years later.

**1988**


After a 10-year battle through the courts, the first 'equal value' claim is won by Julie Hayward, a shipyard cook from Birkenhead.

**2008**

A class action claim for equal pay is launched against Asda. The numbers involved rise over the next 10 years to 17,000.

**2010**

The Equality Act replaces



nothing complicated or difficult about paying your female journalists less than their male peers – although of course having that laid bare and open to public scrutiny is clearly squirm-inducing for those running the BBC,” she says scathingly.

“Tackling it takes resolve and honesty, alongside real change in the way pay is addressed. The vast majority of those working for the BBC are there because they are passionate about public service broadcasting and it’s that ethos that should lead its approach to pay and remuneration, not the external market that the BBC likes to bang on about when it tries to justify the unjustifiable.”

At Leigh Day solicitors, which is representing Asda workers, equal pay specialist lawyer Linda Wong says there is ‘enormous power’ in large numbers of women uniting for their legal rights.

“Sometimes people think I’m going to weigh the pros and cons’ because of the potential backlash and the risk of losing their livelihood. And, because the change doesn’t come quickly enough, they can start to think it’s pointless,” says Wong. “But I think Carrie’s coming forward will prompt more women to find the strength and courage to do the same.”

The dawning understanding that you have been undervalued for decades can be exceedingly painful, and was powerfully described by Gracie in her evidence to MPs. It’s an emotion Wong has come across all too often.

“That realisation sometimes is not very empowering, because for many people, they really need this job,” the solicitor says. “But when you have someone like Carrie speaking out, it gives it that little bit more of a push, for people to think, no, I’m not being unreasonable. People sometimes don’t acknowledge how wrong it is.”

Stanistreet finds the same: “One of the benefits of the work at the BBC is that it’s sparked conversations at lots of other workplaces. The NUJ has been involved in other individual cases, and a number of chapels are working hard to assess what equal pay issues might exist.”

Meanwhile, she says, the BBC is not the only culprit. “The media industry and the broader creative industries have a bad record on equal pay. It’s high time the sector is dragged into the 21st century: we need to work collectively to put an end to unlawful and discriminatory pay cultures.”

the Equal Pay Act and the Sex Discrimination Act.  
◦ Also in 2010, around 5,000 Birmingham City Council cleaners, cooks, care assistants and caretakers win their equal pay claim against their employer

### 2015

Four female Sainsbury’s workers begin a class action claim for equal pay: over the next three years, the numbers involved rise to nearly 1,000 employees.

### 2017

Around 6,000 Glasgow city council workers win a class action for equal pay against their employer.  
◦ Also in summer 2017, the BBC publishes data on its gender pay gap among employees earning over

£150,000. This demonstrates that two thirds of the corporation’s highest earners are men. A gender pay gap analysis shows male BBC employees earn on average 9.3% more than women.

### 2018

In April, all organisations employing more than 250 people will by law have to publish their gender pay gap.

# Changing **m**

The media has come a long way in reporting mental health issues. But there is still some way to go, reports **Sophie Goodchild**

**W**hen The Sun newspaper splashed with the headline “Bonkers Bruno Locked Up” in September 2003, it never expected such an outcry. Editor Rebekah Wade (now Brooks) had seen nothing wrong in labelling former world heavyweight boxing champion Frank Bruno this way after he was taken to a psychiatric hospital.

Angry readers were soon swamping the paper with calls. Some threatened to boycott the paper, and charities branded its coverage ‘insensitive’. Later editions were changed and the next day Wade hastily launched a fund to tackle mental illness.

The episode gives a textbook example of how parts of the media portrayed mental illness back then. At best, editors dismissed stories about depression as lacking reader appeal. At worst, coverage was biased towards the public needing protection from ‘nutters’, ‘psychos’ and ‘maniacs’. Sue Baker OBE, former head of media for charity Mind, remembers the focus on “people in asylums wearing straitjackets” and the constant struggle to get sympathetic reporting. “The argument from some editors was ‘It’s our job to reflect what our readers think. It’s your job to educate them.’ It was and still is a cop-out.”

Figures from Time to Change, the anti-stigma campaign that Baker set up with charities Mind and Rethink Mental Illness, suggest that newspaper reporting of mental illness is improving. In 2016, for the first time since Time to Change began monitoring stories in 2008, more articles with a sympathetic angle than those that reinforced stigma were published.

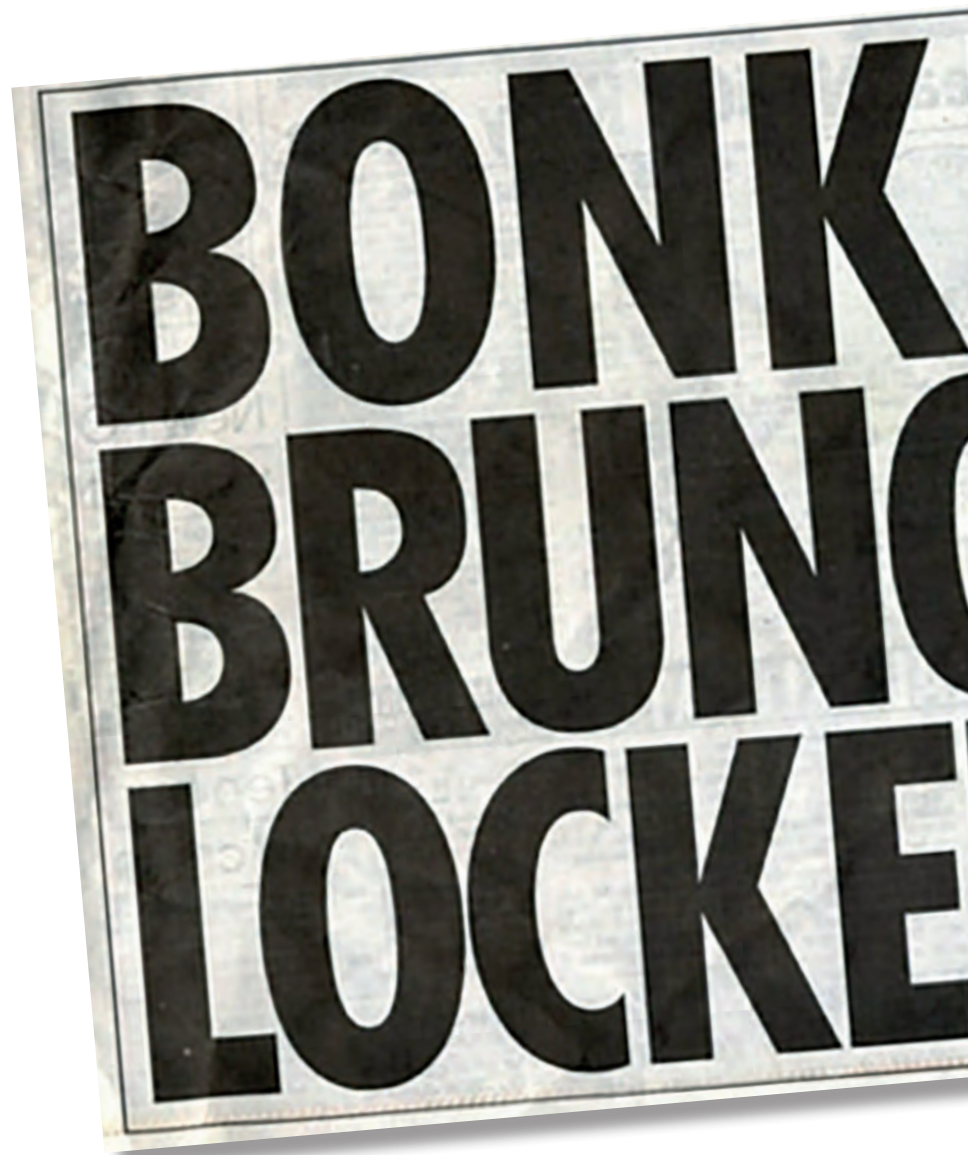
However, stereotypes persist, especially around schizophrenia – the only mental illness more likely to be in a negative than a sympathetic story. Says Baker: “You don’t see enough coverage of real people living with this condition like mums or the school lollipop man – articles that show the human side and the fact it can affect anyone. There’s still a misconception that you’re far more likely to be dangerous if you have schizophrenia, despite the vast majority of people not having hurt a soul.”

