

# the Journalist

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## Copyright Cluedo

*Find whodunnit and get them to pay*



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Copyright has been under sustained attack in the digital age, whether it is through flagrant breaches by people hoping they can use photos and content without paying or genuine ignorance by some who believe that if something is downloadable then it's free. Photographers and the NUJ spend a lot of time and energy chasing copyright. This edition's cover feature by Mick Sinclair looks at a range of practical, good-spirited ways of making sure you're paid what you're owed. It can take a bit of detective work.

Data in all its forms is another big theme of this edition. Whether it's working within the confines of the new general data protection regulations or finding the best way to communicate securely with sources, data is an increasingly important part of our work. Ruth Addicott looks at the implications of the new data laws for journalists and Simon Creasey considers the best forms of keeping communication with sources private.

On other pages Denis MacShane, an avowed European, looks at how Brexit has created a new newspaper and Terry Wardle celebrates campaigning journalism.

I'm pleased to say that the Your Say pages are especially full in this edition following a lot of positive reaction to The Journalist on Twitter. Do please email and tweet comments to keep this important section in good health.

Christie

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**Cover picture**  
Jon Berkeley



**Raymond Snoddy**  
Page 19

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Pages 20-21



**Steve Bell**  
Page 27



# STV cuts 59 jobs and closes second channel

**STV is cutting 59 jobs and has closed** its STV 2 channel. The broadcaster has said it wants to save £1 million per year in a three-year restructuring and growth programme.

In STV's news operation 34 jobs are going and another 25 jobs are being lost with the closure of STV2 at the end of June. STV is also selling local TV assets to That's Media. The flagship STV News Tonight which covers Scottish and international news is being cut, leading to fears about news quality and breadth of coverage.

News of the cuts led to a walkout by presenters and staff from the Glasgow studios. At an outdoor meeting they complained both about the cuts and the manner in which they had been communicated.

NUJ members voted overwhelmingly for industrial action with 98.8 per cent in favour on a turnout of 81.8 per cent. However, managers pledged that there would be no compulsory redundancies so the chapel decided not to take any action.

John Toner, NUJ Scottish organiser, said: "We are delighted with the ballot result. A vote of 98.8 per cent in favour of industrial action is a considerable show of solidarity, and demonstrates our members' commitment to resisting compulsory redundancies.

"The consultation process will continue, and we look forward to working with STV management to shape their proposals and maintaining quality in the new set-up."

STV's chief executive Simon Pitts insisted that the broadcaster is not being prepared for a sell-off to the wider ITV network when he faced questioning from members of the Scottish Parliament over the cuts.

- The BBC has said that its dedicated TV channel for Scotland will go live in February next year.

Originally it had been planned to start broadcasting this autumn.

BBC Scotland director Donalda MacKinnon said "coming on air early in the new year was the best option for us, audiences and our suppliers".



## NUJ members voted for industrial action with 98.8 per cent in favour on a turnout of 81.8 per cent

## inbrief...

### DIMBLEBY TO LEAVE QUESTION TIME

David Dimbleby is to leave BBC's Question Time after 25 years as presenter of the political programme. He will leave the show at the end of the year and said it was the right moment to go. Mr Dimbleby, 79, said he wanted to return to reporting, which was his first love.

### LOW TAKE-UP OF PAID FOR ONLINE NEWS

British readers rank poorly in paying for online news, according to the Reuters Institute Digital News Report 2018. The study found that seven per cent of British people paid for online news, the same level as Croatia. In the US, 16 per cent paid and in the Nordic countries it was an average of 22 per cent.

### WALES' OLDEST PAPER SHUTS OFFICE

The newsroom of the oldest newspaper in Wales is closing after a review of customer footfall at the weekly Carmarthen Journal, which was founded in 1810. Staff have been told they can work from home or on patch after the closure of the town centre office.

### OBAN TIMES GOES FOR SMALLER SIZE

A Scottish weekly regional newspaper has changed to a compact format after more than 150 years as a broadsheet. The Oban Times has been redesigned for the smaller size following research among readers and advertisers.

### TOMINEY TO JOIN THE TELEGRAPH

Camilla Tominey, the political editor of the Sunday Express, will move to the Telegraph later this year. She will be an associate editor (politics and royals) at the daily newspaper. Tominey has spent 15 years at the Sunday Express where she is also the paper's royal editor and a columnist.

## BBC new terms and conditions agreed

**NUJ members at the BBC have voted** to accept a pay deal and a new set of terms and conditions, following a two-year negotiation with the corporation.

The result was a 58.7 per cent yes-vote to accept the

pay offer and terms and conditions proposal, and 41.3 per cent no, on a 63.9 per cent turnout.

The three-year pay deal, backdated from August 2017 and running to the end of July 2020, is for 2 per cent in 2017/18; 2 per cent in

2018/19 and 2.5 per cent (or the licence fee settlement percentage if higher) in 2019/20.

Michelle Stanistreet, NUJ general secretary, said: "There is still a lot of work to be done on terms and conditions, particularly on

night working and on weekend working – which we plan to ensure will deliver further improvements to working patterns and conditions for NUJ members, particularly those who routinely work unsocial hours."



## 60+ Council goes to pensioners' parliament

**The union's 60+ Council sent a delegation** to Blackpool for the National Pensioners Convention (NPC), the pensioners' parliament. Jenny Sims, Mary Brodwin, Ann Coltart, and 60+ Chair Jim Symons joined more than 500 delegates from across the UK. Strangely enough, the delegation was met by glorious weather, instead of the usual wind and rain. Subjects discussed included the NHS, pensions, loneliness, and funeral poverty. The proceedings ended with everyone singing the NPC anthem 'Keep Right on to the End of the Road'.

**inbrief...**

**JOHNSTON PRESS SEES SALES FALL**

Johnston Press, the publisher whose titles include the *i* and the *Yorkshire Post*, saw group revenues fall nine per cent for the first five months of the year. The company said the 'trading environment remains extremely challenging'. It warned of uncertainty over paper costs and the impact of the General Data Protection Regulation on digital advertising.

**SHAH BECOMES BUSINESS EDITOR**

Oliver Shah, Sunday Times city editor, has been made business editor. He has worked at the paper since 2010, starting as a business reporter. While retail correspondent, he became business journalist of the year at the 2017 London Press Club Awards and the National Press Awards for his investigation into Sir Philip Green's £1 sale of BHS.

**KRIEL MOVES TO A ROLE AT SKY FROM AP**

Caro Kriel has become Sky News' head of international news. She moved from Associated Press where she was Europe news director. She has 20 years' experience in foreign reporting.

**INSTYLE UK IS SHUT DOWN COMPLETELY**

Time Inc UK has shut down women's lifestyle website InStyle UK less than 18 months after it stopped publishing the title in print. The last print issue of InStyle UK appeared in December 2016 after 15 years on sale, and it was relaunched as a digital title. The website had a major revamp in March last year.

**PESTON GOES FROM SUNDAY TO MIDWEEK**

ITV's current affairs show Peston on Sunday is moving to a new midweek slot in the autumn. ITV's political editor Robert Peston's weekly 10am show will move to Wednesday night after ITV News at Ten, putting it up against BBC Newsnight. It will be called Peston.

# Call for shows with disabled performers to tackle stereotypes

**NUJ delegates at the TUC disabled workers' conference** called for more representation of disabled actors and musicians on stage and screen to address stereotypes of people with disabilities and lead to them being offered more work.

An NUJ motion, proposed by Natasha Hirst, said that, too often, people with disabilities were shown in the media as 'tragic, scroungers or superhuman' and that this allowed the government to put in place policies that made the lives of disabled people considerably worse.

The motion was passed unanimously at the conference in Bournemouth.

Mik Scarlet spoke to a Musicians' Union motion about the importance of supporting disabled musicians and making venues accessible, especially for those gigging early in their careers, when most performances are held in basements or rooms upstairs. He also lent support to an Equity motion that outlined the importance of drama in portraying deaf and disabled people authentically.

Natasha seconded an USDAW motion that

called on unions to work with organisations that supported members with learning disabilities. The motion noted that people with learning difficulties were one of the most marginalised and discriminated-against groups in society. The conference voted to ask the TUC in consultation with its disabled workers' committee to develop practical guidance for reps to use in campaigns to raise awareness of learning disability.

The TUC published a report showing the pay gap between people with and without disabilities is at its widest. In 2017, this reached 15 per cent, its greatest since 2013 when the government began publishing comparable data using the 2010 Equality Act definition of

disability. The average hourly pay for disabled workers was £9.90, compared to £11.40 for non-disabled workers.

More workers with disabilities are part time (36.4 per cent) than non-disabled workers (23.4 per cent), which partly accounts for the gap. The gender pay gap is 13 per cent for disabled men and 22 per cent for disabled women.



**Too often, people with disabilities are shown in the media as 'tragic, scroungers or superhuman'**

**Natasha Hirst**  
NUJ delegate

## PR and communications pay gap widens

**Women in the media industry are losing out to men** in pay, with their male colleagues earning more, occupying more senior roles and receiving bigger bonuses, the government gender pay reporting service has revealed.

An analysis by Press Gazette showed that 91 per cent of UK-based media companies paid men more than women on average, based on the mean hourly rate, and 85 per cent paid men more in bonus pay.

The union is encouraging chapels to carry out their own pay audits to find out how pay is distributed across employees, including by age, ethnicity and length of service.

The Telegraph has one of the widest gender pay gaps in the industry with women getting paid 35 per cent less than men on average.



TERRY MATHEWS / ALAMY STOCK PHOTO

## Union tackles Trinity Mirror bosses

**The NUJ sent a delegation to Trinity Mirror's AGM with a letter to shareholders** outlining concerns about the level of redundancies, the digital strategy, the gender pay gap

and failure to protect journalists' sources. The meeting provided an opportunity to question the board of the company, which has changed its name to father of the chapel at the

Reach group, asked how the board intended to reconcile the difference between print revenues falling by £86.4 million in 2017 while the income from digital operations was £4.9 million.

Chief executive Simon Fox said the group believed that print losses would match digital gains in between three and five years' time but 'would like this to be faster'.



# Legal action granted over dropping Leveson Two

**Victims of press abuse have been given permission** to take the government to court over its decision to scrap part two of the Leveson Inquiry into the culture, media and practice of the UK press.

A judge has allowed the group, which includes Kate and Gerry McCann, Christopher Jeffries, Crimewatch's Jacqui Hames and Byline Media, to proceed with a judicial review challenging the decision. It will be heard in October.

Grounds cited for the application included:

- That there was a legitimate expectation of victims that Leveson Two would take place
- That the government had acted irrationally and failed to give reasons for its decision
- That consultation responses were treated unfairly and irrationally
- That the Conservative Party's manifesto promise to cancel the inquiry was evidence of the government's closed mind.

The Leveson Inquiry had been planned as a two-part process with the second part examining wrongdoing in the press and the police.

This second part was suspended while criminal investigations were continuing into allegations of phone hacking.

Matt Hancock, the culture secretary, said that the terms of reference for Leveson Two



had largely been achieved through the creation of a new press regulator and by changes to policing standards.

Amendments to the Data Protection Bill from MPs and peers were poised to resurrect a Leveson-style inquiry into the media, but these were narrowly voted down in May.

The campaigning group Hacked Off is crowdfunding to help fund the judicial review.

Permission was not granted for a parallel application for a judicial review of the government's failure to start and intention to repeal section 40 of the Crime and Courts Act 2013. This would force newspapers not signed up to a royal charter regulator to pay both sides' legal fees in privacy and libel battles, regardless of whether they won or lost.



**Grounds cited for the judicial review application included that the government had acted irrationally and failed to give reasons for its decision**

JEFF GILBERT / ALAMY STOCK PHOTO

## Northern Ireland press faces review

MALCOLM PARK EDITORIAL / ALAMY STOCK PHOTO



**Press standards in Northern Ireland are to be scrutinised** by an independent reviewer, the government has announced.

Culture secretary Matt Hancock said there would be a named person to review the standards of the press in Northern Ireland, where some media laws are different from those in other parts of the UK. He said this would happen 'as part of and alongside' the four-year, UK-wide review.

The union has called for full consultation on the terms of reference for a proposed review of press standards in Northern Ireland.

Séamus Dooley, assistant general secretary, said: "From an NUJ perspective, there needs to be wide-ranging consultation on the terms of reference for any inquiry. The appointed person need not be a lawyer. There is a compelling case for a broad-ranging commission."

