The Journal
Autumn 2017
Serving professional journalism since 1912
Magazine of the Chartered Institute of Journalists

Regional press - crisis deepens

The recent demise of the Oldham Evening Chronicle – the latest in a long line of local press closures – highlights the crisis in the UK newspaper industry, and politicians are failing to respond, says CIoJ President Mark Croucher.

"The watchdogs of democracy are dying while global social media companies enrich themselves on the profits of online advertising", says Croucher. "Meanwhile, government failures, negligence and abuses of power go unchecked.

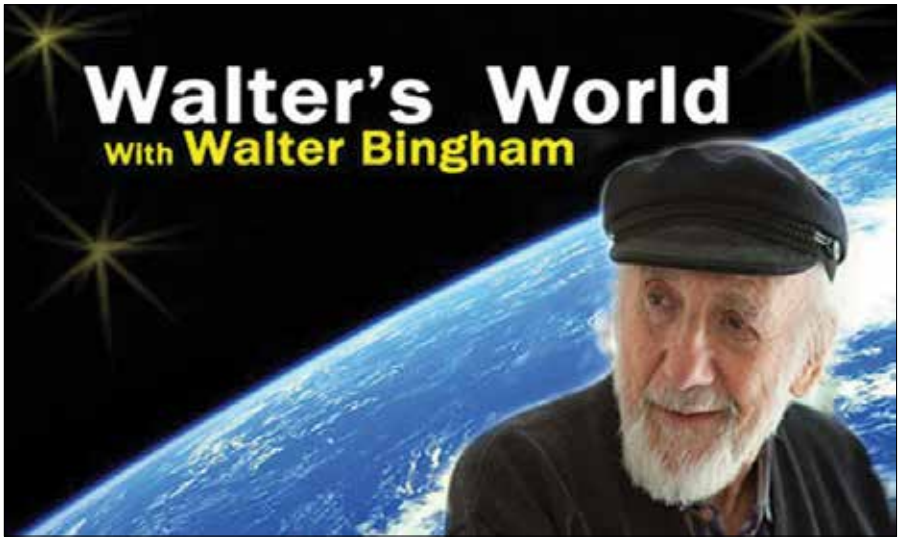
"This is a crisis of democratic accountability that has devastated the local and regional newspaper industry. There is also a deficit in ideas and solutions to the problem."

Croucher adds that the CIoJ is investigating the establishment of a research and development project "to find new ways of sustaining local and regional journalism" in newspaper and multimedia publishing.

The Institute has been tracking job losses and newspaper shut-downs in Britain over the last 20 years.

In the same week that the 168-year old Oldham Evening Chronicle closed, with the loss of 49 jobs, Trinity Mirror announced the termination of the weekly Canterbury Times, and three local weekly titles in Cambridgeshire, as well as moving Bedfordshire On Sunday to midweek and closing its website.

Record-breaker Wally, world's oldest broadcaster



At 93, CIoJ member Walter Bingham, presenter of "Walter's World" on Israel National Radio, has been recognised by the Guinness Book of Records as the oldest radio talk-show host in the world.

Walter Bingham was born in Germany and witnessed the rise of the Nazis including the book burnings that followed their seizure of power. Just days before the outbreak of WWII, with the help of a Zionist youth movement he was selected for a place on the Kindertransport to England. During the war, Bingham saw front-line action in the Normandy Landings and the campaign to liberate Western Europe, and was awarded the Military Medal for bravery. After transferring to Counter Intelligence, he interviewed the captured Nazi war criminal Joachim von Ribbentrop, who had been German ambassador to Britain and subsequently Hitler's Foreign Minister.

A veteran journalist and broadcaster who has worked for several different broadcast networks, he has presented the weekly magazine programme "Walter's World" on Israel National Radio since 2004. As well as broadcasting he is an accomplished public speaker and was a member of a visiting panel of lecturers at schools throughout the UK, where he spoke on the Third Reich, and has spoken at schools in the USA. In recent years he has also turned to acting and has appeared in several Harry Potter films.

Topics covered in "Walter's World" range from cultural and entertainment events and social problems to major political interviews. He holds up a mirror to Jewish life and paints pictures in sound. His many famous guests have included celebrated lawyer Alan Dershowitz, Chief Rabbi Lord Jonathan Sacks and Jewish community leaders from many countries, as well as singers and TV stars, politicians, political commentators and academics.