As someone diagnosed with bipolar schizoaffective disorder, writer Giles Addison says negative stories make matters ‘so much tougher’. “Having a mental illness is a very isolating experience anyway,” he says. “How it is invariably portrayed in the media only increases this, especially with schizophrenia. It is a prejudice I must face every single day.”

Alastair Campbell, an ex-Mirror journalist and former Downing Street director of communications, agrees work is

needed to shift papers away from linking severe mental illness with violence. “Papers like to make an impact and, if there’s a court case where the defendant says Jesus told them to do this, then you can’t expect a reporter to ignore the story,” says Campbell, a Time to Change ambassador. “But papers ... should be ensuring coverage is proportionate, balanced and in context.”

When Campbell went public about his experience of depression, newspapers were overwhelmingly sympathetic. There was a time, he says, when you ‘couldn’t get stories about mental illness in the paper’ but, when his brother Donald died last year, Campbell was heartened that the focus was on him as a University of Glasgow piper, rather than as a person with schizophrenia. “It was an opportunity to get across the fact that he had a life and a career as well as a



# inds

mental health condition, rather than the other way around.”

Given that many people learn about mental health issues from the media, it has a responsibility to be accurate and sensitive, Baker notes. “I remember someone introducing me as ‘Sue Baker, the depressive’ when it’s just a tiny part of who I am. Journalists need to be reminded someone is a person first. They may be a footballer who also happens to have schizophrenia.”

Educating the media is something to which Time to Change is committed. Its guidance includes not calling a person a ‘schizophrenic’, not using the term ‘committed’ suicide or describing in detail how someone ended his life.

“With suicide, the issue is around the term ‘committed’ suicide which is associated with committing a crime and adds

// **Given that many people learn about mental health issues from the media, it has a responsibility to be accurate**



to the stigma. We work closely with the Samaritans.”

Another concern is that atrocities are blamed on mental illness. An example is the Germanwings crash, deliberately caused by pilot Andreas Lubitz, which killed 149 people in 2015. Headlines included ‘madman in cockpit’ and ‘suicide pilot had a long history of depression’. The reason he flew the plane into the French Alps is not known.

The same applies to terrorist incidents, according to Baker. “They are often reported as linked to mental illness when actually we don’t know why someone committed a terrorist act.”

Danny Buckland, who worked on nationals for more than two decades and was shortlisted for a Mind award for his reporting, believes certain factors have helped to change attitudes.

Celebrities and young royals detailing their experiences as well as editors such as Martin Townsend on the Sunday Express, whose father’s struggle with manic depression was the trigger for the paper’s mental health campaign, have played a part, he says. “It used to be about celebs in rehab but then you had public figures admitting they were stressed, depressed or anxious. This encouraged readers to come forward with their experiences. Time has been a factor – it has taken nearly 20 years.”

During the phone hacking trial, Rebekah Brooks said the ‘Bonkers Bruno’ headline was a career mistake. However, in a way, the outrage it caused has helped to ‘change the narrative’, Baker says. “There’s still room for improvement but we’re definitely seeing progress,” she says. “Papers used to say to me: ‘We’re not interested in a story on depression. We did that six months ago.’ Now, we see stories on the issue every other day – and many are positive.”



## Mainstream move

**The Time To Change survey** has been examining the reporting of mental illness in the UK print media since 2008.

It is part of Mind Over Matter, a collaboration with the Institute of Psychiatry, Psychology & Neuroscience at King’s College London.

Its latest findings were based on an analysis of articles on mental illness in 27 local and national newspapers on two randomly selected days of each month during 2016.

They reveal just how mainstream the topic of mental health has now become.

A total of 1,738 articles covered the issue compared with just 941 in 2014, the highest

previous number.

The most common sources for newspapers covering mental health were people with mental health problems, both high-profile figures and the general public.

The researchers say this shows that more people feel able to speak out about the issues they are dealing with.

Half of the articles were anti-stigmatising. They offered a sympathetic portrayal, focused on issues such as recovery

and treatment, or promoted mental health.

This compares with just over a third (35 per cent) that portrayed people as a danger to others, as victims, behaving strangely or being a problem for others.

The rest of the coverage was mixed (six per cent) or neutral (nine per cent).

The most frequent stigmatising elements were ‘danger to others’ and ‘hopeless victim’, which Time To Change says shows that more work is needed to challenge stereotypes.

**time to change**

**let's end mental health discrimination**

# True OR false?

## Raymond Snoddy looks at the state of fake news and the fight against it

**W**hen the New York Times reported that President Trump had tried to fire Russia-links special investigator Robert Mueller, citing multiple sources, the response was both immediate and predictable.

“Fake news, folks. Fake news. A typical New York Times fake story,” Trump said.

The American president has spent his first year in office giving enormous prominence to the concept of “fake news”, using it to attack anything he doesn’t like.

Around the world, leaders of repressive governments from Syria and Russia to China and Venezuela have all reached for the convenient term to denounce facts or views they disapprove of.

The good news is that the deployment of “fake news” abuse has been so overused by President Trump when often the news has been manifestly true that the term has been devalued and may soon be in decline outside stand-up comedy routines.

“The ironic twist is that Trump has been basically deflecting criticism by accusing news organisations of fake news when it so obviously isn’t that he has undermined the credibility of fake news,” says Ian Murray, executive director of the Society of Editors.

Richard Sambrook, former director of BBC News and now professor of journalism at Cardiff University, believes that the term fake news has been rendered “meaningless” by overuse, and not just by President Trump.

He believes misinformation or disinformation more accurately describes a phenomenon that media organisations and society will have to continue dealing with it for a long time to come.

Things are better than a year ago because the problem is better understood and many initiatives have been launched by governments, publishers and television companies, including greater use of fact-checking.

It would be wrong, however, Sambrook warns, to believe that it is all about to be sorted out. In some ways it could even get worse because the technology now exists to combine video and audio to make people appear convincingly to say things they never said.

News organisations increasingly realise that they should be more open and clear with the public on the difference between opinion and evidence-based reporting.

Sambrook’s hope is that, as a result, trust in the professional media will rise and that “gradually people will come round to recognising what they can trust and can’t

trust, but it is going to take a long time”.

The trouble with fake news is that when the term is not entirely meaningless, it is many different things.

Apart from a general term of abuse in the mouths of politicians there is the genuine fake news of the “Pope backs Trump” variety made up by Macedonian teenagers to make money from Facebook advertising.