## NUJ Extra joins Amazon charity scheme

**NUJ Extra, the charity that gives assistance to current and former members of the union and their dependents who are in**

need, has joined a scheme run by online retailer Amazon to bring in more funds.

People who shop with

Amazon can buy from the domain smile.amazon.co.uk and Amazon will then make a small donation to a charity of the buyer's choice

for items that are eligible.

The retailer will donate 0.5 per cent of the net purchase price of selected goods.

## inbrief...

### NUMBERS GOING ON STRIKE HITS A LOW

The number of workers who went on strike in the UK last year fell to the lowest level since 1893, when records began. Some 33,000 workers were involved in industrial disputes, down from 154,000 in 2016. The previous record low was in 2015, when 81,000 workers went on strike. There have been only four other occasions in the past 120 years when fewer than 100,000 employees went on strike.

### NEW YORKER STAFF SIGN UP TO A UNION

Staff at the New Yorker magazine have organised with the NewsGuild union of New York. The NewsGuild said nearly 90 per cent of staff had joined the union. In the spring, staff at the Chicago Tribune formed a union, which was recognised by the paper's owners.

### GREIG SUCCEEDS DACRE AT THE MAIL

Geordie Greig, the Mail on Sunday editor, is to succeed Paul Dacre as editor of the Daily Mail when Dacre steps down later this year. Dacre has been editor of the Daily Mail for 26 years and will become chairman of Associated Newspapers, which is owned by the Daily Mail and General Trust.

### JEREMY VINE GOES TO CHANNEL 5

Radio and TV presenter Jeremy Vine will replace Matthew Wright as the host of Channel 5's weekday current affairs programme. Wright said that he was leaving The Wright Stuff after 18 years for new challenges.

### STUFF MAGAZINE SOLD TO KELSEY

Gadget magazine Stuff has been sold to independent publisher Kelsey Media. Haymarket Media Group, which has owned Stuff since 1999, said that the brand needed a new home where it can 'really achieve its potential' after changes to the company's strategic focus.

**inbrief...**

**JON SNOW TAKES GENDER PAY CUT**

Channel 4 News presenter Jon Snow has taken a voluntary pay cut of 25 per cent to help close the gender pay gap at the news service. When pay differences were reported earlier this year, Channel 4 revealed it had a mean income gap of 28.6 per cent and a mean bonus gap of 47.6 per cent, both in favour of men.

**FROM NEW EUROPEAN TO NEW FEMINIST**

Caroline Criado-Perez, feminist campaigner and journalist, guest edited The New European as it became The New Feminist for one edition in order to showcase women's voices and stories. The takeover edition replaced a May issue and featured female journalists, authors and thinkers. **Feature, page 8.**

**REID BECOMES DNG'S FIRST FEMALE EDITOR**

Fiona Reid has become the first female editor at the Scottish publisher DNG Media. She has been with the company for 18 years and has been news editor for the past nine years. She oversees weekly newspapers the Dumfries Courier, the Annandale Observer, the Annandale Herald and Moffat News.

**AWARDS FOR PAPER'S BOMB COVERAGE**

The Manchester Evening News was named Daily/Sunday Newspaper of the Year at the Regional Press Awards for its work last year when 22 people were killed in the terror attack in the city. Its splash, printed hours after the suicide bomb and headlined 'Massacre' won Front Page of the Year.

**MCNAB REPLACES DALE AT BITEBACK**

Biteback Publishing managing director Iain Dale has stepped down to concentrate on his broadcasting career. Bestselling author and former SAS soldier Andy McNab has taken over from Dale.

# Welsh Government pressed to fund public interest media

**A Welsh Assembly committee has urged the country's government to fund public interest journalism because the commercial model is failing.**

Bethan Sayed AM, chair of the National Assembly for Wales' Culture, Welsh Language and Communications Committee, in a foreword to the report Read All About It – Inquiry into News Journalism, said Wales had been disproportionately affected by falls in circulations, job losses and newspaper mergers and closures.

She said: "We have considered whether some model of direct support from the government for the provision of commercial journalism should be developed. There are clear difficulties with this, not least to ensure independence and editorial freedom.

"Despite this, the precarious state of news journalism in Wales is such that serious consideration should now be given to some way of supporting public interest journalism."

The NUJ welcomed the call. Pamela Morton, NUJ organiser Wales, said the report was 'timely'. She added: "Welsh press is in crisis from a lack of proper funding in quality journalism and a lack of media plurality. The NUJ welcomes many of the committee's



MICHAEL HOWELL / ALAMY

recommendations, many of which reflect the union's submission to the inquiry. Too often, too many communities are not having their voice represented."

The report's recommendations to the Welsh Government include that it should:

- Formally support public interest journalism
- Consider establishing publicly funded arm's-length news hubs
- Nurture and encourage hyperlocals
- Audit national and local government spending on advertising statutory notices
- Reconsider its decision not to establish an independent media forum to investigate business models for news journalism
- Commit to investment in Welsh language journalism at the current level at least.

**The precarious state of news journalism in Wales is such that serious consideration should be given to supporting public interest journalism**

**Bethan Sayed AM  
National Assembly  
for Wales**

## Council chair Ken Smith steps down

**Warm tributes have been paid to Ken Smith**, who has stepped down after 10 years as chair of the Welsh Executive Council. At his final meeting, Ken was presented with a miner's lamp by WEC vice chair Martin Shipton.

Once media adviser to former Liverpool City Council deputy leader Derek Hatton, Smith returned to his native Wales as a sub-editor at the South Wales Evening Post.

As Father of the Chapel he led the successful campaign for recognition by the notoriously anti-union Northcliffe management. Shortly afterwards he was made redundant. He is now head of communications for the National Trust in Wales.

Martin said: "Under Ken's outstanding leadership, the WEC has progressed from being something of a talking shop into a highly respected member of Welsh civil society."



MARK DIMMOCK

## Cardiff branch holds Saturday salons

**The Cardiff and South East Wales branch has been encouraging more freelance members to get involved in the union by holding events over the past year.**

The branch has organised Saturday morning salons with invited speakers talking about how they have made a success of becoming sole traders.

The salons offer freelance

members the chance to network and gain support.

The branch also awarded honorary life membership to acclaimed US photojournalist Chuck Rapoport. This was for his

work documenting community life in the aftermath of the Aberfan mining disaster.

The membership events continue with a summer evening in Cardiff Bay.

# Nine per cent pay rise won by Al Jazeera staff

**Journalists and technical staff at Al Jazeera English** have accepted a nine per cent pay deal staged over two years.

The deal followed talks at conciliation service Acas and threatened industrial action by the NUJ and Bectu. Anger had grown among staff at the London offices of the Doha-based broadcaster after they had gone four years without a pay rise.

The rise begins with a consolidated pay increase of six per cent, backdated to 1 January this year and an increase of three per cent from 1 January 2019.

NUJ members voted by 84 per cent to accept the offer and Bectu members by 92 per cent.

The Al Jazeera NUJ chapel said: "This deal shows what can be done when employees get organised."

"Four years after we won union recognition, NUJ and Bectu members standing together have finally convinced management at Al Jazeera English that we will not continue to allow a pay freeze to erode our standard of living."

"The hardworking staff at Al Jazeera English thoroughly deserve this rise, which was secured by their solidarity and the support of the unions."



The unions said they hoped that Al Jazeera would now take collective bargaining and its relationship with them seriously.

Michelle Stanistreet, NUJ general secretary, added: "This is an important shift in relations with Al Jazeera and one we hope means that the collective bargaining process will run more smoothly in future."

"Members have voted overwhelmingly to accept the pay deal on offer, and we are pleased to have resolved the dispute."

Gerry Carr, Bectu assistant national secretary, said the offer marked a historic breakthrough. He said that Al Jazeera's resistance to pay bargaining was 'shattered' when both unions had strongly backed industrial action.



**This is an important shift in relations with Al Jazeera and one we hope means that the collective bargaining process will run more smoothly in future**

**Michelle Stanistreet**  
**NUJ general secretary**

## inbrief...

### GARDNER LEAVES THE GUARDIAN

Theatre critic and features writer Lyn Gardner has left the Guardian after 23 years, following the paper's decision not to renew her contract. Gardner, who is also an associate editor of theatre news and features website The Stage, said she was sad to leave.

### LOOK CLOSES AS HABITS CHANGE

Women's magazine Look has been closed as its publisher Time Inc UK blamed falling sales because of changing reader habits. Time Inc UK said it would now put greater emphasis on its main women's title, Marie Claire, following Look's closure.

### GQ ONLINE EDITOR GOES TO LUCHFORD

Conrad Quilty-Harper has left his role as online editor of GQ to work for an upmarket communications agency. He had been with GQ for three years. He now works for Luchford APM which runs PR campaigns for luxury brands in the travel, property and lifestyle sectors.

### NEW DEVON PAPER FOR LONGER READS

A former regional newspaper editor has launched a community title in Honiton, Devon. Tim Dixon, former editor of the Western Gazette and Western Daily Press, told Press Gazette that there was room for 'local and longer' reads in print that would not work online. His new title is the Paper for Honiton, a print-only weekly newspaper.

### SEARLE MADE EDITOR OF REALHOMES.COM

Future Publishing has appointed Lucy Searle as its first editor-in-chief for website Realhomes.com, which includes Period Living online. She joins from Tailored Content, the content and social media marketing company she founded with Sarah Warwick, former executive editor of Ideal Home. Searle was previously associate editor of Ideal Home.

## NUJ motion targets Project Diamond

**Delegates to the TUC's black workers' conference** unanimously backed a motion from the NUJ and Equity criticising the Project Diamond broadcasting diversity scheme. This also called on the TUC to collect meaningful data on the employment of black workers in broadcasting.

The NUJ has been working with Equity, Bectu, the Writers' Guild and industry representatives to improve the scheme.

The unions, which are boycotting Project Diamond, have lobbied for data collection to be conducted by programme and not genre to capture a

snapshot of the recruitment, promotion and the retention of black workers in broadcasting.

Delegates Marc Wadsworth and Simon Hinds argued that a more accurate, comprehensive picture of diversity, both in front of the camera and behind it, was needed.

## Second series for Unions21 podcast

**The UK's only exclusively trade union podcast** has landed a second series. Unions21's first eight episodes feature Becky Wright and Simon Sapper and guests including Frances O'Grady, Kevin Maguire and Matthew Taylor, with a news round-up in each bi-weekly programme.

Simon said: "It's great to get the financial backing from supporters like Pellacraft and the University of Glasgow to enable us to carry on and fill a gap in the podcasting market. And it was Matt Hall's NUJ class that got me started."

Becky added: "The huge increase in podcast listenership makes this a great way to share best practice across the labour movement."

The podcast is available from iTunes and the Unions21 website. Suggestions for episodes are welcome at info@unions21.org.uk. Michelle Stanistreet will feature in a forthcoming episode.

**UNIONS21**  
building tomorrow's unions



# What did Brexit ever do for us?

The vote to leave the EU led to the first new national news title for decades, says **Denis MacShane**

**T**here are few good things to emerge from the vote on Brexit two years ago but one was the arrival of a new national print newspaper on 4 July 2016.

The New European was the first new print newspaper to hit the newsstands in decades. Its driving force is Matt Kelly, who worked for 18 years on the Daily Mirror before becoming editorial director of Archant Press.

Kelly is a journalist's journalist. His father Vin was a legendary Liverpool Post and Echo journalist who trained future national editors such as Peter Preston of the Guardian and Roger Alton, who edited the Observer and Independent.

"I woke up on 24 June 2016 depressed at the Brexit result and then I realised there was a huge market opportunity with 48 per cent of the population voting against Brexit and they don't have a paper that speaks for them," he tells me.

The press has been overwhelmingly anti EU this century. Even liberal left papers such as the Guardian and New Statesman found plenty of space for diatribes against Europe. Journalist Owen Jones gave his concept of 'lexit' or left-wing exit a platform in the Guardian and, even if he later changed his mind, there is a long tradition of anti Europeanism on the left going back to Clement Attlee, Hugh Gaitskell and Tony Benn.

Kelly says: "I loved the old Daily Mirror style of shock covers and I am a big fan of Charlie Hebdo covers which are rude, crude and in your face."

His pitch to the Archant board was that The New European would be an example of pop-up publishing and at

the beginning he expected a shelf life of just four issues. Two years later and the weekly newspaper is selling about 20,000 copies.