"Getting recognition was an interesting process," says Wally, "because with an age-related record you have to be able to provide numerous documents proving your date of birth. Fortunately, after a good deal of searching 93 years' worth of paperwork I finally found the acceptable documents and after an 11 month process, I finally received notification."

In the Institute we are proud that one of our members is, officially, the oldest talk-show host in the world.

Many congratulations, Wally!

Andy Smith
Editor



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TheJournal

ISSN 1361-7656

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Printed by **Cool grey display & print Ltd**
Tel: +44 (0) 1444 474646

Editor's Comment

Elsewhere in The Journal you will read of the demise of yet more regional newspapers. It would be easy to form the view that "the Press" here in Britain is shrinking. But is it? While "news", especially at the local and regional level, may be harder to come by in printed form than it was, say, a decade ago, the number of "special interest" and feature-based periodicals seems to be growing exponentially. Take, for example, the proliferation of history magazines.

Between 10 and 15 years ago I was a regular writer for several such publications, including Living History and Medieval History Magazine, both monthlies, widely available in bookshops and newsagents, and both aimed at a general rather than academic readership. The former eventually merged with BBC History Magazine and the latter ceased publication in the UK - although it continued for a while in France. At the time I lamented the apparent decline in the market for periodicals aimed at the history enthusiast.

Any visitor to one of the larger branches of WHSmith now, in 2017, could hardly miss the vast plethora of monthly magazines on historical subjects, with titles such as All About History, History Revealed, World Historia, History of War, Military History and Historic Scotland. These are just the tip of the iceberg as there are also numerous monthly magazines for the amateur archaeologist, the Egyptologist, the collector of coins and medals, the treasure-hunter and metal detectorist, too. Then there is the largest category of all within the history section - the publications on family history and ancestry research, no doubt boosted by the popularity of television series such as "Who Do You Think You Are?"

Other hobbies and interests have also produced a massive upsurge in monthly periodical publishing, from country walking to basket-weaving, as well as old favourites such as stamp collecting, train spotting and angling. For those of us who feared that "hobbies" might be dying out in the internet age, and with them the specialist Press that catered to the needs of these enthusiasts, the good news is that, judging by the heaving magazine shelves of the local newsagent, there is still a monthly magazine for just about every special interest - and in many cases you will be spoilt for choice.

It goes without saying that this is not just a cause for celebration among consumers of such periodicals, but for the journalists who write on these subjects too. While the media landscape may often seem gloomy these days, the revival of Britain's special-interest Press and the emergence of so many new monthly magazines should be seen as a very welcome glimmer of hope.

Andy Smith

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Are local authorities stifling democracy?

Public bodies that lock out the public and media from their meetings are "closing down democracy", in the view of the Chartered Institute of Journalists.

The CIoJ is calling on the government to send in commissioners to take over Kensington & Chelsea Council after its cabinet excluded the public and the media from a meeting to discuss the Grenfell Tower fire disaster in which at least 80 people died.

When a High Court Judge ordered the council to let in reporters with press cards, the council ended the meeting.

Institute President Mark Croucher says: "This is the worst example in living memory of a public body insulting our democratic traditions. If Kensington & Chelsea Council had any genuine public order worries, they only had to admit accredited media reporters and allow live sound/TV transmission of the meeting."

Croucher says the media should be given full access to public body meetings and any legal proceedings investigating the catastrophes that the UK has experienced in recent months.

The CIoJ President believes this affair is part of a trend in public bodies not respecting their duty to show transparency and accountability. "We were appalled when the Southwark coroner failed to give proper notice to the media on the inquest opening for the three London Bridge terrorists shot dead by police.

"In that case the Coroner realised his mistake and sensibly released a sound recording of the hearing to reporters.

"Professional journalists are the eyes and ears of the public. If they are denied access, we are denied democracy."

The Institute has argued that Article 10 of the UK Human Rights Act places an obligation on all public bodies to ensure the freedom to receive and impart information and ideas without interference by those in authority.

Justice at last for murdered journalist

An Indian guru has been jailed for the rape of his female devotees and is also being prosecuted for conspiracy to murder a journalist.

It is 15 years since the journalist, Ram Chander Chhatrapati, was killed after publishing accusations of rape against Gurmeet Ram Rahim Singh. In 2002, Chhatrapati ran an anonymous letter in his daily newspaper, Poora Sachh, exposing the ugly truth about Singh, who was a much-revered guru with a widespread following.