Then there is what Ivor Gabor, professor of political journalism at Sussex University and former BBC investigative journalist, calls “extreme spin” – something that, unlike the others, has always been with us in the UK national press.

Despite being a misused term, fake news, he believes, carries serious implications for journalism.

“Once the notion of fake news is implanted, it becomes almost the kneejerk response to any journalistic endeavour. That is quite undermining: it’s not just politicians – they would say that, wouldn’t they – but also the general public,” Gabor argues.

There are modest signs that the high water mark has been reached for at least some variants of the fake news concept.

In the US, in at least partial response to Trump, there have

## Arena seeks answers

**Anne Applebaum was so concerned about fake news,** or

disinformation as she prefers to call it, that she co-founded the Arena institute to tackle it.

Applebaum, a visiting professor at the London School of Economics where Arena is based, is interested in people making up fake news for money but concentrates on “people running political campaigns designed to fool people”.

The specialist in recent Eastern Europe history points to constant attacks on official databases in the Baltic states and cites the planting of false stories

such as NATO troops raping Lithuanian women.

Journalists, she believes, are at the centre of tackling this, first by understanding and writing about issues then moving towards solutions.

“Some of our projects look at ways in which we can design better journalism to reach people who are particularly prone to conspiracy theories,” Applebaum explains.



The crux of the matter is that there has never been a greater need for professional journalists to verify information while economic models to pay for them are under increasing pressure.

“We talk about it as a problem in Britain but it’s a crisis in smaller countries where the advertising market has disappeared and it’s very difficult to do good journalism,” says Applebaum.

For Applebaum, reasons for optimism include increasing action against invented stories spread by tech companies, including those emanating from Russia.



been large rises in subscriptions to papers such as the New York Times, Washington Post and Wall Street Journal in what has been called “a flight to quality”.

Under increasing political pressure, tech companies such as Facebook and Google have shown signs of being prepared to accept greater responsibility for spreading information that is false, extremist, violent or socially unacceptable in other ways.

London School of Economics academic Damian Tambini argues that the days when the social media giants can remain free to spread fake news and opinion without accepting the responsibilities of publishers may soon be over.

Social media companies have been developing artificial intelligence systems and hiring thousands of human moderators to remove unacceptable material.

Washington Post columnist and Pulitzer Prize winning historian Anne Applebaum was so concerned about the spread of “disinformation” that she co-funded a new institute, Arena, to tackle the problem.

While recognising the seriousness of the challenge, she is certain something can be done about disinformation.

“I am slightly more optimistic. The first part of dealing with any problem is to be aware that it exists, and the fact that the general public, journalists and the tech companies know that it is real is a step towards solving the problem,” Applebaum argues.

The recent 2018 Edelman Trust Barometer, which claims to be the world’s largest study of trust, found that fewer than a quarter of people in the UK trust the American tech giants. At the same time, trust in traditional media such as newspapers and television rose by 13 percentage points in a year to 61 per cent, a six-year high.

Hugo Dixon, founder of Breakingviews, now owned by Thomson Reuters, also believes there has been a modest swing back of the pendulum on susceptibility to fake news.

“People are a bit more aware they are being told things that are untrue; not everyone is, but I think there has been a bit of swingback,” says Dixon, who believes the election of Trump may have been the high water mark for the kind of populism that boosted fake news.

The former Financial Times journalist, who also set up InFacts to monitor press performance during the referendum campaign, now believes that “the more insidious stuff is coming out of the mouths of politicians”.

The role of the professional journalist, Dixon argues, is vital in “stamping on fake news” wherever it is found, and interrogating politicians and exposing any looseness with the facts.

In turn journalists must get their facts right and make proper corrections when they get it wrong.

Phil Harding, former editor of Radio 4’s Today programme and controller of BBC editorial standards, fears that fake news can never be stamped out entirely because it is so multi-dimensional and vast but it can be contained as greater value is placed on professionally checked information.

Along with Sambrook, who is a believer in the importance of media literacy, Harding argues that in the longer term the “solution” is a generational one.

“Digital literacy has got to form part of the school curriculum, teaching the next generation to be very sceptical



BEN JENNINGS

**In 2017, the world, not least the media world, woke up and declared war on the toxic, the lazy, the cynical and the downright fake**

and wanting to check out the media they use. At the moment they seem to be too trusting and unquestioning and not sceptical enough,” says Harding.

Many see fake news as not so much a threat as an opportunity for the mainstream media.

Vanessa Clifford, chief executive of Newsworks, a newspaper marketing organisation, and one who notes that what news brands do magnificently – “disseminating quality news in a trusted environment” – was at the heart of the debate about the future of the digital media marketplace.

“In 2017 the world, not least the media world, woke up and declared war on the toxic, the lazy, the cynical and the downright fake. We are going to see the battle continuing, and it’s one that’s definitely worth winning,” insists Clifford.

Murray of the Society of Editors waxes positively poetic about the future of journalism in the battle against fake news.

“Some of it [journalism] is tarnished here and there but most of it will absolutely stand up to scrutiny. A free press and media is a precious jewel like a diamond in the rough – even when it is polished there will still be flaws but the light that shines is brilliant,” says Murray.



# Story behind the picture

The watchdog stands sentry  
*John Walmsley*

**In 1979 I was awarded a grant** from the Scottish Arts Council to be attached to the art department of Wester Hailes Education Centre, Edinburgh. My role was to photograph the centre and work with the kids there. As I shot, I would pin up contact sheets and prints so that they could see what I was doing. This photograph was taken on the housing scheme surrounding the centre.



Are you an NUJ photographer and have a photo you want to tell the story of?  
Please email [journalist@nuj.org.uk](mailto:journalist@nuj.org.uk) Printed contributions will be paid.

**Raymond Snoddy** has some ideas for the review of the media

# Clear the decks for the more pressing issues

**B**efore governments get involved with the media they should adopt the medical mantra – first do no harm.

Prime minister Theresa May's independent review of what the industry and government can do to sustain high-quality journalism into the future is welcome – although very late.

To increase the review's credibility, the government should do four simple things – most would prevent considerable harm, particularly to the local press – and would cost nothing.

Before talking about newspaper sustainability, the government should remove section 40 of the Crime and Courts Act requiring newspapers to pay all costs in libel cases even when they win unless signed up to a state sanctioned regulator.

It should ditch similar provisions on data stitched onto the Data Protection Bill by miscreant Lords.

It is more than time to rule out formally a Leveson Two and finally accept the Leveson error of state oversight of newspaper regulation. Then acknowledge the reality of independent press regulator IPSO, despite its imperfections, and pension off the Gilbert and Sullivan Press Recognition Panel and its only child, Impress.

Then the decks will have been cleared so the review can deal with pressing questions such as whether newspapers get fair compensation from social media for their content.

That is one of the easier questions the review will face. The numbers cited by the government are stark. Average annual revenue from an online reader amounts to £15, compared with £124 from print – and no one needs

reminding it is print that is in decline.

More than 200 mainly local newspapers have closed in the past decade and around two thirds of local authority districts no longer have a local daily paper.

The sale of Express Newspapers to Trinity Mirror is the latest eloquent sign of the sort of stress that drives consolidation in any industry.

It should not take the review too long to get to the heart of the problems. Their manifestations, including the hollowing out of newsrooms, are everywhere before us.