"We got the first paper out in just nine days. The curious thing is that, although I was a digital editor for the Daily Mirror and I also did two years in Argentina creating a digital version of Clarin [the Buenos Aires daily], it actually takes much longer to create a good online web version of a paper than the traditional print version," says Kelly.

Kelly found a designer and called on former Daily Mirror journalists who had worked under him, including Jonathan Freedland and Alastair Campbell. After the first paper, he was able to call on a network of freelance contributors, often recently retired journalists such as the Guardian's Michael White or the Mirror's Paul Connew. Intellectuals such as

There was a huge opportunity with 48 per cent of the population not having a paper that speaks for them

AC Grayling, Bonnie Greer and Yasmin Alibhai-Brown came in with major comment and analysis pieces – some even allowed to run at London Review of Books length.

It is not all Brexit. The back half of the paper is devoted to the highways and byways of European culture and history where writers and historians who care about central European soccer in the 1930s or the early history of Hungarian film can get published. There are serious journalist accounts of what is happening in Bosnia or Turkey.

"We have not spent a penny on advertising and we are banned by Asda and Morrisons who say we are too political and don't want us side by side with the Daily Mail," says Kelly. The New European's revenue comes from its cover price – surely a first in modern newspaper history.

To be sure, a circulation of The New European's size is not going to change the direction of Brexit, especially with papers such as the Daily Telegraph and Sun fighting their Brexit war as if they hadn't won two years ago.

But, for those for whom every new newspaper that goes on sale is a win for journalism and for journalists, maybe even devout pro-Brexit NUJ members can raise a small cheer for Matt Kelly and The New European and wish it well as the Brexit saga looks set to roll on for years.

Denis MacShane is a former Europe minister and author of *Brexit, No Exit. Why (in the End) Britain Won't Leave Europe*. He was NUJ president in 1978-79





Giving someone a bad press can be right thing, says **Terry Wardle**

# We need to campaign to drive out scammers

**C**ampaigning, other than on innocuous issues, seems to be a thing of the past for many local newspapers, and has never been a feature of most specialist news websites.

Yet there has never been more need for campaigning journalists, with many businesses and members of the public suffering the consequences of illegal acts by clever criminals against whom law enforcement agencies see themselves as helpless.

I'm talking about the news earlier this year that only one in 100 online crimes leads to a prosecution. This means, using last year's figures, that they are walking away with almost £200 billion a year.

City of London police commissioner Ian Dyson is on record as saying that the police simply cannot cope with the number of online crimes, and suggests that people need to be more aware of online risks.

Oh yeah? If grannies were being bashed over the head for their pension on the way back from the post office, would he suggest the solution was for them to be more aware of the risks? I doubt it.

Clearly, the people paid to protect the public are not going to shield them from online crime, which means there is still an important campaigning role to be played by journalists and publications with the courage to stand up for their readers. And I know from experience that it's possible to make a big difference.

For eight years to May last year, I ran a magazine aimed at officially accredited assessors who carry out energy efficiency surveys for house buyers (EAM) – an online title and the

only UK energy assessor publication. I came across a number of outfits that were out to con assessors, and sometimes the public as well, but only one was prosecuted.

One company – not prosecuted – began emailing assessors in 2015, offering regular work in return for an upfront fee approaching £2,000. The assessors who paid got no work, nor the refunds they pressed for.

EAM gave the company every chance to respond to criticism, and challenged them to prove their claim that work was available. It began monthly news articles on assessors who had lost money.

With our encouragement, the assessors who had been caught out formed into a group and, individually and collectively, spent months badgering the police, trading standards departments, fraud agencies, banks, Companies House and anyone else they thought might take action.

Sadly they had no success. Only the magazine had been prepared to stand up for them.

Although we had no powers to get their money back, the attention saved others from losing cash. Within nine months, that company had disappeared from the energy assessor industry, deterred by the continual bad press, and the last I heard they were emailing the same offer to plumbers and heating engineers.

When I investigated, I

found links to other companies that had been running the same scam in that industry for nine years. How had they got away with it for so long?


Simple! I couldn't find a publication in the sector that would say 'boo' to them. One said that, if pressed, they would run (yawn) another warning about replying to 'business opportunity' offers. But they said they said they wouldn't name the company. Why not? Is it Hug a Scammer Day?

I'm certainly in favour of handing a file over and standing back while officialdom runs a thorough investigation and hopefully launches a prosecution, but anyone who thinks that's likely to happen with the vast majority of online scams must be visiting from a parallel universe.

If we don't stand up for our readers who become the victims of online crime, then it's likely that no one will.

**“**  
The attention saved others from losing cash. Within nine months, that company had disappeared from the industry  
**”**



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

As confusion continues over GDPR, **Ruth Addicott** looks at what the new regulations mean for journalists and the media industry as a whole

# Business as usual?

**I**f you're confused about the General Data Protection Regulation (GDPR), it's safe to say you're not on your own. The European legislation, which came into effect on 25 May, has left MPs baffled, academics scratching their heads and businesses frantically emailing asking if it's 'still OK to stay in touch' (most of which was apparently unnecessary). Even restaurant critic and columnist for The Times Giles Coren took a break between meals to tweet: "Do all these GDPR opt-in emails mean that if I don't respond (which I won't), my inbox will revert to some prelapsarian happy space of personal communications intended only for me and with no intention to sell me anything at all?"

So what does the GDPR mean for journalists and journalism as a whole?

Aimed primarily at giving people more control over how companies use their personal data, the GDPR was brought in alongside the 2018 Data Protection Act to replace the UK's 1998 Data Protection Act and the EU's Data Protection Directive from 1995. But, with journalists exempt from most of it, how much difference is the GDPR likely to make to our everyday lives?

Jon Baines, data protection adviser for law firm Mishcon de Reya, says: "I don't see things changing that much for journalists. It is effectively going to be business as normal.

"We've had data protection law in the UK since 1984 and in its current iteration since 1998. The 1998 act had a carve-out broadly for journalism which says that if you are processing personal data with a view to publication and you reasonably believe that publication is in the public interest, then you are largely exempt from a lot of the data protection principles and that will apply under GDPR."

There are a few key principles, however, that journalists need to be aware of.

One area where there is no exemption is data security. Journalists are expected to have good measures in place with any storage medium such as external drives, USB sticks and SD cards, including those in phones, password protected at the very least.

Baines recommends journalists also get devices encrypted. That applies not just to reporters on undercover

investigations involving public figures but also to local newspaper journalists writing about people living in the areas they cover, who also have an expectation of privacy.

Potential fines for a data breach have increased substantially (up to €20 million or four per cent of annual turnover), which is something Baines also says journalists need to be aware of.

While publishers cannot send a direct marketing email without the consent of their readers unless there is an existing customer relationship, consent is not really an issue for journalists and doesn't apply when emailing pitches or approaching contacts. "You wouldn't be able to investigate individuals if you were reliant on their consent," notes Baines.

So will it mean fewer press releases from PRs?

"As private individuals, I think we may see less spam but, in terms of journalists getting fewer press releases, I don't think they should. If you've signed up or asked for them, then you've given your consent to be sent them."

Another area is the 'right to data portability' where individuals can obtain and reuse their personal data for other services. In theory, a reader can ask for all the information they have provided and their transactional history, which must then be provided within a month in an easily readable format. Alternatively, a journalist could file a 'subject access request' and find out what information their editor or colleagues have stored on them, including emails, performance reviews, job interviews, payroll records, absence records, disciplinary records, CCTV footage and recordings of phone calls to, from or about them. Although it was possible to obtain this information before, GDPR makes access easier and has cut the turnaround time from 40 days to 30.

As for journalists being required to provide information to the subject of a story, an exemption applies. If, for example, an interviewee requested to see notes or a transcript before publication, a journalist would not be expected to provide it.

One area that could pose a challenge is the 'right to be

**//**  
**You wouldn't be able to investigate individuals if you were reliant on their consent**  
**//**



forgotten' where people have the right to have their information deleted if they ask for this. If a journalist receives a request from someone asking for a story or link to an article about them to be removed, Baines says it must be taken seriously and journalists should seek advice.

As 'data controllers', freelance journalists and photographers are required to pay an annual fee of £40 to the Information Commissioner's Office.

Angela Phillips, professor of journalism at Goldsmiths, University of London, says the main issue for journalists is not so much data protection but how the GDPR will affect advertising income. She believes the industry is underprepared.

"GDPR could be enormously useful to news publishers because they produce their own audience data and have a reasonably good relationship with their audiences," she says. "The hope was that it would put more power into the hands of publishers in relation to how they use advertising and, in the long term, how much money they get but platforms, particularly Google and Facebook, are now beginning to flex their muscles and finding ways of strengthening their own relationship with advertisers to cut out the publishers. This is a kind of territorial battle that British publishers do not seem to me to be properly prepared for."

Phillips says German publishers that have set up their own organisations to

## Implications for journalists

### Security

Freelancers are advised to have keep personal and professional email accounts and contact details separate.

Computers and back-up devices should not be shared (with anyone) unless professional files are password protected. Any paper records should be kept safe. External drives, USB sticks and SD cards should be password protected and encrypted. The NUJ advises against backing up words and pictures to cloud storage.

Journalists must tell the Information Commissioner's Office (ICO) of any data breach within 72 hours of it occurring.

### Consent

Journalists do not need consent as long as the data is gathered and retained for purposes of journalism.

### Fees

Freelancers are required to pay an annual fee of £40 (or £35 direct debit) to the ICO. Although the fee has

been a legal requirement since 1998, not everyone has complied and as resources are stretched, non-payment can slip under the radar. However, failure to pay the fee can result in a maximum penalty of £4,350.

### Websites

Journalists who operate websites are advised to publish a data protection statement (see [www.nuj.org.uk](http://www.nuj.org.uk) for guidance) detailing how data will be used.

vet of advertising are in a more advantageous position than UK publishers.

"The critical issue for journalists and journalism is that the data protection laws are going to change the way in which advertising is used online and that change is going to have big implications because so much journalism is funded through advertising."

Phillips warns it could have such an impact it could eventually lead to closures and job losses.

"As things stand, partly because of what happened with Facebook and Cambridge Analytica, people are more suspicious than ever. People have begun to understand the way in which their data is used, which means that when people are asked to give permission for their data to be used, a lot of them are going to say no. What people don't understand is that the vast majority of advertising online has been served via personal data. That's how it works."

"I would say that, in the medium term, there is going to be a lot of disruption to the funding we have seen over the past 10-15 years. In the long term, that might be advantageous to journalism – it's possible publishers will be able to get more control of advertising on their sites and keep the advertising income.

"At the moment, most ad income goes to platforms and intermediaries, but the platforms are very powerful and, without regulatory intervention, they may be able to turn things to their advantage."

Phillips believes those most at risk are small, viral publishers who depend on intermediaries for advertising income and may find that the inevitable consolidation of ad intermediaries freezes them out.

"All we can safely say is there is going to be huge disruption for anybody whose income is generated through advertising online and, if they're not ready for that, they could find their income disappears almost overnight," she says.



# The facts on **suicide**

**Sophie Goodchild** warns against providing harmful information

**R**eporting the facts behind a story is central to every journalist's job. But how much detail should you go into when those 'facts' involve a person dying by suicide?

According to Lorna Fraser from the Samaritans, the answer is 'none at all' if these concern the method used to end a life.

"There's compelling evidence that certain types of media reporting are linked to increased suicide rates, and this is strongest around stories about method," says Fraser, who leads the charity's media advisory service.

More than 6,000 people die through suicide every year in the UK and Ireland, a figure that charities including the Samaritans say they are working hard to reduce. That is why the charity is developing new guidance for the media with the Independent Press Standards Organisation (IPSO).

The aim is to ensure vulnerable people are not put at risk by insensitive coverage, while at the same time supporting journalists in improving public understanding of what is still often a taboo topic.

Regular blogs will be published on the Samaritans' website until the end of this year on subjects such as suicides in public places, self-harm and deaths of young people.

This is the latest move by the charity to broaden understanding in the media and highlight the importance of sensitive reporting. In 2006, its lobbying resulted in wording being added to the Editors' Code of Practice on avoiding excessive detail on suicides, and this became a clause in its own right two years ago. IPSO also issued advice last year on the need for journalists to take 'great care' over the information they include in a story.

Stories on celebrity deaths that romanticise or glorify the idea of

suicide can especially influence the vulnerable, including young people who share details by social media, says Fraser.