Chhatrapati had exposed the sexual exploitation of the guru's sadhvis (women disciples) at the headquarters of the Dera faith in Sirsa. The journalist was shot dead at his home at point blank range.

The three-page letter he published was written by a woman in Hindi and addressed to the then Prime Minister Atal Bihari Vajpayee, as well as to the heads of several institutions, including the Chief Justice of Punjab and Haryana High Court.

His son, Anshul Chhatrapati, has welcomed the belated rape verdict and says he is now hopeful of getting justice at last for his father.

The intensity of feeling about the rape case led to 38 people being killed in riots following the conviction, and the judge even had to be flown in by helicopter to sentence the spiritual leader, known as the "guru in bling" for his penchant for bejewelled costumes.

The area was in lockdown after the verdict but it did not stop his followers rioting and burning a car outside the courthouse.

But it was a the journalist who broke the story which eventually led to the prosecution. It was only after the letter was published that India's Central Bureau of Investigation looked into the rape allegations. Unfortunately it took several years to trace the guru's victims and it was not until 2007 that two women came forward and filed rape charges.

Following his conviction for rape, Singh will now stand trial for conspiracy to murder.

Recruitment

The Institute is offering a referral fee to any member who can help recruit new members.

Every Full Member you sign up will earn you £50. The new member will need to be sponsored by you and will have to satisfy our accreditation procedures.

Contact our Chief Executive for more details - memberservices@cioj.co.uk .

Journalist's body found

Swedish freelance journalist Kim Wall was identified by DNA when her torso was found in the sea.

Entrepreneur Peter Madsen had invited Wall, a 30-year-old freelance journalist, to join him on what was supposed to be a short voyage aboard his private submarine Nautilus to show her his business plans. Fortunately the journalist had told her boyfriend about the trip and when the submarine failed to return as scheduled he raised the alarm and a major naval search was launched to find the vessel.

Rescuers found Madsen standing in the tower of the sunken Nautilus but there was no sign of the LSE-educated journalist. Madsen originally claimed that he had dropped her at an island in Copenhagen harbour, but prosecutors accused him of killing Wall. Her body was found several days later.

Kim Wall divided her time between New York and Beijing and wrote for the New York Times, Time Magazine and the Guardian. Her mother, Ingrid, said that she "gave voice to the weak, vulnerable and marginalised people. That voice had been needed for a long, long time, now it has been silenced."

* A memorial fund has been set up in memory of Kim Wall. The aim of the Fund is to allow a young female reporter to cover subculture, broadly defined, and what Kim liked to call 'the undercurrents of rebellion'.

"Kim wanted more women to be out in the world, brushing up against life, and we would like to help bend the world in her vision," a spokesman for the Kim Wall Memorial Fund explains.

More details may be found at:

www.rememberingkimwall.com

Court ruling paves the way for more tribunal claims

The Supreme Court has ruled that employment tribunal and EAT fees are unlawful and it has quashed the Employment Tribunals and the Employment Appeal Tribunal Fees Order 2013 with immediate effect. The abolition of fees seems likely to result in a significant increase in new tribunal claims being brought by claimants, given that the number of claims has decreased by about 70% since fees were introduced.

The Supreme Court held that the fees regime was unlawful under both UK and EU law as it has the effect of preventing access to justice and imposes unjustifiable limitations on the ability to enforce EU rights. It did acknowledge that the government's aims in introducing the fees regime were potentially legitimate, but found that the current high level of fees was not a necessary means of meeting those aims; the government couldn't impose whatever fees it chose in order to achieve its aims.

In addition, the higher fees payable for "Type B" claims, which includes discrimination claims, were held to be indirectly discriminatory against women and other protected groups.

As a result of the Supreme Court's judgment, fees are no longer payable for lodging or pursuing new claims before the employment tribunal or for lodging appeals before the EAT. HM Courts & Tribunals Service has launched an updated online tribunal claims service without any reference to fees and its website has been amended to make it clear that claimants do not have to pay a fee to make a claim.

In addition, all fees paid by claimants since July 29, 2013 will be reimbursed by the government and it will announce the details of a refund scheme in due course. It is not yet clear what will happen where the respondent employer repaid the fee to the claimant under either a cost order following a successful tribunal claim or under a settlement agreement.