Coming up with workable solutions will require a lot more imagination. Any significant action will require money – and, crucially, a transfer of funds from the multibillionaire new to the struggling old. Ideally, this should be voluntary but if necessary it should be imposed by regulation or law.

The likes of Google's Digital Initiative Fund is a step in the right direction. But, while robots creating simple news stories for the Press Association are fine, the need is for more human reporters on the ground and help with the preservation of print.

Better compensation rates for online advertising is an obvious first target.

Areas for further exploration include: a tiny media transaction charge on the social media giants, or charges linked to UK subscriber numbers to pay for a media fund.

Tech companies could create a voluntary foundation to help pay for journalism, similar to the BBC's 100 local reporters scheme.

Could the tech companies or

the government also find a mechanism for subsidising newsprint?

Profitable newspaper companies could be encouraged to commit to preserving numbers of journalistic jobs.

In the longer term, the government should commit to media literacy in schools to point out the difference between fake news and professionally verified information.

These are only morsels. Sharpen your pencils. Come up with your best ideas for the future of your media.

At least the newspaper industry has belatedly got the attention of the government on the importance of honest news flows to both democracy and society.

“  
Areas for further exploration include a tiny media transaction charge on the social media giants  
”



For the latest updates from Raymond Snoddy on Twitter follow @raymondsnoddy

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## Comedy

### Freedom of expression in Jenin's refugee camp theatre



**If, as George Orwell said, every joke is a revolution, then NUJ member Mark Thomas could be on the way to solving the crisis in the Middle East.**

The comedian's latest project, Showtime from the Frontline, tells how he set out to run a comedy club for two nights in Jenin, a city in the north of the West Bank.

"I wanted to do it in Gaza, but it turns out Hamas didn't have that great a sense of humour," he deadpans. "In Jenin, there is a refugee camp, and in that refugee camp is the Jenin Freedom Theatre.

"Thousands of people live in the camp. It's huge. It's crowded, it was razed to the ground, during the intafada. It's a really, really cramped series of alleyways with people living on top of each other.

"And in the middle of it all is a theatre. What I love is that a theatre in a refugee camp defies people's preconceptions about refugees. Are they desperately trying to get to Britain? Or are they waiting with a begging bowl for Bob Geldof to turn up? The theatre allows them to create art, and to find beauty and

identity in their lives."

Thomas, who's joined on tour by aspiring Palestinian comics Faisal Abu Alhayjaa and Alaa Shehada, found it wasn't simple to perform stand-up and celebrate freedom of speech in a place with so little freedom.

"Stand-up is the ultimate freedom of expression in Palestine, because once you talk ... it's out there," he says. "When you're performing to people with different cultural beliefs and expectations, things change.

"Some people in the camp think women shouldn't be on stage at all, others think all comedy should be about resistance to the Israeli occupation. There's a complexity and the show attempts to unpick that."

Mark says the show is "the story of trying to be yourself in a place where everyone wants to put you in a box", explaining "I want people to come out of it with a bit more understanding about the complexity of Palestine and the struggle people have to find their own voices."

He adds: "It's lots of fun. It's like a Liberation version of Fame."

[www.markthomasinfo.co.uk](http://www.markthomasinfo.co.uk)



by **Tim Lezard**

## Theatre

### Black Men Walking

#### On tour

Journalist Maxwell Ayamba inadvertently played a role in this rambling tale of 2,000 years of black British history. In 2004, the Ghanaian co-founded a health group to encourage black men to reject their sedentary lifestyles and, inspired by this, a handful of

Sheffield residents began meeting monthly to hike through the Peak District.

The Eclipse theatre company approached Testament to write a play about them and the rapper didn't disappoint, recounting previously untold stories in what he describes as "a celebration of blackness, of Britishness, and the fighting spirit that Yorkshire has."

<https://ecliptheatre.org.uk>

### The Birthday Party

Harold Pinter Theatre, London, until 14 April

If you're looking for theatre in the West End, it's hard to see beyond this amazing Birthday Party revival. Set in a rundown seaside boarding house and starring Toby Jones as Stanley and Zoe Wanamaker as Meg, Pinter's ambiguous comedy of menace sees a birthday party turn into nightmare on the arrival of two sinister strangers.

<http://www.thebirthdayparty.london>

## Books

### The Ghost of Franz Kafka

Patric Cunneane

NUJ member Patric Cunneane has published a collection of his latest poems, *The Ghost*



of Franz Kafka. Why that title? "Because Kafka was a socialist and many of these poems adopt a progressive viewpoint while nodding to the alienation in Kafka's world," he

says. "And, if you ever need

to explain poetry to a cab driver, look no further..."

[www.palewellpress.co.uk](http://www.palewellpress.co.uk)

### Readers' Liberation

Jonathan Rose

History professor

Jonathan Rose poses questions that will cause journalists sleepless nights: is reading a dying art? Can we trust what we read? This densely written and heavily researched book – who knew Emil and the Detectives was banned by the Nazis? – tackles serious issues of censorship, surveillance and mass manipulation, touching on fake news, propaganda and the pervasive influence of advertisers and publicists on the media. It's heavy going, but then this topic is always going to be, right?

*Oxford University Press, <http://tinyurl.com/yc3nfp8>*

### FIRE! The Cotton Mill Disaster That Echoed Down The Generations

Dave Hulme

NUJ life member Dave Hulme would like to thank all the journalists who made his first-ever book possible, but he can't because they're all dead. But Hulme, who spent more than 25 years working in BBC local radio,

newspapers and news agencies, acknowledges them in his book. The book, meanwhile, tells the story of the fire that destroyed the Vernon cotton mill in his home town of Stockport in



1902. Drawing parallels with the Grenfell disaster, Hulme writes about how the mill owners escaped justice although nine people died.

[david.r.hulme@btinternet.com](mailto:david.r.hulme@btinternet.com)

## Music

### Sandfest 2018

Glasgow Concert Halls, 18 March

If you love the 1980s, then this Down's syndrome fundraiser is for you. Billed as a celebrated mix of Scottish pop music, it has a house band featuring members of Aztec Camera, Del Amitri and Love & Money, plus appearances by The Bluebells, Altered Images' Clare Grogan and Hipsway's Grahame Skinner. All compered by comedian and actor Sanjeev Kohli.

[www.dsscotland.org.uk](http://www.dsscotland.org.uk)

### Get Cape. Wear Cape. Fly

Young Adult. Out now

After a four-year break, Young Adult signals a return by Essex boy Sam Duckworth. Politicised as a teenager by spending the weekend on his own in the Lefffield after being dumped by his girlfriend at Glastonbury's gates, he makes music as inspiring as it is moving. The album is a collection of 10 songs addressing social change.

Sometimes experimental – folk, electronica, brass – and always engaging, it's good to have him back.

<https://www.xtramilerecordings.com>



## Comedy

### Not Yet Suffragette

Riverfront, Newport, 8 March

Oxford Playhouse, 27 and 28 March

Natalie Ann Cutler's one-woman

## Book review

# Three decades of the complete journalist

**Donald Trelford was the complete journalist: hard-working newshound**, excellent writer, as he demonstrates in *Shouting in the Streets: Adventures and Misadventures of a Fleet Street Survivor* – as well as an editor who laid out his own front page. He is best remembered for editing the Observer for almost three decades, overcoming many obstacles (or owners).