"When [US comedian] Robin Williams died, there was this sense of him as a tragic genius," she points out. "You get people in a dark place reading about how someone took their own life and they imitate this, especially if it's a new method. It's safest not to publish any details of the way they died, and definitely not technical information such as the number of pills if it's an overdose."

As a journalist who has lost a loved one to suicide, Poorna Bell says she welcomes guidance that leads to more responsible reporting.

The former executive editor at the Huffington Post has written extensively about her husband Rob's struggle with depression and his death, in both the press and her book *Chase the Rainbow*.

An issue for her is national outlets using tweets that mention how someone died. "When you're looking at a feed, you don't have the option of editing what you see," she explains. "It can be incredibly triggering for those vulnerable to suicide and to those like me who have lost someone."

Another area for change, says Bell, is to end the use of the phrase 'committed suicide'. The term dates from when taking your own life was illegal before the law was changed in 1961.

Stephen Habgood, whose son Christopher ended his own life in 2009, agrees. Habgood chairs Papyrus, a charity working to prevent young deaths, and believes that 'committed suicide' is 'an anachronistic and inappropriate' expression. He says he has challenged newspapers over their use of the phrase.

So how can newspapers improve their reporting in addition to changing their use of language and content?

**//**  
**You get people in a dark place reading about how someone took their own life and they imitate this**

**//**

Fraser is keen to stress the Samaritans/IPSO initiative is not about controlling or censoring the press.

Suicide is a major public health issue that needs debating, she points out, and she wants to raise awareness by 'helping journalists doing a difficult job'.

Fraser's advice to reporters is to try to represent the positive using case studies of those who have been in a dark place then turned their lives around.

She says: "Suicide is not inevitable – if you get help you can come out the other side. And it's those stories of hope that inspire others to realise their own lives are worth living."







# Safe & secure

**Simon Creasey** looks at ways to use data and communicate confidentially

**I**n 1971 military analyst Daniel Ellsberg leaked a report to the New York Times detailing the secret history of the decision-making process behind the war in Vietnam.

Ellsberg painstakingly photocopied pages of the report and handed them over to New York Times reporter Neil Sheehan. This laborious, risky process was dramatised in the film *The Post*.

Today, Ellsberg could have transferred the Pentagon Papers using secure channel communications in seconds. In recent years, newspapers have set up whistleblowing webpages that allow people to share confidential information securely and anonymously.

However, some of these tools are easier to use than others and some have potential security flaws. So which are the best tools to use to send and receive confidential information?

Services are available to journalists who want to protect data or sources when using a connected technology such as a computer or a smartphone.

As a starting point, Colin Tankard,

managing director at data security specialists Digital Pathways, suggests you always make sure you use a VPN to connect to the internet. A VPN - or Virtual Private Network - allows users to securely access a private network and share data remotely through public networks. Authentication should also be of a high standard. He suggest using 'two factor' or 'token based' software, both of which give extra layers of security. If you're using data on USB sticks, he says you should make sure they're encrypted with technology that you control and not 'some Mickey Mouse thing bought off the internet. He also recommends journalists use 'dark web' browser Tor, which offers anonymity and a degree of encryption, although he points out that it has does have some weaknesses.

"The Tor site is constantly being monitored by law enforcement agencies and there are lots of dummy sites out there. Because of the anonymity Tor offers users, it is difficult to verify who you are talking to," says Tankard.

An alternative to Tor is 'internet censorship circumvention tool'

Psiphon, which is recommended by Robert Guerra, a founding director of Privaterra who has provided security training to journalists.

When it comes to secure voice communication, Guerra opts for tools such as Signal and Wire over Skype. "Signal has been very open in terms of engaging with journalists and the human rights community," he says.

Wire is similar to Signal, but it handles multiple devices better and you can sign up using an email or an SMS – currently Signal allows users to sign up only via SMS.

Whichever tool you choose, Guerra says "it's important to ask who is behind it and how the system works."

During protests in Iran, US whistleblower Edward Snowden said protestors should use Signal or Tor instead of instant messaging app Telegram to speak privately. He tweeted: "Even @WhatsApp is safer."

Guerra shares Snowden's reservations about some communications channels and thinks journalists should not be over reliant on one tool.

Secure communication options are pulled together by an app called Umbrella, which was developed by Security First. Umbrella covers a wide range of topics from how to send secure emails through to how to deal with being placed under surveillance.

Rory Byrne, cofounder of Security First, says the app came about because the company realised a lot of the security knowledge journalists needed was not freely available and this was hindering their ability to land stories safely.

"For example, Glen Greenwald nearly blew one of the biggest stories of the decade because it was too difficult for him to initially figure out how to communicate with Snowden. When he went to Hong Kong he didn't really know how to travel securely, set up a safe meeting, detect surveillance or any of these things," says Byrne.

"With Umbrella, we wanted every journalist to have the ability to instantly open a free app with every piece of security information and more, than they might need to do their work safely."

However, although many of the tools outlined above can help journalists to communicate securely, none of them are foolproof.

As Guerra points out: "The safest way to communicate with someone is to whisper into their ear when you're stood directly next to them in a park where no one else can see you".

**He nearly blew one of the biggest stories of the decade because it was too difficult for him to initially figure out how to communicate with Snowden**

# Close in and v

Don't just get mad about infringement, get even and get paid, says photographer **Mick Sinclair**

**W**hat do a chimney sweep, a fire brigade and several firms of barristers all have in common? Answer: they've all stolen my photos, in the sense of using them without my permission. Over the past few years so have schools, universities, police forces, councils, residents' associations, property developers, estate agents, authors and politicians.

Such abuse of copyright is increasingly prevalent with the growth of the internet and the rise of social media coupled with the ease of lifting properly licensed images from the websites of newspapers and magazines.

Just as the NUJ's #useitpayforit campaign highlights the value implicit in all images and encourages amateur snappers not to let their work be used for free, it is equally the case that publishers, from bloggers to large corporations, cannot expect free use of an image just because it is easy to lift off the internet. The copyright holder is entitled to compensation (for almost exceptions are very few) any unauthorised use of their work.

Unless otherwise assigned in writing, every creator of a photo owns the copyright in that photo by dint of having created it. It matters not, despite what some infringers will say, that there is no copyright notice, watermark, credit (and even if these things exist, infringers may not be deterred) or anything that says the image cannot be used for free. The government's Intellectual Property Office publishes a useful guide: Copyright Notice: Digital Images, Photographs and the Internet (<https://tinyurl.com/ybxwk76n>).

Any photo is a potential target for an infringer. Alongside high-profile cases such as the misuse of Daniel Morel's photos of the 2010 Haiti earthquake – ending after a four-year struggle with the award of \$1.2 million in Morel's favour –

are the much more common abuses of photos of much more frequent subjects. I have had images of fence spikes, street name signs and missing dog posters all appear without my consent on third-party websites, commercial and otherwise, though none as ironic as the neighbourhood watch sign pic purloined by a locksmith for use on his website to encourage would-be customers to protect their property from theft.

However, what might seem a clear copyright infringement may not be. Original images posted on social media, for example, are subject to the social media company's terms, most of which give wide-ranging freedom for users to freely share such images.

Somewhat less straightforward is the 2014 Court of Justice of the European Union ruling on *Svensson and Others v Retriever Sverige AB*. It found that where original works are made freely available by the owner to the public, hyperlinking from a third party website to the original work would not be an infringement as doing so would not give access to anybody who would not have already been able to view the work. In other words, no new audience (what the court termed a 'new public') had been created. However, if there is no hyperlink from the image to the original use or one that links to private or protected original content, then a copyright infringement is likely to have occurred and can be pursued. The *BestWater International* case (also 2014) reached a similar conclusion regarding video and framing.

As soon as an infringement has been discovered, take a dated screenshot of the usage. An early difficulty may be convincing an unfriendly infringer that it actually is your photo that is being misused. Evidence in a photographer's favour includes: the image being displayed on the photographer's own website; the image being shown on a photo agency web page with proper credit; a screenshot of a high-resolution version of the image, or an unmistakable part of it, with metadata shown. Registering (for a fee and some tedious bureaucracy) images with the United States Copyright Office (will result in a clickable link to a certificate further indicating ownership of a particular image).

Infringers who begin by ignoring your say but who slowly yield will often claim they thought

they were a victim of a scam, not explaining how a scammer would know an image is being used without permission. Other excuses to have come my way include: 'my wife had just given birth'; 'the image is not worth paying for' (despite the fact they had been using it to promote their business for two years); and 'we are giving the photo free publicity'. As an author hoping to avoid being charged explained, 'making a living as a creative is difficult'. Yes, quite, that's why I am charging you.

Pointing out hypocrisy can work. A university lecturer in law(!) claimed a right to free use of my work as it was for 'educational purposes'. When I enquired as to whether she lectured for free or received payment, she duly coughed up. Despite campaigning for the London living wage, a member of the London Assembly still needed reminding that it was not appropriate to help himself for free to a photographer's work for use on his blog. He too paid up.

Remember that, however angry you feel about the theft of your work, the goal is to be paid and that is most likely achieved by you being polite and appearing reasonable. Leave sarcasm and insults to the other side so it will be they, not you, who squirm when their remarks are presented to a judge.

As for the chimney sweep who helped himself to my work, I can only assume he was in the dark about copyright.

## Finding infringements and assessing a fee

The online search tool that makes photo theft far too easy, Google Images, also makes finding an online thief easy. An alternative is TinEye ([www.tineye.com](http://www.tineye.com)), which throws up fewer false positives while, it claims, assessing 26 billion images in 5.7 seconds. Such lightning-fast algorithms are your friends but not your servants and searching can still be a grind. I once spent three long weeks checking 7,000 of my images for misuse.

Some infringements may not be worth pursuing – anything in Africa, Asia and most of Eastern Europe, news aggregating websites and obviously clickbait web pages – but virtually all others are.

Once found, an infringer should be charged what you would have charged had they sought permission to use your photo. Be honest in assessing this, as you may have to provide proof,



# win

such as paid invoices, of your fees later on. There's more chance of quick payment if you are adaptable: do not charge the friends of the local park what you might charge a multinational. In some circumstances, additional damages can be sought.

Particularly for infringements in the US, consider using a specialist third party firm such as Image Rights International ([www.imagerights.com](http://www.imagerights.com)) who are among the longer established of a growing band of such companies. They will pursue the infringer on your behalf, on their own or using US-based lawyers, for a monthly or annual payment and a percentage of the amount won (no win, no further fees). They will also pursue infringers in the UK and some other non-US countries, and search for illicit use of your images.

## Contacting, billing and court action

Assuming an online infringement, contact the guilty party by email pointing out that their website uses your photograph/s without permission and invite discussion (in writing) of a fee. Add that if they do not respond within 14 days you will invoice them at your usual rate for such use. For good measure, add a link to the relevant section of the London Freelance Branch's Freelance Fees Guide (<https://tinyurl.com/y7mjxhvn>). Include evidence of ownership and a screenshot of your press card to confirm your identity and also to subtly indicate that you have a union ready to support you.

While all infringers behave differently, typically at this point most will remove the image (but check if they store it on other web pages). If they do not make any payment offer, send the invoice as promised noting they have 30 days to pay. If payment is not received, provide a revised invoice adding interest and a fee under the Late Payments of Commercial Debts (Interest) Act 1998 and request payment within 14 days.

If there is still no response, contact the union for assistance. I have received invaluable support from the freelance national organiser: in one case, a recalcitrant infringer agree to pay to 'get the NUJ off my back'. If that still fails to open the

infringer's pockets, the next step can be the Intellectual Property and Enterprise Court (IPEC; [www.gov.uk/guidance/take-a-case-to-the-intellectual-property-enterprise-court](http://www.gov.uk/guidance/take-a-case-to-the-intellectual-property-enterprise-court)).

Filing an IPEC claim is easy, if daunting first time around. Download the forms, compile your particulars of claim, copy screenshots of the illegal use and of the relevant emails, and pay a £35 court fee for cases up to £300; fees are higher for higher value cases. If a hearing is required, there is a further fee to pay (£25 and upwards).

Some infringers will be worried about their credit rating falling following a court judgment against them so may well pay up on receiving the court papers. However, even a judgment in your favour is no guarantee of payment: the company may never have paid anyone anything and will be on their way to being wound up. In this case, comfort yourself with having gained useful knowledge of the court system.