Fred returns to the battlefield

A former Hendon Times sports editor who served at Arnhem in 1944 has returned to the scene of the battle 73 years later.

CIoJ member Fred Harris served in the Royal Engineers in WW2 and was with the 7th Armoured Division (better known as the "Desert Rats") when he was dispatched to Holland as a reconnaissance driver to try to find ways to push the Germans back across Arnhem Bridge.

Although "Operation Market Garden" failed to achieve its ultimate goal of taking Arnhem Bridge, the battle, which lasted from September 17 to 25, 1944, is etched in many Dutch people's memories. Locals still maintain the graves of the fallen and hold a week of commemorations in Arnhem and the surrounding area every year.

Fred's military exploits also included participation in the Normandy campaign that preceded Op.Market Garden, and the Battle of the Bulge later the same year, but it is the Dutch campaign that he looks back on with real fondness.

Fred told The Journal: "I had no idea at the time that I was taking part in 'Operation Market Garden' but I do know that the Dutch came out and fed us with their meagre rations and billeted us in their homes. I still hold a photograph of two children pressed on me by their mother saying that we had given them back their freedom and she would always be grateful.



"I have shared the details and hope someone could find them as it would be wonderful to meet them again - although they would be old people now we could still share the memories. The Netherlanders were wonderful and would give us any help they could and 73 years later, the same welcome and love is there again with strangers shaking my hand and thanking me for allowing them to live free."

Fred was one of 19 veterans, aged from 92 to 98, from Britain, Holland, Canada and the USA, invited by the Stichting Nederland-Amerika, the Dutch-American friendship organisation, to be part of the Market Garden commemorations. Unfortunately one of the veterans who was due to take part in the grip, veteran Albert Figg, aged 97, did not make it. Sadly he died on July 4.

Liz Justice

Number of local papers halved in a decade

The number of local newspaper journalists has halved in the past decade and this is damaging democracy, according to a report published by the London Assembly.

Although publications in the capital are relatively "resilient", this is masking the decline in quality, said the report, which was commissioned by the Assembly's Economy Committee.

Falling readership and advertising revenues are forcing local newspaper publishers to cut resources. This is doubly worrying as the decline comes at the same time as the Government hands more powers to local councils, including plans to give them more control over £25bn a year in business rates revenue.

"We are at risk of losing one of our most important democratic functions [at local level]," said Economy Committee Chair Fiona Twycross. "You start getting quite broad-brush coverage. The investigations into things that might have been going on in council committees and decision-making is something that a lot of newspapers can't do any more."

Seven local newspapers closed in London in July, including one in Kensington, scene of the Grenfell Tower fire.

Kuenssberg gets protection

BBC political correspondent Laura Kuenssberg has been given a bodyguard after suffering a tirade of constant abusive and threatening messages, mostly from the far-left.

Spectator journalist Isabel Hardman said the threats comes from "the belief that certain people do not deserve to have opinions and high-profile jobs and instead deserve abuse and threats.

"Those who really want to combat a culture of abuse of women need to be clear that it is as unacceptable to abuse your critics as it is your friends. If you don't, then there is still a sense that people you dislike somehow deserve the abuse.

"Laura Kuenssberg no more deserves abuse than Diane Abbott, even though the Corbynites object noisily to the former and offer noisy support to the latter."

Charity praises media on mental health

New research from the charity Mind shows that media coverage of mental health problems improves understanding and promotes help seeking.

News reports, documentaries, celebrity interviews, soap and drama storylines about mental health have a huge impact on encouraging people to talk, show new findings released by Mind. More than a third (35%) of people who have seen a storyline involving a character with mental health problems say it inspired them to start a conversation about mental health, and half (50%) of all respondents say that it changed their opinion about the kind of people that can develop a mental health problem.

Mind's poll reveals that sensitive reporting of mental health stories in the news can also play an important role in supporting people with mental health problems. One in four (24%) people say that seeing or reading news reports about mental health help them feel less alone, and one in five (20%) say that it has actually prompted them to contact a friend or colleague with a mental health problem.

Celebrities speaking out about their mental health experiences was also shown to be impactful with a quarter of respondents (24%) saying that hearing accounts from people in the public eye helped them to feel less alone and one in five (21%) had started a conversation about mental health inspired by celebrity stories in the news.