A Coventry grammar schoolboy, he was attracted to upmarket celebrity. The index is packed with the great and the not so good.

In 1980, owners ARCO wanted to sell the paper to Tiny Rowland's Lonrho, which had conflicting

financial and African interests. As NUJ FoC, I and chapel committee colleagues became deeply involved. My criticism of Trelford is he does not mention the role we played – first, by championing the interests of readers while achieving mass support for editorial safeguards.

We also got the potential sale referred to the Monopolies and Mergers Commission. A condescending under-secretary dismissed us because the paper lost money. At a meeting with trade secretary John Biffen, I handed him a set of leaked accounts that showed it was profitable.

Donald's fascinating coverage of the demise of the old Fleet Street is



a must read for all journalists

**Jonathan Hunt**

[www.bitebackpublishing.com](http://www.bitebackpublishing.com)

show is a mix of feminist theatre and stand-up comedy looking at how 'not far' women's rights have come since winning the vote. Starting on the front lines of the First World War with Flora Sands – the only British woman to have officially served as a soldier in that war – the show documents women's struggles through the decades as they faced social stereotypes while trying to make their own way. The second act – Nigel Farage might want to look away now – touches on the issues of breastfeeding in public, the tampon tax, childbirth and

the gender pay gap before concluding with the true story of 17 women serving life in jail for having a miscarriage in El Salvador.

[www.entrepreneur.co.uk](http://www.entrepreneur.co.uk)



## Festival

### St Patrick's Festival (two events)

Dublin, 15-19 March

Cork 16-18 March

Now in its 23rd year, the major international festival in Dublin is a showcase for Irish artistic talent and achievements. The theme this year – "Home" – has inspired a unique film project, and is expressed in street theatre, talks, walks, spoken word, literature, music and visual art.

If you'd prefer something a little more low key, try Cork's St Patrick Festival, which promises a city brimming with music, food and all things Irish as it commemorates 100 years since women were granted

suffrage rights in Ireland.

[www.stpatricksfestival.ie](http://www.stpatricksfestival.ie)

<http://corkstpatricksfestival.ie>

## The Laugharne Weekend

West Wales, 6-8 April

Imagine being in the pub when all the coolest cult novelists, musicians, thinkers and controversialists turn up at the same time. That's what it's like to be at the Laugharne Weekend, a literary and arts festival in West Wales, whose musical director is former Gorky's Zygotic Myncci member Richard James.

Already announced are musicians Catrin Finch and Seckou Keita, comedian Adam Kay, singers Peggy Seeger and David Soul and – bizarrely – former England cricket captain Mike Brearley.

[www.thelaugharneweekend.com](http://www.thelaugharneweekend.com)

## Film

### The Guernsey Literary and Potato Peel Society

Released on April 21

A film of a book (2008's Mary Ann Shaffer and Annie Barrows' best-selling historical novel) about a book of letters, this charming picture tells the tale of a spirited journalist forming an unexpected bond with the residents of Guernsey in the aftermath of the Second World War.

Deciding to write a book about their war experiences, Juliet Ashton (Lily James) embarks on a path of self-discovery, coming across love, friendship and loss along the way

[www.thewayitwas.uk](http://www.thewayitwas.uk)

## Spotlight: a historic house

# Take a step back into Victoriana

Punch cartoonist Edward Linley Sambourne, his wife Marion, their two children and their servants lived at 18 Stafford Terrace in Kensington in Victorian times... and it's as if they still do.

Bachelor son Roy kept the interior largely unchanged until his death in 1946, when the property passed to

his sister Maud, who didn't want it because she already had a large house elsewhere in the city.

When Maud died, the house was sold by her daughter, Anne, Countess of Rosse, to the GLC and leased to the Victorian Society. In 1980, it was opened to the public.

Visitors take a genuine step back in

time into the splendour of a Victorian mansion house, with Japanese, Middle Eastern and Chinese objects and furniture, art, and original decorative schemes.

The house has featured in films (*A Room With a View*) and TV dramas (*Arthur and George*, *Squares*). It's open on Wednesdays, Saturdays and Sundays.

[www.culture24.org.uk/se000329](http://www.culture24.org.uk/se000329)



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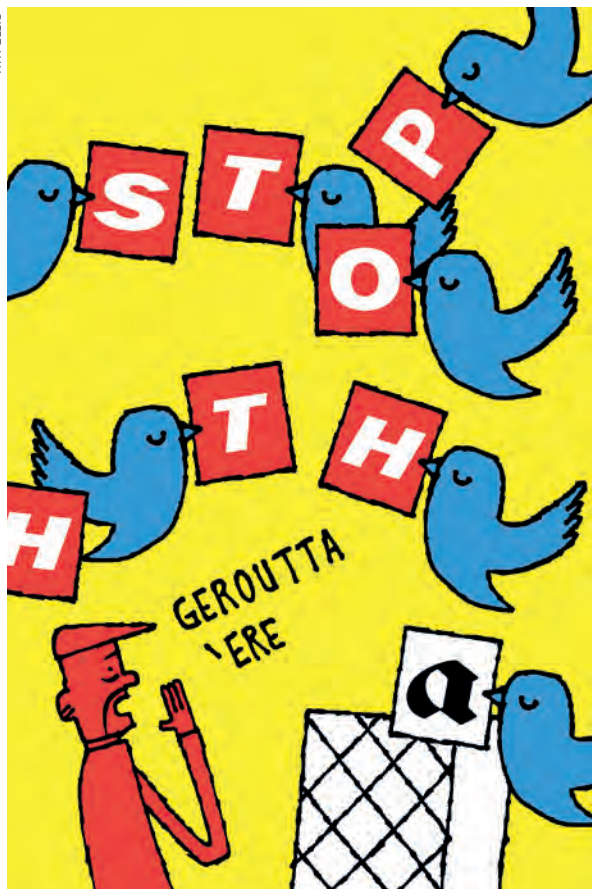


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TIM ELLIS



## Press freedom vs freedom of expression

I disagree with Raymond Snoddy ("Beware, the freedom of the press is at stake," *Journalist*, December-January).

To accuse the Stop Funding Hate campaign of posing a threat to press freedom seems to be applying double standards.

Provided nobody breaks the law and physically tries to stop distribution of newspapers or contravenes the Racial and Religious Hatred Act, then the Daily Mail and chums have the right to publish their often bigoted views, those that find them offensive have the right to protest and to lobby advertisers, the advertisers have the right to ignore the lobbying if they so wish, Mr Snoddy has the right to criticise the campaign, and I have the right to disagree with him.

This all seems to me to be one big exercise in freedom of expression - and certainly no threat to press freedom.

**Glyn Roberts**  
London



That it is unlawful to discriminate because of the other seven characteristics such as being a transsexual person, being pregnant or because of disability, sex or religion is well known. That this applies to age it seems is not.

Given this, it's likely that in dealing with everyday affairs, age will be seen as less of a priority, less important and not as urgent and concerning to other sections of society. If this is to be the case, it is a misjudgment of the importance of older people's affairs.

The affairs that we, the old, are addressing (pensions etc) will one day be everyone's concern.

**Roy Jones**  
NUJ 60+ Council

## Publishing earnings will close the gender pay gap

May I pay tribute to the powerful evidence of our general secretary Michelle Stranistreet to the committee of MPs investigating the gender pay gap at the BBC.