## NUJ links and publications

*Copyright for Journalists and Writers*  
by Tim Dawson and Mike Holderness:

[www.nuj.org.uk/copyright-booklet](http://www.nuj.org.uk/copyright-booklet)

*What You Should Know About Copyright:*

[www.londonfreelance.org/c-basics.html](http://www.londonfreelance.org/c-basics.html)

*A Few Things You Should Know About Quoting:*

[www.londonfreelance.org/lifting.html](http://www.londonfreelance.org/lifting.html)





Mentoring is seeing a revival, not just as a way to share expertise but also to bridge the generation gap. **Jenny Sims** reports

**W**hy, what, where and when? In the search for solutions to some of the profession's pressing problems, the wide-ranging benefits of mentoring are undergoing a new appraisal and appreciation by the NUJ and its members.

These include complementing training and development (professionally and personally), helping safeguard and promote high-quality journalism, supporting hyperlocal and cooperative titles and possibly aiding recruitment.

It is being seen in many media sectors in the UK as a way to help close the widening generation gap.

In the spring, mentoring got a boost at the NUJ's delegate meeting with the approval of several motions instructing the National Executive Council (NEC) to campaign or act. For example, the Freelance Industrial Council instructed the NEC

freelance office, it is clear that many members could benefit from mentoring. We will consider in detail how to set up a mentoring programme and training, and encourage members to take part in and benefit from it."

Seven years ago, Anna Wynn-Roberts, NUJ Training Wales' former project manager, launched a coaching and mentoring programme. She says: "Not only would we be giving people the tools to pass on their skills in a more empowering and effective way, but also it could form part of leadership development."

She approached Pam Heneberry of the Professional Development Centre to develop 'a qualification-carrying course' to suit working journalists' schedules.

The result was a certificate in mentoring and coaching endorsed by the Institute of Leadership and Management, which has received Welsh Government funding and enabled NUJ members from a range of sectors, including broadcasting, newspapers, freelance and hyperlocals, to obtain a mentoring qualification. To cut costs, courses have been organised jointly with the Bectu union for the past two years. Quarterly evening refresher sessions have also been held.

Anna believes 'mentoring might well be replacing training with some organisations'.

# Return of the

to 'investigate and evaluate the possibility of a mentoring scheme for all freelance members'.

Around 9,000 freelances belong to the NUJ, making up about a third its membership, so this will be no mean task.

A motion from the Wales Executive Council calling for a strategy aimed at 'securing strong union membership' in the hyperlocal news outlets included 'encouraging branches to provide mentoring to those involved in hyperlocal projects'.

Mentoring is also likely to be considered as one way to fulfil an Edinburgh motion on supporting cooperative ownership models in the media. This instructed the NEC to start a programme of work including:

- The provision of support and information to groups of members exploring the possibilities of forming cooperatives to take over threatened titles or to launch new ones
- Consideration of the designation of an employee with experience and knowledge of cooperative structures to work with members interested in pursuing cooperative options, and to promote the idea among NUJ members.

But even before the delegates' meeting, the NUJ was on the case. Pam Morton, NUJ freelance and Wales organiser, says: "Because of the way in which freelance journalists' and NUJ members' work is changing, we need to continue looking at how we organise, and the support services provided to members. As part of this, we shall be looking at mentoring."

She added: "NUJ members have a wealth of expertise and experience that they could share with newer and less experienced freelances. From the enquiries we receive in the



**I benefit from the satisfaction that 40 plus years in the trade is not going to waste and pleasure derived from the success of new generations of thoughtful journalists**



She adds: "It offers more flexibility, in that employees can fit in the odd hour here and there for mentoring sessions rather than taking someone off rota for a whole day," she says.

Mentoring is music to the ears of young journalists, such as Estel Farell-Roig, a senior reporter at WalesOnline.

She says: "When you are at university, you receive a lot of support and guidance. However, once you start working, all that disappears and you are left to make all these big choices on your own. That is how I felt, at least. Starting your career is very daunting and you worry about making the wrong decisions."

Mentors can help with job applications and CVs, she points out, as well as providing advice on whether to apply for a job.

"If the union were to offer mentoring, it would encourage young members to join. It would be a clear benefit," she adds.

Mentoring can benefit not only mentees but also mentors – something journalist, editor and trainer Mike Jempson, honorary director of charity MediaWise Trust, can confirm.

He has been providing training and mentoring for 'community journalists' and the voluntary sector for more than 30 years.

"Sometimes it takes the form of introducing people to basic journalism techniques – at other times, it involves a more forensic introduction to media law and ethics," says Jempson, who is also a board member of successful hyperlocal The Bristol Cable.

He advises the editorial team on story angles, accessible language and legal issues. He is involved with delivering the media law and ethics part of the Bristol Cable Media Lab's



10-session course, which is run for free by journalists for budding local journalists.

In the past, he has been involved in the MediaWise Refugees, Asylum-Seekers and the Media Project, which includes training and mentoring exiled journalists. This led to the creation of the Exiled Journalists' Network, and enabled some to work in the media or PR or as writers and human rights activists.

Mike adds: "Perhaps I benefit most from the satisfaction that the 40 plus years in the trade is not going to waste and the pleasure I derive from the success of new generations of thoughtful journalists."

Passing on experience is something older NUJ members seem keen to do. Responses to a 60+ Council survey on what they wanted from the union and how they could be more involved included 'engagement with younger members', 'use the skills of elders who have lots to offer' and 'mentoring – all that experience should be better used'.

The 60+ Council will be looking at how this could be done in the near future. The union has 7,000 members aged over 60 – a considerable number.

It may be that younger members could also mentor older ones – perhaps in digital skills and social media.

# elders

## Listen up, lead on

### Half an hour early and the first to arrive,

I sat next to the dalek in the corner of the foyer at BBC Wales' HQ in Cardiff, watched and waited, writes *Jenny Sims*.

Eleven others had signed up for NUJ Training Wales' coaching and mentoring course. Would I know any of them?

Only one, as it turned out. Five were Bectu members (including a film editor and two women stand-up comics), and one FEU member. NUJ members included a photo journalist, two lecturers and a PR.

With such an eclectic mix, the course – held on two days two weeks apart with homework in between – was fun and challenging.

However, the follow-up month of real-life mentoring and coaching sessions was no easy ride.

Completing the coursework needed for a

certificate endorsed by the Institute of Leadership & Management was hard graft, but rewarding.

Seeing how even a few sessions of coaching or mentoring could significantly help people on the path to achieve their aims was revelatory.

I coached/mentored three people including a freelance journalist aiming to set up a hyperlocal newspaper and a person made redundant from the BBC.

Bottom line: the key is being a good listener and knowing how to ask open/non-directional questions. It's not as easy as it sounds, as tutor Pam Heneberry, made us realise.



# Starting Out

It's inevitable you'll upset someone eventually – and it may not be who you expect, says **Mark Bridge**



**J**im Rockford, the fictional private detective played on TV by James Garner in the 1970s, made a big impact on me as a child. He lived in a static mobile home – what an intriguing notion for a youngster – and solved mysteries. 'Cold cases' mainly, because he didn't like upsetting the police. A sensible maxim, I thought. Perhaps one day I'd have a similar job, solving mysteries and not upsetting people.

I was similarly intrigued by investigative journalist Roger Cook, who gained a reputation for being threatened when he confronted alleged law-breakers with his evidence. I could see the merit in what he did; I just didn't want to be kicked downstairs myself – even if it did make great TV and radio. Maybe when I grew up I could combine Cook's tenacity with Rockford's luck.

Oh, and press photographer Victor Blackman's talent for putting himself in the right place at the right time. I started stuffing my camera into the pocket of my anorak whenever I went out because I fancied myself as a newspaper photographer too.

However, that's not how things worked out. Uncertainty about career choices and the pressing need to get a job led to me becoming a telephone engineer. Following in my father's footsteps but sadly lacking his ability, I was fascinated by the technology but struggled to solder a wire without burning my fingertips. A timely transfer to the customer service department taught me some useful people skills and avoided permanent scarring.

This was followed by the birth of the UK's mobile communications industry and my move into managing a mobile phone shop. I proved particularly adept at spotting problems in processes, which meant I was offered a new role rewriting the retail operations manual.

The company's head of marketing then stole me for his department and encouraged me to write newsletters ... which led to much more writing. In fact, I was writing pretty much everything the company needed until the day it restructured and I was made redundant.

In those last few days of employment, a prescient colleague asked if I'd thought about freelance copywriting. I hadn't but – well – it sounded as though this would be the obvious next step.

A domain name later and I was a self-employed copywriter, writing about pretty much anything for anyone who'd pay. An instruction leaflet. A sales letter. A recruitment ad. A web page. A newspaper advertising feature. Ooh ... newspapers. Whatever happened to my dream of being a problem-solving photojournalist? So I contacted a local magazine and started writing magazine articles alongside my copywriting. A few weeks of unpaid work led to commissions.

I suppose it was inevitable that I'd upset someone eventually. I just wasn't expecting it to be a chap with whom I'd parted on friendly terms.

I'd spoken to him for an advertising feature – the least offensive type of interview ever. We'd chatted over a cup of coffee. I'd asked him a few questions about his business; he'd talked about

what he did and how it had changed over the years. We laughed about how much safer his line of work had become since he was an apprentice. Finally, I took a few photos and promised to send him my draft article before publication, just in case I'd made any mistakes. It's not something I'd do for every interview but it seemed sensible when dealing with one of my client's advertisers.

The next day my previously friendly interviewee left me a voicemail message. "If you print that, I'll bloody sue you." I could tell it wasn't a joke. He'd reinforced his call with a string of email messages that ended with a description of my work as being excremental, although his language was rather more direct. I took a deep breath and dialled his number. How on earth did I manage to cause so much displeasure?

Shows how little trust some people have in journalists, I suppose. When I called him back, we chatted amiably again. Turned out he was most worried that a joke he'd told would reflect badly on his business. I'd thought it made him sound more approachable. And that's when I decided it was time to join the National Union of Journalists ... and time to get some kind of liability insurance, too. Personal injury cover could wait. After all, I'm no Roger Cook. Not yet.

Mark Bridge is a freelance copywriter, journalist, photographer and podcaster,

@markbridge

“ A string of emails ended with a description of my work as excremental, although his language was rather more direct ”



## Raymond Snoddy hopes for a shift in direction at the Mail

# New driver, different track for Mail train?

**I**t is not often that the departure of an editor or a move 'upstairs' could have real political significance.

Paul Dacre of the Daily Mail is just such an editor – for good or ill.

Many words have already been devoted, in a form of living obituary, as to where the judgment should lie on Dacre.

The Mail ran socially useful and sometimes brave campaigns on everything from Stephen Lawrence to removing plastic from our beaches; this was hard-nosed professional journalism of a rare intensity.

Then there was a much darker side – a relentless, right-wing Conservatism and unremitting commitment to Brexit. The latter was many years in the making, long before the term was ever coined.

If a top civil servant will be remembered by only a single phrase – 'economical with the truth' – then the editorship of Paul Dacre should be remembered by a single headline. England's independent judges were deemed 'Enemies of the People' in a disgraceful echo of Nazi Germany.

This was followed by years of demonising immigrants in front page after front page, helping to pave the way for a vote that many experts believe will, at the very least, make Daily Mail readers poorer than they would otherwise have been.

Then, in recent weeks, there has been a further coarsening of political discourse by branding politicians with different points of view as 'traitors'.

As a result – despite occasional good works, including commitment to a free press, and business success – the

final judgment on the journalism of Paul Dacre has to be overwhelmingly negative.

But that is the past or soon to become the past.

The interesting thing is what happens next.

In the context of the newspaper industry's approach to the referendum, one of the most remarkable anomalies was the fact that Mail on Sunday editor Geordie Greig had the freedom to bring his newspaper out in support of Remain.

Greig, the incoming editor of the Daily Mail, is unlikely to change the stance of the paper dramatically but, at the very least, it could soften at the edges.

Dacre was sufficiently worried about the prospect to warn in *The Spectator* that it would be commercial suicide, to his mind, to suddenly turn the Mail into a Remoaner paper.

That is not going to happen but it is not impossible for the Daily Mail to remain true to its Brexit credentials while giving space to the argument that there should be a referendum on the terms when they are finally known.

At the very least Greig, a social friend of the proprietor, will have the power to curb the flow of mindless, anti-democratic propaganda against the EU and all its works that has been the hallmark of Dacre's reign.