Interestingly, younger people were much more likely to say they felt encouraged to seek help or support for their mental health as a result of reading about mental health stories in the news. A quarter (24%) of 18-24 year olds say they had felt encouraged to seek help after having read a story similar to theirs in the media, compared to just 7% of those aged 65 and over.

Paul Farmer, Chief Executive of Mind, said: "These statistics show just how powerful all forms of media can be in inspiring people to start a conversation about mental health and encouraging them to seek help. We have seen an enormous amount of mental health media coverage in recent months thanks to the Duke and Duchess of Cambridge and Prince Harry's Heads Together campaign and the first ever mental health marathon. We are so grateful to the media for getting behind the campaign and helping to raise vital awareness.

"Following Prince Harry's candid interview with The Daily Telegraph Mad World podcast we saw a 38% increase in calls to our Mind infoline. This was surpassed the day after the London Marathon broadcast on the BBC and covered extensively in the press, when we witnessed a 58% increase, our busiest day ever with a record number of calls. Media reporting can really be a lifeline. It has been amazing that the media coverage of the London Marathon has given a platform to so many people to speak out about their own experiences. We urge journalists and programme-makers to continue this welcome trend of reporting on mental health."

Is disability a barrier to being a journalist?

Glasgow Clyde College student Kyle Gunn was told by the Scottish Qualifications Authority that he could not receive the Higher National Diploma in Practical Journalism. This was because his cerebral palsy meant he was unable to take the shorthand section of the course.

However, following a "clarification" by the National Council for the Training of Journalists (NCTJ) of its policy on disabled students and shorthand, the SQA said it was reconsidering its position. The statement says the body makes "reasonable adjustments and gives special considerations to learners with particular needs" for all of its qualifications.

"The NCTJ Diploma in Journalism is an industry-designed vocational qualification and is recognised as the industry standard, pre-entry qualification for trainee journalists.

"Shorthand is an elective component of the diploma, which means that learners may complete the qualification without shorthand.

"The NCTJ National Qualification in Journalism is a professional qualification taken by regional newspaper journalists after a minimum of 18 months of employment. Although the eligibility requirements for this qualification include shorthand, applications made for learners unable to meet the eligibility requirements are always considered, and adjustments will be considered for candidates with particular needs.

"For example, we have a trainee sitting the November NQJ exam who cannot achieve 100wpm shorthand, so alternative arrangements have been made following a discussion with the editor and the trainee. We strongly believe that a disability should not be a barrier to getting a job in journalism, and even if employers have shorthand as a requirement, applications will normally be considered on a case-by case basis."

Documentary film-makers scoop major awards

Whicker's World Foundation has announced the winners of its latest Funding Awards.

The top award, £80,000, for a first-time feature-length documentary maker aged 35 or under, went to Pailin Wedel of Bangkok for "Hope Frozen", a compassionate film probing the ethics and morality of cryogenics and the meaning of death.

Wedel, 34, is a Thai-American video journalist based in Bangkok. She has worked on documentary programmes for television including commissioned half-hour episodes for Al Jazeera English's current events documentary reportage program "101 East". Aside from her television work, she also regularly films pieces for The New York Times, National Geographic, Monocle and the Wall Street Journal. Before diving into the freelance life, she was the Asia Interactive producer for the Associated Press where she directed online visual and interactive coverage for the region.

Edinburgh based Duncan Cowles, 26, won £15,000 for "Silent Men", a sideways look at masculine response to emotion, while the £5,000 Sage Award, for an outstanding newcomer over 50, went to Steven Carne for "My NHS, Voices from the Grassroots", a very personal take on the crisis in healthcare. The £2,000 runner-up prize went to Roy Delaney for his film "The Bard's Wife".

Whicker's World Foundation, built on the legacy of celebrated journalist and broadcaster Alan Whicker, has awarded a total of £102,000 to help support documentary-makers. Alan Whicker wanted to stimulate and empower talent which might otherwise not find its place in this highly competitive industry. The Foundation is looking for a spirit of inquisitiveness that will stimulate the viewer and tell something new and unexpected about the world.