She is to be congratulated for giving the BBC's former China editor Carrie Gracie the high-profile public backing of our union.

Carrie talked of the appalling lack of transparency over pay in our main public service broadcaster. Michelle told MPs of the "scourge of unequal pay" at the BBC and the growing sense of anger and frustration among female staff.

It's a scandal we know affects the public and private sectors.

So is an answer to guarantee pay transparency as happens in Norway, where your salary is not a secret? Since 2008, the earnings of every taxpayer have been in the public domain.

Some in Britain may regard this as a gross intrusion into their privacy. I believe it offers a bold move to ensure greater pay transparency and accountability.

Secrecy over pay means injustice and creates unfairness. The NUJ should look at the Norwegian approach and lobby for a similar law.

**John Hess**  
Life member  
Nottingham branch

## Pressing newspapers to change is legitimate

Raymond Snoddy exaggerates when he says the Stop Funding Hate campaign threatens newspaper freedom. Nobody is denying the Express, Mail and Sun the right to publish what they like within the law. But neither am I giving up my right not to buy them, which I exercise every day.

Putting pressure on them to change is legitimate. Major brands have been applying precisely that pressure to the huge social media companies. That and its analogues are no doubt what Richard Wilson meant when he said - as quoted by Snoddy - "The end point is a media that does the job we want it to."

Nor is Wilson claiming that his definition of fairness is universal. He is just inviting those who share it to join him in expressing it.

The John Lewis quotation is disingenuous: "Withdrawing advertising on the basis of editorial coverage would be inconsistent with our democratic principles which include freedom of speech and remaining apolitical."

It would have been some day for their democratic principles if they had advertised in *Marxism Today*. They did not, and are now being asked not to advertise in *Bigotry, Hate and Bias Today*.

**Martin Hillman**  
Edinburgh

## Don't forget that the law covers age discrimination

In 2012, "age" was added to the seven protected characteristics that under the Equality Act of 2010 made discrimination unlawful - but nobody seemed to notice.

The act bans discrimination against adults in the provision of services and public functions. "Age discrimination is unfairly treating people differently because of their age," it states.

Direct age discrimination is where someone is unfairly treated in comparison with another, for example where an older person is refused admission to a gym or from holding office in a club or association because of their age.

**There is a lot of ignorance about council housing**

It is deeply ironic that in the December/January edition you published a letter about journalists being ignorant of council housing, by a journalist who shows, er, ignorance about council housing.

Terry Wardle appears to believe it is the fault of councils that the proportion of their tenants in work has fallen.

Not so. It is actually central government policy, forcing the sell-off of social housing without replacement, that has led to it becoming a tenure of last resort.

Councils only allocate homes to people in serious housing need because they must ration access to their dwindling stocks.

**Michael Lloyd**  
Edinburgh

**The inside story of scoops**

Thank you for including the article "Hold the front page!" in the October-November edition of The Journalist. It is always inspiring to read how the biggest scoops were landed and how the reporters had to deal with them before they were published.

**Ian Weinfass**  
Surrey

**Plural or singular nouns, or rather a bit of both**

"Isn't media a plural noun?" asks Jane Hammond (Letters, December-January). The answer of course is yes

and no. It's the plural of medium. But "media" in this sense is being used as a synonym for the collective noun "the press", whose individual members are not usually mediums.

It's very well explained by the late, great Bill Walsh, former chief copy-editor of the Washington Post, in his Sharp Points blog entry: "I am a member of the media: but I am not a medium" ([www.theslot.com/media.html](http://www.theslot.com/media.html)).

As he writes: "People who say 'the media is biased' mean there's an inherent bias in reporters and TV anchors. They don't mean there's an inherent bias in TV cameras, radio microphones and printing presses."

**David Westcott**  
Vienna

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- Johann Tasker** (@johanntasker) 12/12/2017, 19:05  
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- Rachel Martin** (@raquellemartin) 12/12/2017, 11:46  
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- Linus Rees** (@LinusRees) 12/12/2017, 16:59  
 The ever brilliant Steve Bell [@BellBelltoons](https://twitter.com/BellBelltoons) illustration on December cover of [@NUJofficial](https://twitter.com/NUJofficial) magazine. Journalists have a lot to answer for. Cartoonists like Bell put them to shame
- Andrew Don** (@DonsHardNews) 13/12/2017, 15:29  
[@simoncreasey2](https://twitter.com/simoncreasey2) Good piece you wrote in [@NUJofficial](https://twitter.com/NUJofficial) #theJournalist on #freelances and libel cover. Personally, I'd recommend all freelances to insure even if mainly B2B. It ain't worth the risk not to
- Helena McManus** (@HelenaScullion) 1 3/12/2017, 23:12  
[@NUJofficial](https://twitter.com/NUJofficial) thought-provoking article by Mickey Carroll in latest issue of The Journalist. Sad to say I've only tended to interview young people around exam results time.
- Jem-gle Bells Collins** (@Jem\_Collins) 14/12/2017, 12:02  
 This, in the new [@NUJofficial](https://twitter.com/NUJofficial) is giving me life after my work party. [@MickeyCarrollIO](https://twitter.com/MickeyCarrollIO) is my new god. pic.twitter.com/TpWOeHyONz

**STEVE BELL**

**THE OWNERS**





## Lorna Birchley

**Lorna Birchley was an award-winning journalist with BBC news and current affairs programmes.**

She worked with investigative programmes and as a Panorama and Newsnight producer, but will be remembered most for her spirit in defending the rights of people with disabilities at work.

Born in 1957, Lorna was academically gifted, and attended Bishop's Holt Grammar School. Aged 13, she was diagnosed with type 1 diabetes, an illness that made school and university studies tough.

In 1982, Lorna was sacked from a trainee post at the Middlesex Advertiser when the company claimed she had failed to fill in her application form correctly by not disclosing her diabetes.

Lorna refused to accept this and the group chapel went on strike. After two weeks of action, the company reinstated her. There was another happy ending – it was on the picket line that she met her future husband Dick Bower, FoC at the NUJ chapel in Ealing. They married in 1988. They had one daughter, Lizzie, who was born in 1993.

Later she worked as a freelance in BBC local radio then moved to Radio 4's In Touch, where she campaigned for the rights of blind and partially sighted people at work. She then joined the station's Face the Facts, where she broke the story of BSE, a scoop that opened doors to BBC TV programmes. She worked for Panorama, interviewing defecting KGB colonel and British secret agent Oleg Gordievsky, and covering the withdrawal of Soviet troops from Eastern Europe.

As her health deteriorated, she had to give up her career at the BBC. Lorna then worked as head of communications for the Classics for All charity.

She will be remembered as a journalist of impeccable integrity, whose commitment to justice went hand in hand with a determination to get the facts absolutely right.

**Patrick Kelly**



## Chris Bartter

**Chris Bartter, socialist, journalist, trade unionist and campaigner, died on 28 October aged 64 from a heart attack.**

Larger than life, he was a lay publicity activist and campaigner in Scotland when I first met him in the 1980s when I was a publicity field organiser for public service union Nalگو (now Unison).

Scotland was his adopted home. Chris was born in north London then moved to Dorking in Surrey before moving on to Glasgow to study at the University of Strathclyde. In 1975, he went to work at the Mitchell Library, now one of Europe's largest public libraries. There he joined Nalگو and met his partner Doreen Keen.