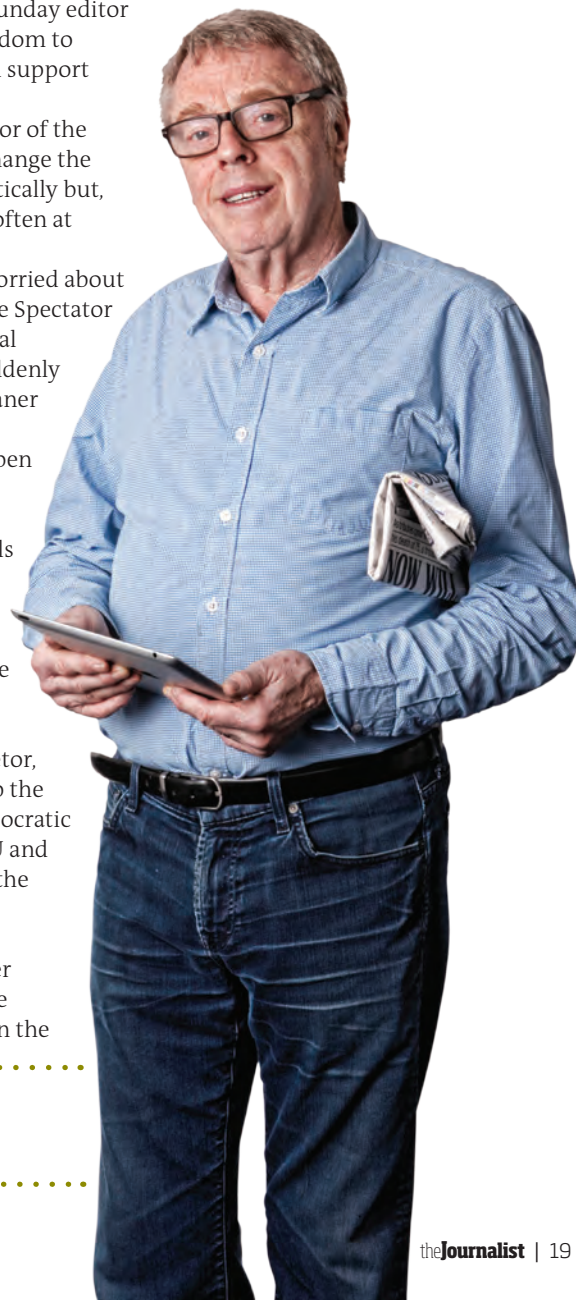
Under Greig, judges will become judges again rather than enemies of the people and the balance of power in the

newspaper industry could shift away from a hard Brexit.

Greig will also have demographics on his side. Three years' worth of young people will have reached voting age since the referendum and, with more than 500,000 people dying every year in England and Wales alone, the political outlook could be more fluid than expected.

As Daily Mail readers die, surely one of Greig's tasks will be to hunt for younger readers?

The change of Daily Mail editorship, despite Dacre's new role at its publisher, could turn out to be a greater catalyst for change than many imagine.



**“**  
**The Mail ran socially useful and sometimes brave campaigns. Then there was a much darker side**  
**”**

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

# arts with attitude

Some of the best things to see and do with a bit of political bite

For listings email: [arts@NUJ.org.uk](mailto:arts@NUJ.org.uk)

## Film

### Women take lead roles at Tolpuddle radical festival



**The Tolpuddle Radical Film Festival this year** celebrates its fifth anniversary with a programme dominated by women.

Taking place at the annual Tolpuddle Martyrs' Festival in Dorset over 20-22 July, the event has The 51 Per Cent as its theme, with all films made by women, featuring female protagonists and made in the spirit of liberation.

A children and young people's programme with the theme 'Rebel Girls' will show films featuring strong, young female protagonists who are each in their own way striving for liberation.

The event is run by Public Domain Arts & Media, which uses arts and the media in the struggle for social and economic justice.

Programmer Chris Jury told Arts with Attitude: "We believe, like Joe Strummer, that 'the future is unwritten' and that culture plays a determining factor in what that future will be.

"The rich and the powerful never give up their wealth, power and privilege voluntarily. Political and social change only ever comes about

when sufficient numbers of ordinary people are willing to fight for them - and that willingness to fight is almost always culturally generated through political education, songs, pictures and stories.

"The crisis of 2007 has exposed the neoliberal rhetoric of scroungers versus workers and private good-public bad as culturally perpetuated lies. Unfortunately, after the defeats of the 1980s, much of the labour and trade union movement retreated to a sort of bureaucratic functionalism. As a result, the Left is still struggling to present a coherent alternative narrative.

"The UK Left has to recognise it is not economic theory or pragmatic, bureaucratic, functional efficiency that inspires ordinary people to take up the struggle for social and economic justice - it is songs, pictures, stories and films."

The festival includes the Small Axe awards, with categories for novice filmmakers and those aged under 18 years.

<https://tolpuddleradicalfilm.org.uk/>



by **Tim Lezard**

## Art

**Frida Kahlo: Making Her Self Up**  
Victoria and Albert Museum, London  
Until 4 November

Mexican surrealist Frida Kahlo made a surprise appearance in the news last autumn when a spluttering Theresa May was pictured wearing a bracelet covered in her images. Given she was a communist concerned with the plight of the poor she was a surprise choice for a Tory prime minister.

After her death in 1954, all Kahlo's possessions were shut up inside her house and remained there untouched for 50 years. In 2004, the cupboards were opened, revealing a fascinating collection of clothing and personal effects which have enriched people's understanding of her life and work. They are on display for the first time outside Mexico, alongside self portraits featuring many of the costumes.

[www.vam.ac.uk/exhibitions/frida-kahlo-making-her-self-up](http://www.vam.ac.uk/exhibitions/frida-kahlo-making-her-self-up)

**Art In The Open**  
Wexford, Ireland  
29 July-  
6 August

Art in the Open is Europe's largest outdoor painting festival, attracting more than 200 artists from all over the world. The events uses different venues on each day, set in stunning landscapes, country houses, beaches and towns.

<http://artintheopen.org>

## Film

**The Bookshop**  
On national release

Based on Penelope Fitzgerald's novel of the same name, The Bookshop is set in 1959 when widow Florence

Green (Emily Mortimer) opens a bookshop in a sleepy seaside Suffolk town and scandalises the narrow-minded locals by exposing them to Lolita and Fahrenheit 451. She finds an ally in Mr Brundish (Bill Nighy) as the pair navigate a political minefield.

## Theatre

**Shakespeare in the Garden**  
Touring pubs in London and the South of England  
Throughout July

Though appearing to be a vehicle for plugging Fuller's Brewery's 'fantastic' food and drink, I like the idea of watching the Bard in a boozier. Actors are performing Much Ado About Nothing and A Midsummer Night's Dream at 29 pubs across the south of England.

[www.fullers.co.uk/pubs/shakespeare-in-the-garden](http://www.fullers.co.uk/pubs/shakespeare-in-the-garden)

## Festival

**Llangollen Eisteddfod**  
Llangollen, Wales  
3-8 July

Headlined by indie pop legends the Kaiser Chiefs is a six-day feast of music and folk dance. If you can't find something to entertain you, you're reading the wrong pages. There are choirs, classical music, performances from Alfie Boe and Van Morrison, and intriguingly named reggae jazz musicians The Herbert Spliffington Allstars. I predict a riot.

<http://international-eisteddfod.co.uk>

## Music

**Seán McGowan**  
Son of the Smith

It's been a hell of a year for Seán McGowan. Twelve months ago, he was cleaning toilets in a pub; now he's released his debut album after



having toured with Billy Bragg, Frank Turner and Will Varley across Europe. His new album, *Son of the Smith*, flits between tackling social and small 'p' political issues and the personal. The album has been described as "soundtracking our social conscience well into next year".

[www.musicglue.com/seanmcgowan/](http://www.musicglue.com/seanmcgowan/)

### Edinburgh Jazz & Blues Festival Edinburgh 13-22 July

This year marks the 40th anniversary of the Edinburgh Jazz & Blues Festival, welcoming musicians from across the world and featuring a panoply of promising newcomers, music legends and a host of famous names making their Edinburgh debut.

Among the many highlights are Kurt Elling, Davina & The Vagabonds, Mud Morganfield, Hypnotic Brass Ensemble, Jools Holland, The Average White Band, Jerron 'Blind Boy' Paxton and Curtis Stigers. Chair Jason Rust says: "We're celebrating with a bang." [www.edinburghjazzfestival.com](http://www.edinburghjazzfestival.com)



### Book Game Changer by Steve Howell

Has Jeremy Corbyn being elected leader of the Labour Party hastened the downfall of the print media? Journalist and NUJ member Steve Howell, who last year worked on Corbyn's general election campaign, didn't ask this question – but he might have answered it.

This account of Howell's time as Labour's deputy executive director of



## Book review

# Thriller with an old-school hack

The appearance of an NUJ press card in a novel is a new experience for me. Even if I take issue with reporter Jan Mason's view of the union – 'impotent since Rupert Murdoch' – I'm sure we can agree when she says there is a longstanding respect for our work.

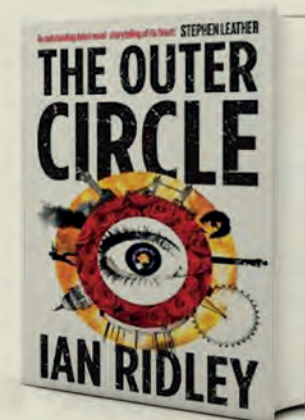
Mason is an old-fashioned hack struggling to cope in a modern, hit-driven, web-obsessed newsroom, who uses old-fashioned techniques (ie going out of the office and talking to people) to report on a terror attack on a mosque following the London Olympics.

As she continuously scoops her deskbound colleagues, it raises the question: if newspaper owners

invested in proper reporting and news, not clickbait, would we see a reverse of the industry's declining sales?

But that's not the point of London freelance member Ridley's first novel. The former BPA Sports Journalist of the Year has written an entertaining thriller of murder, revenge and loyalty that tiptoes around reporters' post-Leveson tensions with the police and captures well the ego-driven rivalries of a newsroom.

Even though we know right from the start whodunnit, we don't find out until near the end whyhedidit. Even without the interest of a journalist subplot, this easy-to-read tale is a page-turner.



*The Outer Circle* by Ian Ridley is published on Unbound. <https://unbound.com/books/the-outer-circle/>

strategy & communications details how the mainstream media's 'groupthink' mentality negatively shaped people's perception of Corbyn and, as a result, lost many people's trust.

"The Tories fed smears to their friends in the national press and most newspapers happily played along," he says.

Howell gives the inside line on Team Corbyn's battles with the media, including accusing the Andrew Marr Show of breaching BBC guidelines by ambushing Diane Abbott, the verdict on radio station's LBC notorious 'car crash' interview with Abbott ('they could have given listeners the facts, but giving Labour a bashing was much more fun'), attacks on Corbyn after the

Manchester bombing and 'unrecognisable' reports leaked to the Mail on Sunday.

He details how Labour learned to bypass the mainstream media as much as possible – 'a progressive leader facing a hostile media is never going to be allowed to side-step attacks' – how, by tackling tough issues proactively, Corbyn was able to reframe debates and how social media played a key role in Labour reversing a decline in votes that started under Tony Blair.

I found *Game Changer* a fascinating analysis of how the media shapes a general election, but you might prefer the politicking or the personalities. It's a compelling insight into the heart of the campaign.

If Jeremy Corbyn has hastened the downfall of the print media, wouldn't

it be ironic given his longstanding support of the NUJ and our campaigns?

[www.accentpress.co.uk/game-changer](http://www.accentpress.co.uk/game-changer)

## Comedy

### Felicity Ward: Busting a Nut Touring

Fresh off the back of her new BBC Radio 4 series (Appisodes) and a Netflix special (Live from the BBC), multi-award-winning comedian and regular co-host of The Guilty Feminist Podcast Felicity Ward embarks on her second nationwide tour with a brand new show.

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

### Tim Vine: Sunset Milk Idiot Edinburgh Festival, then touring

The king of one-liners – "I went to buy a watch, and the man in the shop said 'Analogue?' I said 'No, just a watch'" – returns to the Edinburgh Festival, telling lots of silly new jokes, showing off homemade props and singing some new daft ditties. He promises to address pixie football, jet-propelled Y-fronts and the modern postal system.