Valerie Kleeman, photographer, programme consultant and Alan Whicker's partner for more than 40 years, said: "Alan's wish was that the Foundation should provide a platform for young documentary makers. He would be amazed and delighted by so much of what we have seen. We looked for surprise and originality and have not been disappointed- the sheer variety of entries has been overwhelming, the choices agonising. The spirit of Whicker's World is alive and flourishing in the most unexpected and inaccessible places."

Lament for a fallen giant

The Medway Valley in Kent was once known for its many riverside industries: from chalk extraction and cement-making, to breweries and paper-making. One of the most famous names in the paper industry was the great Aylesford Newsprint plant, a Kent industrial powerhouse since the early 1920s and a main supplier of essential raw material to the country's newspapers – most notably The Times, Mirror and Observer.

Two years ago – and with no real warning (although, perhaps, the writing had been on the wall for some time), the plant closed.

The 200-strong workforce arrived for their shifts as usual, only to be told that the plant was ceasing production with immediate effect. Unable to compete with the vastly cheaper imports of paper products from Canada and Russia (two countries with rather more pine trees than the south-east of England!), Aylesford's acres of machine-houses and despatch areas fell silent. The plant's great plume of steam which remained constant day and night, and which was visible for miles around – a reassuring pillar of industry – disappeared; a happening which, for Kent people, seemed the equivalent of those Welsh colliery wheels coming to a halt and never running again.

Today, private equity people and developers have moved in – and the site is heading for a complete redevelopment, with extensive and impressive plans for residential housing and lighter industrial or business units. But at present, the main edifice of the old factory remains: barbed wire and locked gates keep people at bay, but not the weeds, nettles and scrubby bushes which are invading this post-industrial place. A pathway along the side of the site takes the walker through an almost post-apocalyptic world – the wind catching the odd unfastened fitment, and causing metal panels (already coming apart) to bang and clatter. Crows hop along the empty car and lorry park; and a forlorn railway siding which connected Aylesford Newsprint to the double-track Medway Valley line has taken on the appearance of something from Dr Beeching's time.

Industrial decline

At their presentation, the developers and equity men (and women) gave the public a first-class outline of the site's potential. Any minor issues concerning traffic access and so forth were diplomatically brushed aside by the velvety PR machine: every eventuality had been considered – and no local resident should ever worry. Yet the fall of that noble giant which we knew as Aylesford Newsprint reflects not only the erosion of manufacturing in Britain: it should emphasise to everyone in our industry the decline in our collective fortunes – as the traditional morning paper is increasingly replaced by the "consumer" deriving his information from a phone, tablet or laptop.

As a piece of industrial archaeology, the Newsprint building may not be very interesting – just another brownfield space, which might be better used for the housing we so desperately need. But those of us who feel something for the passing of an era might even like to pass by the old structure, and take one more look at it before it disappears under the demolition ball. Close your eyes on that Medway path, and imagine the rumbling machines, the immense rolls of paper and the shift-workers coming in and out each day.

Remember this scene – especially when you next log on to your news app.

Stuart Millson

Training to stay safe



In July, 37 freelances from around the world joined Rory Peck Trust, Frontline Freelance Register (FFR) and a team of security experts to get their safety questions answered.

A team of safety advisers and digital security experts, assembled by RPT and FFR, set up at the Frontline Club in West London for the first ever Freelance Safety Surgery. Experts from Buzzfeed, First Option, Blue Mountain Group, AKE and A.Kain & Partners fielded questions from freelances across four continents – who attended in person or via secure online link-up.

For many participants, it was an opportunity to get information they hadn't been able to get elsewhere. The one-to-one sessions covered topics ranging from encryption tools to appropriate kit for assignments, according to the needs of each freelance journalist.

"Personal advice like this is absolutely paramount in a world where safety for freelances tends to come at a cost", according to Sarah Giaziri, Director of the Frontline Freelance Register. "Up-to-date information combined with personally tailored advice is pretty rare - and offering it to freelances free of charge is an exciting step."

"It's so important for freelances to get this advice from security experts who are actually practising it", said Catalina Cortes of RPT. "All of those who took part in the surgeries work with journalists in high-risk areas on a day-to-day basis - and some have been freelances themselves. We're really delighted with the day and so thankful to all of the advisors who donated their time free of charge. We have had excellent feedback from the freelances who took part and hope this will be the first of many."

Steve Cook, security trainer from Blue Mountain group, who took part in the event, said: "It was so great to be able to help advise so many journalists from so many different countries. These free safety surgeries are a much-needed resource for those freelances who cannot acquire training or assistance around the globe. I'm just looking forward to the next session."