Chris moved from being a leading publicity and campaigning activist to become the union's first full-time Scottish communications organiser, where he inspired and trained many lay activists in publicity and campaigning skills.

He also had great organising skills, chairing the 7:84 theatre company, building Glasgow's citywide trade union May day festival and, following his retirement from Unison, helping to launch the Nelson Mandela Scottish Memorial Foundation and the Havana Glasgow Film Festival.

Chris was a regular contributor to the cultural pages of the Morning Star and his blog Grumping with the Captain had a big following. He was also a tireless campaigner for the Scottish Freedom of Information Campaign. But it was not a solo act; Doreen, who survives him, was also his partner in his political and campaigning work.

Chris had a great sense of humour as well as great kindness. He is sorely missed not only by his army of friends but also by all who came into contact with him.

His life has been an inspiration for many and he will live on in our hearts and minds.

**Barry White**



## Jim Brennan

**Jim Brennan, a trailblazer in journalism training and an NUJ member of honour, has died aged 96.**

Jim was the first full-time lecturer in the early days of the National Council for the Training of Journalists in the early 1960s, setting up a course in Harlow, Essex.

His career began at the Derby Evening Telegraph in 1939, but was interrupted by the Second World War, in which he served as a paratrooper. After being demobbed, he returned to newspapers, working in Fleet Street as a reporter for The People.

Jim was a pioneer in journalism training. He was involved with the NCTJ from its creation, first as a member of the network of volunteers from the NUJ and the Newspaper Society who ran courses.

Jim worked at The Guardian in Manchester, as a radio producer for the BBC in the north west, and spent some time training journalists in China.

Beyond retirement age, he freelanced, using the new medium of the internet to launch what he called "news-viewsletters" starting with the weekly Derby Guardian, then the Derbyshire Guardian and titles for Leicester, Lincoln and Nottingham.

In his mid 80s, he set up an electronic newsletter for over-80s silver surfers, and lobbied political parties on behalf of the National Pensioners Convention.

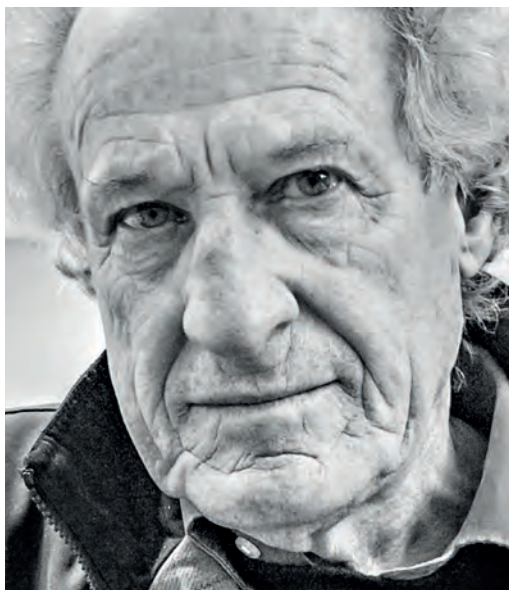
He was chair of Derby and Burton branch for a number of years, which I chair now. He was a mainstay of the branch and, with other officers, made sure it met regularly.

Jim was dedicated to journalism and training and helping young reporters for many years. He continued working and campaigning almost until the age of 90, a remarkable feat.

Jim's wife of 75 years, Mary, died in 2014. He is survived by a son and daughter, grandchildren and great grandchildren.

**Kevin Palmer**





## Romano Cagnoni

**My father, photojournalist and longstanding NUJ member Romano Cagnoni, died in Tuscany on 30 January 2018 aged 82.**

Former Sunday Times editor Harold Evans said he viewed Romano as “one of the most important photographers of the 20th century.”

Romano Cagnoni was born in the coastal Tuscan town of Pietrasanta. After school and ignoring his father’s advice to become a bookkeeper, Romano found work in a photographic studio in his home town where he learned the basic skills of his trade, later turning to beach photography to supplement his income.

He arrived in London in the late 1950s and launched a freelance career photographing many weddings within the newly immigrant black community around east London’s Hackney, as local studios would often refuse these commissions because of racial prejudice. Often he found himself emerging from the receptions almost as tipsy as the wedding guests, such was their kind welcome.

His first scoop came when he climbed down from the rooftop of the Dorchester Hotel to photograph Elizabeth Taylor on the balcony of her hotel room dining with her husband Eddie Fisher. Taylor was in London to film Cleopatra, but refused to face the press. Romano made enough from these paparazzi pictures to buy the better equipment he needed to take the photos he really wanted to take.

A fellow photographer, Alan Vines, introduced Romano to Simon Guttman, one of the founding fathers of photojournalism in late 1920s Berlin and the man said to have given a camera in 1932 to his then darkroom boy Robert Capa. Guttman persuaded Romano to join him in working for his photo bureau Report in London. Helen Warby, Romano’s wife, would

later join them, operating as a picture editor and administrator. The Report photographic archive is still active, with many photos available.

Guttman had excellent contacts in the labour movement and the progressive cultural forces then emerging within Britain. In 1964, Romano acted as the official Labour party photographer, photographing Harold Wilson as he travelled across Britain leading his party to victory in the October general election.

Then came his greatest scoop. Guttman, using his contacts book again, managed to gain permission for three men – renowned journalist James Cameron, Cagnoni and news cameraman Malcolm Aird – to be the first independent, western reporters to enter North Vietnam, in November 1965, at the height of the war being fought against the US.

Romano produced a number of evocative photos of the ordinary Vietnamese people reflecting their daily lives as they lived through the bombing of their homes by seemingly overwhelming forces. His photos of president Ho Chi Minh and prime minister Pham Van Dong were splashed across the front covers of many major magazines, including LIFE, Espresso, The Observer and The Economist.

Two years later in 1967, he headed for Biafra to cover the three-year Nigerian Civil War for Report. Romano’s commitment to the Biafran people’s cause, reflected in the powerful photos he took, used extensively across the world’s press, made it very much “Cagnoni’s war”. He received the US’s prestigious Press Award for his coverage of the war in LIFE magazine.

By the early 1970s, Romano had parted company with Simon Guttman and Report. He began to freelance, covering stories for numerous publications including The Observer and Sunday Times magazines.

The next decade started with him producing two photo essays on the Russian army’s presence in Afghanistan and, later, its military presence in Poland. He worked clandestinely, using a camera loaded with small 110mm film that he hid in a large mitten with a hole cut in it.

In 1991, he went to photograph the conflict in the former Yugoslavia; images were again used across the world’s press. In 1995 in Grozny, he set up a photographic studio in the middle of a war zone during the conflict between the Russians and Chechen rebels.

Even into his 70s he worked in Syria and, following up an idea of his wife Patti, gave refugee children phones and asked them to take selfies as they somehow survived living in the camps.

He is survived by his third wife, Patti, his first wife Helen, his son Stefano (myself) and daughter Tania, his three grandchildren, Rosa, Tommaso and Anna, and his older sister Anna-Maria.

**Stefano Cagnoni**



## Gerry McCann

**The NUJ has paid tribute to Scottish photographer Gerry McCann, who has died at the age of 64.**

In a thirty-year career McCann undertook assignments all over the world, but was probably best known for his long stint as the main photographer for the Times Education Supplement Scotland.