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



## Spotlight: play recalls singer-songwriter Joe Wilson

# Real-life Victorian tales in song

### North east playwright and longstanding NUJ member

Ed Waugh has written a drama about Tyneside-born singer-songwriter Joe Wilson.

Wilson was able to encapsulate an epic story in a song. His subject matter ranged from love, death and moving house to supporting

workers on strike. He wasn't afraid to tackle the horrors of domestic violence or drunkenness. His prose is a vibrant record of working class life on Victorian Tyneside.

"Incredibly," Waugh tells Arts With Attitudes, "Joe's work is still very popular in the north east, nearly 150 years after his death."

A teetotaler after he managed a pub throughout 1872, Joe died of TB in February 1875 aged 33.

The play is based on a new book *Gallowgate Lad: Joe Wilson's Life & Songs* by Dave Harker, and will feature Wilson's words put to music by singer/songwriter Pete Scott.

Touring in September. <https://www.facebook.com/pg/TheGreatJoeWilson/events/>



# Your Say...

inviting letters, comments, tweets



Please keep comments to 200 words maximum

Email to: [journalist@nuj.org.uk](mailto:journalist@nuj.org.uk)  
Post to: The Journalist, 72 Acton Street, London WC1X 9NB  
Tweet to: @mschrisbuckley



## Don't give up - you can win on bylines

I am a recent NUJ membership returnee so it was not only nice to receive my print copy in the post but it was also heartening to read Caroline Thain's vivid piece on byline banditry.

Speaking from personal experience, I've had to deal with my fair share of copy thievery. I am a freelance journalist and pitch original stories to a range of publications.

I was particularly peeved when one article that I successfully got published on an online platform was swiped by another and my byline swapped for the in-house journalist's. It annoyed me because the person I had interviewed had me waiting for hours and I had painstakingly crafted the piece myself after weeks of research.

For months, no amount of calling or emailing was doing the trick to get this problem rectified. I wrote a blog piece - an open letter detailing my complaint and scheduled a daily tweet on Twitter ensuring all the editors were copied in.

Within 10 days, I got an emailed reply. The story was taken down, although their explanation about why this had happened in the first place was unsatisfactory to me. I was also invited to submit a piece credited to me for their publication.

My advice to others out there is not to give up and hit them where it hurts (followers + reputation) and they are likely to respond.

**Kirsty Abena Serwaa**  
London Freelance Branch



broader view of the reach of events and topics and discovering there are more items of interest than we often realise.

Given the range of topics in The Journalist, maintaining a print version is desirable. A quick scroll through the online version is useful to pick up the main items. The print medium is superior for concentrating on more substantial pieces, such as the last issue's articles on matters such as byline banditry, international reporting, and the difficulties that lead too many young journalists to drop out, as well as Ray Snoddy's careful exposition of the hunt for "real reader numbers".

**Tom Lynch**  
Life Member  
Edinburgh Freelance Branch

## There is still stigma about bipolar affective disorder

As a fellow journalist with bipolar affective disorder, I can sympathise with Alex Harvey (Your Say, May-June 2018). After many years of anguish, I was eventually diagnosed with the condition at the tender age of 40.

Harvey is correct to say that manic depression is an outmoded term but, personally, I couldn't give a monkey's what it's called -- it is what it is and has unfortunately brought my career as a journalist to a premature end (for the moment, at least). Stress was, and is, a big trigger, and running a production desk for five national magazines for one of Europe's largest publishers, on an increasingly threadbare shoestring, wasn't what the doctor ordered.

After 12 years of loyal service, the company was reasonably supportive at first but, much against my better judgment, it felt as though I had no other option than to sign a settlement agreement after my sick pay ran out. I had worked in the profession for more than 20 years and am sad to have left behind a career that I loved.

While awareness in the workplace has improved, there is some way to go and, sadly, stigma is still rife.

**Mark Hamilton**  
Oundle, Northants

TIM ELLIS



## Bylines are an advert to commissioning editors

I agree with Caroline Thain's thoughts on bylines, which I believe are particularly important when you're a freelance.

Yes, it's a sign of ownership, and every byline is also an advertisement to commissioning editors for what you do.

Admittedly, a few years back a harassed editor left someone else's name on an article 'what I had wrote', and I was somewhat surprised by how little it bothered me. This was partly because I'd been already paid but

mostly because I realised I had an extremely apologetic editor who felt he owed me a favour.

Strangely, what really annoys me is when a copy editor gets my byline wrong, most commonly by missing out the initial. I stopped writing for one editor because they consistently ignored my requests and reminders about it; a small thing, perhaps, but it symbolised the breakdown in our working relationship. So I moved on.

**Paul F Cockburn**  
Edinburgh

## Good decision to keep printing The Journalist

The delegate meeting's decision to instruct the NEC to maintain six print editions of The Journalist a year is welcome.

For the past two decades, many commentators have been predicting the demise of print media. However, in reality, most of us consume a mixture of print and digital. For example, while a digital news outlet offers ease of access and quick navigation of areas of interest, the print product is great for gaining a



## Label illustration looked too much like a noose

Good to see Alex Harvey's letter (May-June 2018) about using the outdated term 'manic depression' rather than 'bipolar disorder'.

Not good, though, to see the noose-like label round the person's neck in the accompanying illustration.

It may have been intended as a 'label' tied round the person but, given the links between bipolar disorder and suicide, it seemed totally inappropriate to me.

See: [www.health.com/bipolar/bipolar-suicide-risk-ricki-lake-people](http://www.health.com/bipolar/bipolar-suicide-risk-ricki-lake-people).

Sorry, but that to me was really insensitive.

**Lynn Eaton**  
London

## When in doubt, vote against the platform

Chris Proctor is right – there is a healthy trade union instinct that our leaders are almost certainly wrong.

The late Ken Morgan, once NUJ general secretary, used to claim to have heard this advice from a grizzled conference veteran: "If you understand the issue, vote according to your conscience. If you don't understand the issue, vote against the ruddy platform."

**Francis Beckett**  
London Freelance Branch

## There are more problems than a shortage of jobs

Any layperson reading Raymond Snoddy's prescription for the media ('Clear the Decks for the More Pressing Issues', March/April 2018) would get the impression that the cure for the problem of the press is to create more jobs for journalists.

That's nice. But we mustn't forget three important issues.

One is that the immediate cause of Leveson was press abuse. This has been quietly forgotten about. There has been no shift in power from the owners to those unfortunate people who get to see the methods of journalism at first hand. For the public to trust the media, the media needs to show it can regulate itself with workable ethics. We can go on forever criticising forms of regulation: let's hear some positive ideas.

The other challenge is that people don't think journalism is worth paying for. We should be asking ourselves why this should be so. Could it be that journalism has been reduced to a form

of entertainment, with information as a secondary component? That almost all journalists and all media organisations have become so hooked on social media themselves that they no longer know what quality is?

Third, the media – and that includes journalists – doesn't understand its role in the political system. It should be orchestrating debate and asking all pertinent questions in such a way that the best, strongest ideas prevail.

**Nick Inman**  
France

## Far too much opinion goes into the news mix

In 'True or False?' (March/April 2018), Raymond Snoddy says that "news organisations increasingly realise that they should be more open and clear with opinion and evidence-based reporting". That may be but it doesn't stop all news outlets saturating their output with opinion.

Newspapers are awash with pundits where an 'analysis' is inset into a news piece and you are directed to acres of pages of current affairs and columnists (pundits), who have multiplied to distraction in recent years, expressing their views on the news.

On television and radio, seconds after breaking news of any tragedy, accidental or man made, the incident is briefly described before analysts and experts explain why and what might/could/should have happened.

The interplay between the electronic and the print media as they relay each other's take on topics gives papers more credit than they deserve as arbiters of the nation's taste; TV personalities feed the pages of papers distorting what goes on in real life.

Any political incident of note (or not) on a news programme will have explanations from a correspondent and is discussed by pundits with axes to grind woven into news items. Think-tanks of every political hue and some who are simply paid propagandists pose as what they are not.

**Roy Jones**  
North Wales Coast Branch

## We need to notice gerunds

Sorry Ray Pearson (March/April), gerunds require possessive pronouns, so correct usage is 'without your noticing' not, as you wrote, 'without you noticing'.

**Fred Emery**  
London

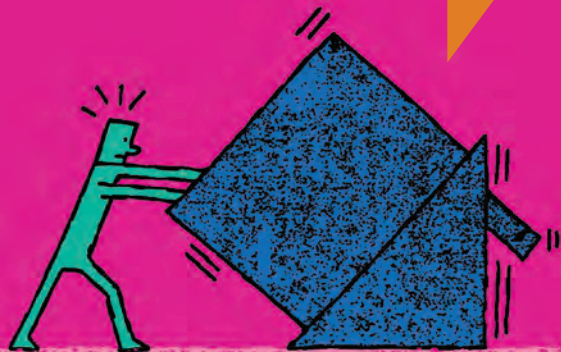
## twitter feed

Tweet us your feedback: [@mschrisbuckley](https://twitter.com/mschrisbuckley)



- RF Hunt** (@RFHunt1) 14/05/2018, 17:03  
A well-deserved winning letter in the [@NUJofficial](https://twitter.com/NUJofficial) #TheJournalist As a fellow bipolar writer I fully agree! (Also with the final point about receiving the magazine!) [pic.twitter.com/moGU4ZAYoh](https://pic.twitter.com/moGU4ZAYoh)
- Community Journalism** (@C4CJ) 15/05/2018, 12:02  
We are indebted to [@jenny\\_sims](https://twitter.com/jenny_sims) for all her support. Jenny is a superb journalist, and it is due in no small part to her ongoing advocacy of our work that we were so well received at the recent [@NUJofficial](https://twitter.com/NUJofficial) delegates meeting. Letter and RoR from the new issue of The Journalist. [pic.twitter.com/WPDo5xkAqz](https://pic.twitter.com/WPDo5xkAqz)
- David Alexander** (@Calacus) 15/05/2018, 12:53  
I recall as a young student journalist refusing to think I would ever go into PR and a decade later I'd made the switch. So why are young #journalists leaving for PR? Interesting article in The Journalist. [bit.ly/2li9ISS](https://bit.ly/2li9ISS) (P14/15) via [@NUJofficial](https://twitter.com/NUJofficial) [pic.twitter.com/pmpJH5ivXe](https://pic.twitter.com/pmpJH5ivXe)
- Alex Fredman** (@AlexFredman) 15/05/2018, 12:55  
Nice to see my letter to the [@NUJofficial](https://twitter.com/NUJofficial) Journalist magazine was the 'star letter' during #mentalhealthawarenessweek [@mschrisbuckley](https://twitter.com/mschrisbuckley) #bipolar #whitby [pic.twitter.com/uSUMxoRRzI](https://pic.twitter.com/uSUMxoRRzI)
- Jem Collins** (@Jem\_Collins) 15/05/2018, 19:29  
Well this is exciting! Got home to find I'm quoted in a double page spread in [@NUJofficial](https://twitter.com/NUJofficial)'s magazine, with a plug for [@journoresources](https://twitter.com/journoresources) and [@SPAJournalism](https://twitter.com/SPAJournalism) [pic.twitter.com/x1ULE2Ltlk](https://pic.twitter.com/x1ULE2Ltlk)
- Clr Alex Paterson** (@ajpaterson) 16/05/2018, 20:02  
Bitter irony through letterbox this morning ... news of young journalists deserting the industry in my [@NUJofficial](https://twitter.com/NUJofficial) members' mag and a copy of Medway Council's Pravda, 'Medway Matters' – the type of publication that is another nail in the coffin of a free, independent local press. [pic.twitter.com/LyuAIQHm6](https://pic.twitter.com/LyuAIQHm6)
- Tony Naylor** (@naylor\_tony) 16/05/2018, 21:44  
Great piece [@louisetickle](https://twitter.com/louisetickle) in the current [@NUJofficial](https://twitter.com/NUJofficial) magazine, which will ring a lot of bells with a lot of freelancers who have an old fashioned attachment to getting paid for their time/expertise at events or on the page.
- Lucinda Elliott** (@lucinda\_elliott) 28/05/2018, 19:02  
Having interviewed female truck drivers in #Brazil during strike action this weekend, [@christinalamb](https://twitter.com/christinalamb) tells some genuine truths about our industry: "As a woman you have access to half the population that a man doesn't." [@NUJofficial](https://twitter.com/NUJofficial) mag >[bit.ly/2xlbvft](https://bit.ly/2xlbvft)@mschrisbuckley [pic.twitter.com/WO6cUmHKCT](https://pic.twitter.com/WO6cUmHKCT)
- John o brien** @irishfabian 03/05/2018, 13:25  
[@mschrisbuckley](https://twitter.com/mschrisbuckley) reading latest issue of the Journalist [@NUJofficial](https://twitter.com/NUJofficial) good journalism is needs to be rewarded [@louisetickle](https://twitter.com/louisetickle) article is inspiring journalists like other workers deserve to be rewarded.
- Denis MacShane** @DenisMacShane 24/05/2018, 13:16  
Check current issue of The Journalist with worrying report on number of young journos quitting to go into PR as pay so poor and too much is recycling, ripping off other papers [@mschrisbuckley](https://twitter.com/mschrisbuckley)

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## Phil Bassett

**Phil Bassett, who has died of cancer at the age of 64, was a leading chronicler of the union scene during the turbulent 1980s when the labour movement faced a Thatcher government determined to curtail union power.**

Phil ‘Bertie’ Bassett first worked for the FT, starting as labour reporter and becoming editor during a period when labour and industrial journalists were as influential – some would argue more influential – than political correspondents.