Here is what participants said about the training:

"I didn't even know what I didn't know. I learned so much practical info."

"Honestly, the advice was golden and gave me a lot of clarity on how to proceed."

"It was my first time discussing safety issues in Asia with a professional security advisor and it was extremely helpful."

Austin Cooper

Programme Officer for Middle East and North Africa – Rory Peck Trust

The Rory Peck Trust is dedicated to supporting and assisting freelance newsgatherers worldwide. For further information on the Trust's work, please go to: http://www.rorypecktrust.org/

Managing the BBC's workforce

The BBC has reduced payroll staff costs and numbers, in particular the cost and size of its senior management, increased the proportion of staff outside London, and created new posts in priority areas, according to the latest report from the National Audit Office (NAO).

In the period the NAO reviewed, the BBC improved central management oversight and control of staffing, bringing greater consistency and standardisation to its approach. From 2010 to 2016, the BBC reduced the cost of its payroll workforce by 6% in real terms and the size of its payroll workforce by 4%. In 2015, the BBC employed an average of 18,920 full-time equivalent staff in its public service broadcasting functions, compared to 19,767 in 2010. The cost of salaries and wages for payroll staff in these functions fell in real terms by £59 million from £921 million in FY 2010-11 to £862 million in 2015-16 (in 2015-16 prices). Over this period, the BBC made 3,400 staff redundant at a cost of £190 million.

The NAO found that the reduction in workforce was smaller than the BBC originally planned because the Corporation had offset posts it closed by creating new roles in priority areas. In 2011, the BBC had envisaged that it would become a significantly smaller organisation with a net loss of about 2,000 payroll posts over five years. By 2016, the workforce had fallen by 847 staff, with reductions beyond this level offset by increases, most notably in digital and technological roles to support services such as the iPlayer and to allow greater personalisation of BBC content. But the Corporation did not monitor or report centrally in a consistent way on the number and cost of all types of 'variable staff' (freelance and agency workers), meaning that it was not possible for the NAO to assess how its total requirement for people has changed over time. In March 2016, the BBC engaged approximately 2,500 variable staff on a full-time equivalent basis. However, the NAO report notes, the BBC could not say on a like-for-like basis whether it was making use of more or fewer variable staff than in previous years.

According to the NAO, the BBC successfully reduced the overall number and cost of its senior managers but failed to meet two related senior management commitments. It succeeded in reducing the senior management pay bill by £17.1 million (27%) from £64.1 million to £47 million, but the number of senior managers earning more than £150,000 was higher in March 2016 (98) than in January 2012 (89), despite a commitment to reduce the number by 20%. Furthermore, the BBC did not reduce the proportion of senior managers to 1% of the workforce by 2015 as intended, and in December 2016, senior managers represented 1.6% of the workforce.

The BBC still faces recruitment and retention problems in areas where it competes for specialist skills, the NAO concluded. Amongst the NAO's recommendations are that the Corporation should measure and report on its variable staff on a consistent basis from year to year. Amyas Morse, Head of the National Audit Office, says: "The BBC's approach to managing its workforce shows definite progress.

"The BBC has improved its oversight of staff, and achieved better value for money than in the past. The scale of the BBC's efficiency agenda in the coming years is considerable, and the BBC will need to monitor workforce changes carefully to build on the recent progress it has made."

KEY FACTS

18,920 - average full-time equivalent payroll staff in the BBC's public service broadcasting functions in 2015-16

£862m - expenditure on salaries and wages for the BBC's public service broadcasting payroll staff in 2015-16

319 - senior managers in the BBC as at December 2016, compared to 540 in 2010-11

4% - net reduction in the number of BBC payroll staff working in public service broadcasting between 2010-11 and 2015-16

6% - net real-terms reduction in the cost of salaries and wages for the BBC's public service broadcasting payroll staff between 2010-11 and 2015-16

3,400 - BBC staff made redundant between 2010-11 and 2015-16

53% - BBC staff based outside London in December 2016, against a target of at least 50%

1.6% - BBC staff who were senior managers in December 2016, compared with an intention to reach 1% by 2015

98 - senior managers earning more than £150,000 in March 2016, compared with 89 in January 2012

2,500 - full-time equivalent freelance and agency workers working with the BBC, in addition to payroll staff, in March 2016

Honorary Doctorate for Luke Johnson

Former Channel Four Chairman Luke Johnson has received an honorary degree from the University of West London. Johnson joined 1,700 graduating students at ceremonies taking place at Wembley Stadium in July.