Originally from Lanarkshire, Gerry attended Holy Cross High School in Hamilton. His editorial photography appeared in nearly every British newspaper and many others around the world. In 1988 he documented the results of war and famine in Ethiopia – and returned to the country 20 years later to pick up the stories of some of those he had met in the wake of the conflict. His work also illustrated numerous books.

Gerry joined the NUJ in 1986 and remained a loyal member until his death. A familiar face at NUJ events in Scotland and beyond, he will be remembered for his doggedness and commitment to social justice.

John Toner, the NUJ’s Scottish Organiser said: “Our paths crossed many times over the years. It was Gerry’s devotion to photography as a craft and to the importance of a trades union to protect all journalists for which I will remember him.”

**Tim Dawson**

## Rapid response unit will limp along

### Truth unit won't keep up, says Chris Proctor

**T**he government announced last month that it was going to set up a 'rapid response unit' to deal with fake news. This would be heartening except technology is a greased gazelle and regulation is a lame elephant. Catching up is going to be tricky.

On the positive side, it could mean we Brits will be hearing less from the US president, who, when not railing against it, dispenses fake news like it's going out of fashion. Despite all the competition, one of my favourite Trump remarks is still: "I've made stuff up forever, and they always print it."

That was on the record. How much credence do you give to a quote from someone who has already said they make stuff up? And, marvellously, even this statement is false as he patently hasn't been making this happen forever – there was a golden age of pre-Trump.

It was even fake news when Collins made 'fake news' its word of the year as – and I concede I'm no mathematician – it is approximately two words.

Back to the government initiative. It's the idea of a 'rapid response social media capability' that astounds me. I mean, if it takes from July 2009 until July 2016 to come up with a report on the Iraq war, how long is it going to take to decide whether it is fake news to suggest that the UK will raise £350 million a week to fund the NHS if it supports Brexit?

This should rightly be investigated as the new unit is supposed to probe anything to do with national security, which the Remainers claimed would come under threat if we left the EU. On the other hand, that may be false news, too.

It's not easy, is it? Because, before it can do anything, the elephant lumbering after the fake news antelope will need to define what 'truth' is. This can be tricky. Philosophers, from Aristotle to Julian Assange via Keats, have been debating its nature for thousands of years. Is it true that Nelson Mandela was a freedom fighter, as people think? Or was Margaret Thatcher being truthful when she said he was a terrorist? Did the UK economy truthfully grow by 0.6 per cent in the final quarter of 2017? Is Pamela Anderson, 50, really smitten with footballer Adil Rami, 32?

And, given that it is a basic tenet of our justice system that you are innocent until you're proven guilty, wouldn't anyone accused of publishing fake news be granted an appeal? There is evidence that some judicial appeals are less than 'rapid'; for example, the Weston brothers began arguing about the proceeds of the family printing firm in 1963, finally settling the matter 43 years later when only one of them was still alive. A master of understatement, the survivor, Glyn, was quoted as saying: 'It has dragged on a bit.'

My point, as far as I remember it, was that speed to an elephant is not the same as alacrity to an antelope. And frankly you need to be sharpish to keep up with social media. If it takes you two seconds to post something online, you either live in a deep crevice halfway up Snowdon or you should change provider.

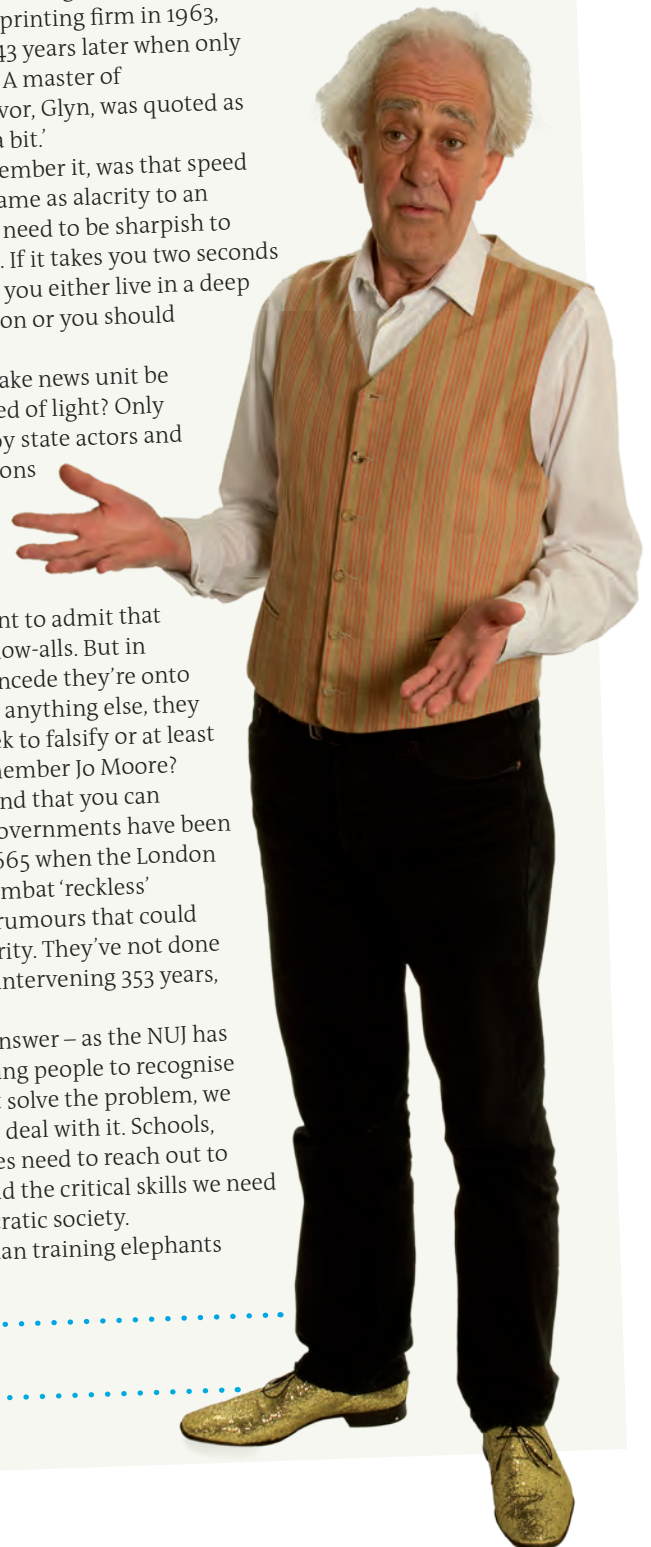
And what will the anti fake news unit be expected to do at the speed of light? Only 'combat disinformation by state actors and others' and 'deter the actions of those creating fake news'. Should be easy enough!

I know politicians and governments are reluctant to admit that they are not almighty know-alls. But in this case, they should concede they're onto a loser. Quite apart from anything else, they themselves regularly seek to falsify or at least 'massage' the truth. Remember Jo Moore?

It's false news to pretend that you can control false news. UK governments have been trying to do this since 1665 when the London Gazette was set up to combat 'reckless' publication of baseless rumours that could endanger national security. They've not done particularly well in the intervening 353 years, have they?

The only long-term answer – as the NUJ has pointed out – is educating people to recognise false news. If we cannot solve the problem, we need to be equipped to deal with it. Schools, colleges and universities need to reach out to teach us all how to build the critical skills we need to function as a democratic society.

It's more practical than training elephants to sprint.



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