After 10 years at the FT, he had brief periods with the Sunday Correspondent and the BBC before joining The Times where, during the 1990s, he covered not only labour but also the broader industrial scene.

He was a ‘moderniser’, recognising during lengthy disputes in the civil service, water and rail industries culminating in the titanic miners’ strike and Wapping dispute that the unions were never going to be the same again. In 1986, he wrote *Strike Free: New Industrial Relations in Britain*.

All this was while Blair and Brown were building the New Labour project. It came as no surprise when, after the 1997 election victory, he went to work in Downing Street for Alastair Campbell as head of the No 10 research and information unit.

He was trusted by Tony Blair – indeed, the then Labour leader was a hospital visitor when Phil first experienced health issues, overcoming leukaemia in the early 1990s.

He moved from Downing Street to work for Charles Falconer, then secretary of state for constitutional affairs, and became Labour’s chief of staff in the Lords. He resigned in 2014.

A serious and thoughtful journalist, Phil was also a lot of fun. I spent many days and sometimes weeks with him, on the road and in the bars, covering disputes and union conferences. The excitement of the CPSA in Southport was once too much to bear, so we went on the boating lake with the inevitable result that I fell in as he ‘manoeuvred’ the boat.

For a few years, we together led the Labour and Industrial Correspondent Group which, because of its influence, was briefed and entertained by senior political, union and industry leaders. He startled the ‘old guard’ in the group when we began the annual ceremony of the ‘Golden Bollock’ – an award to the reporter who had made the biggest published mistake – with the opening bars of Michael Jackson’s ‘Thriller’.

In the early 1980s, during the civil service strikes, Phil met Liz Symons, an official of the IRSF tax collectors’ union who went on to become general secretary of the First Division Association, the senior civil servants’ union. I think that I might have witnessed the first blossoming of what was to become a long-term partnership during a strike at the Shipley tax office.

Liz became Baroness Symons and served as a minister in several departments in the Labour government. The couple had a son, James, and married in 2001.

**Dave Felton**



## Paul Harris

**Paul Harris, who has died after a short illness, was a successful journalist as well as authoring more than 40 books. He also ran his own publishing house.**

Born in 1948, he published books while an undergraduate at Aberdeen University. He was a DJ for a pirate radio station in his early 20s and later worked for Capital Radio.

For many years, publishing was his passion. He used commercially oriented books of old photographs and work on annuals for DC Thomson to finance the establishment of a publishing house. By the early 1980s, as Paul Harris Publishing, he was bringing important works to print such as Peter Savage’s *Lorimer* and the Edinburgh Craft Artists, which did much to solidify the Edwardian architect’s reputation in the wider world.

His next great project was the renovation of Whittinghame House, the neo-classical mansion in East Lothian. It had been home to prime minister Arthur Balfour’s family but by the time of Harris’ involvement, decades as a school had left the vast house in a deteriorating position. Harris co-ordinated several owners through a complex renovation. He ended up with a beautiful apartment of his own, although by no means the largest in the house. Inevitably, he told the story in a book.

By the 1990s, he devoted his attention to journalism. He reported from more than 50 countries, including stints in various parts of the former Yugoslavia as civil war raged. In 1999, he was sent to Sri Lanka as The Daily Telegraph’s correspondent, before being expelled from the country in 2001. Desirous of a quieter life, he sold his helmet, bullet-proof vest and satellite phone via one of The Freelance’s more memorable small ads.

Following that, he lectured and dealt in eastern art from the gallery he ran in Coldingham, Berwickshire.

With his silk cravat, received pronunciation and country-house lifestyle, he was a singular addition to the regulars at Edinburgh Freelance Branch meetings. At least during the ‘90s, it was only foreign assignments that kept him away. The breadth of his experience meant that his contributions could be as illuminating as they were iconoclastic, even if, like many good journalists, he generally kept what he really thought to himself. He retained, nonetheless, the persistent charm that had made him a successful seller of books.

Edinburgh Freelance Branch secretary Mark Fisher paid tribute to him. “Beneath Paul’s dapper dress and impeccable manners was the wild spirit of journalistic adventure. He had an outward-looking engagement in global politics thanks to a formidable track record as a war correspondent. He was also blessed with a gung-ho sense of good humour. I can just imagine him smiling when he chose the word ‘conflict’ as an email address.”

He leaves his second wife Sulee and daughter Lucy.

## Lies, damned lies and headlines

### Chris Proctor takes on misleading messages

**T**he most breathtaking porky pie I know is the one that 'the camera never lies'. Photographs ceaselessly distort and deceive – especially those by estate agents.

I've visited a few houses recently where I've marvelled at the disparity between the agent's blurb and the house's qualities. Size is distorted like candyfloss at the event horizon of a black hole. Rooms that the agent's photographs show stretching towards a distant horizon are, in reality, insufficient for cat swinging.

Best was the two-bed flat we saw that, as far as we could ascertain, had just the one sleeping chamber. Upon enquiry the agent announced that that particular bedroom was currently in use as a sitting room. And the sitting room? I asked. Was that contemporaneously employed as a garden?

I don't understand why they lie. If they're going to get found out – and they are – they may as well tell the truth. It doesn't matter how impressive an image you capture – when punters turn up they can see how big a flat is. They're not going to be more convinced by the photograph than the reality.

Headlines are a bit like that, too. There's no point in bigging up a story with a flash header if the report is a load of twaddle. The only exception is if you're confident that readers won't bother to read past the headline.

I saw a Metro header the other day that rather cheered me up. "High-Speed Rail 'For Whole UK'", it said. That sounded good. Then I examined the body of the article.

The real story was that a transport lobbying firm had come up with a report arguing the case for more high-speed trains and that the government had told them to pop off.

Greengauge 21 said if we built 101 extra miles of high-speed track linking cities such as Bristol, Cardiff, Newcastle and Edinburgh, all kinds of nice things would happen and we'd all sing and dance. The trouble, revealed reluctantly in an inside page, was that the Department for Transport said it disagreed. So it wasn't a 'new proposal' but an optimistic punt. All of a sudden, nothing was going to happen.

On the same (slow) day, the BBC news led on a health scare story, which is always good for business. 'Medics Who Saved Skripals Reveal Fears' the header declared. Oh dear! What now? More outbreaks? A contamination? An epidemic of nervy Russky agents?

Not entirely. It seems that the gripping news was that some doctors weren't sure how best to treat the double agent and his daughter when they arrived in hospital on 4 March, almost three months before the Beeb's report. It wasn't even sold as delayed reaction fear.

But if you are trying to grab attention, I suppose 'Man Was Apprehensive Three Months Ago' isn't going to set the heart racing. I can see why they did it.

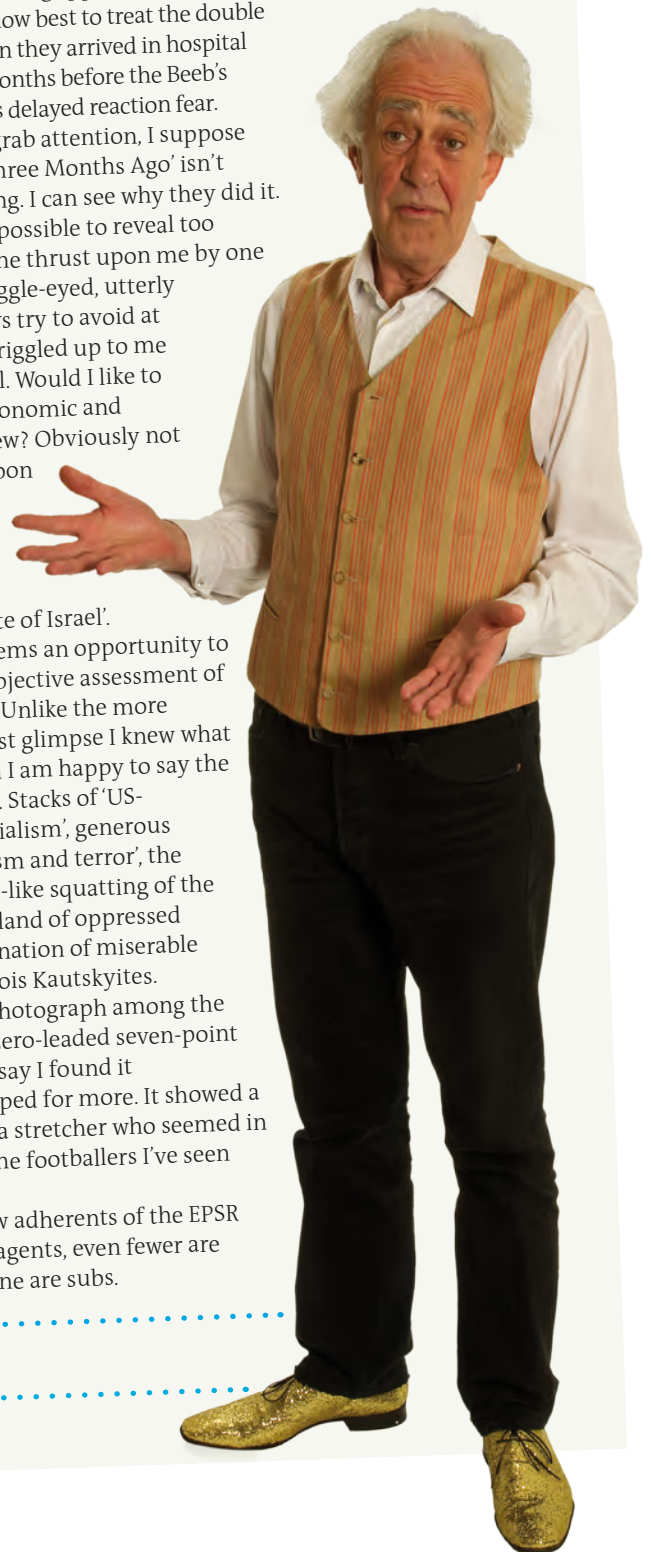
On the other hand, it is possible to reveal too much, as with the magazine thrust upon me by one of those mega-serious, goggle-eyed, utterly committed people I always try to avoid at political meetings. One wriggled up to me undetected in Bolivar Hall. Would I like to purchase a copy of the Economic and Philosophic Science Review? Obviously not – but then my eyes fell upon the main header:

'Gruesome Butchery of Besieged and Unarmed Gaza Palestinians by the Artificial Nazi-Jewish State of Israel!'

Well, I thought, this seems an opportunity to peruse a balanced and objective assessment of the Middle East conflict. Unlike the more popular press, from a first glimpse I knew what the story was about: and I am happy to say the copy did not disappoint. Stacks of 'US-dominated world imperialism', generous helpings of 'expansionism and terror', the applause inducing 'toad-like squatting of the fascist-colonists on the land of oppressed millions' and a condemnation of miserable philistine petty-bourgeois Kautskyites.

There was only one photograph among the interminable pages of zero-leaded seven-point type, and I am sorry to say I found it disheartening. I had hoped for more. It showed a chap with a bad leg on a stretcher who seemed in far finer fettle than some footballers I've seen assisted from the field.

It's my guess that few adherents of the EPSR publication are estate agents, even fewer are photographers and none are subs.





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