In a stellar career, Johnson has been chairman of both Channel Four and the Royal Society of Arts. After taking control of Pizza Express in 1993, Johnson grew the business from 12 outlets to more than 150, before selling the brand.

In 1996, he founded Dental Holdings which grew into the UK's biggest chain of dentists.

UWL conferred honorary degrees on 11 accomplished individuals from fields ranging from education to campaigning, business and entertainment. UWL Vice-Chancellor Professor Peter John said: "It has been a remarkable 12 months for UWL. We have achieved the biggest increase in our ranking of any UK university in three independent league tables, and our success at getting our students into employment is today recognised at national level.

We look forward to the future achievements of our new graduates, and I believe they will also be inspired by the exceptional individuals who we are also recognising today by being awarded with honorary degrees."



Pictured: Luke Johnson, former Chairman of Channel Four Television

The case the media could not afford to lose

By Tim Crook

On July 19 this year the UK Supreme Court ruled on a case that had previously been known as PNM v Times Newspapers.

It is one of the most significant media law judgements this century.

If the media had not been successful it is arguable that Open Justice as a vital principle of transparency and ensuring that justice was undoubtedly and manifestly seen to be done would have been disabled and put on the road to destruction.

Professional journalists and the media industry can thank News UK's Times newspapers, and its award-winning investigative reporter Andrew Norfolk who has courageously exposed the failure of local government and police authorities to properly investigate child sexual grooming and prostitution.

Local newspapers also joined the media consortium fighting for the Open Justice principle.

The case turned on the right to identify a man who had been arrested by the police in a 2012 child grooming enquiry known as Operation Bullfinch.

He was given police bail, released, told that his case would be kept under review and never charged. But he was named during the Old Bailey trial of nine other men charged and prosecuted.

PNM was described as 'a prominent figure in the Oxford area.'

From the get go the media was legally gagged from identifying him when the Magistrates' court made an order under Section 4(2) of the 1981 Contempt of Court Act.

PNM did not feel it was right that he should become collateral damage as a result of being named and associated in a criminal trial arising from an enquiry where he been effectively cleared of any wrongdoing.

As most properly trained professional journalists know orders under this section usually relate to the postponement of reporting proceedings to avoid a risk of serious prejudice to somebody's right to a fair trial.

Such orders should not be used to protect legal anonymity. If the court had tried to use the relevant section of this legislation, Section 11, it would have found it could not do so because the statute only confers the power on protecting identities withheld from the public before the court.

PNM was repeatedly named during proceedings at the Old Bailey when the media and public were present.

So this order was censorship; something recognised by Supreme Court Justice Lord Sumption who said: 'The material is there to be seen and heard, but may not be reported. This is direct press censorship.'

PNM and his lawyers fought for his right to be protected from exposure through the privacy laws from 2012 to 2017.

This titanic battle between the privacy and the open justice principles has taken five years.

The legal costs of trying to protect the media and public's right not to be censored in this way had to be fought at the High Court, at the Appeal Court and then the UK Supreme Court in Parliament Square.

Only the big legions in our industry could afford to take this risk, to fight so long and hard, and eventually succeed.

But it leaves a very serious warning.

The UK Supreme Justices voted five to two in favour of the media.

The existence of two dissenting rulings leaves powerful seeds and roots for the privacy argument to be resurrected and fought again in the future.

A newspaper industry in acute crisis with declining paper sales, siphoning of advertising from the global online giants of Facebook and Google, an unrelenting political attack on media corporations that they should be subject to state approved regulation, remains extremely vulnerable.

There is a Cold War being fought by a high profit privatised legal profession that knows in media law there is more money to be earned from 'reputation management' than fighting the press freedom corner.

The legal arguments for the media were skilfully advocated by Gavin Millar QC and barrister Adam Wolanski.

The regional newspaper group Newsquest were also key players in the media consortium fighting for newspapers in Oxfordshire and Wiltshire to be able to report the case fully.

The importance of the PNM case has been recognised by HoldtheFrontPage media law columnist Jennifer Agate who said:

'The decision comes in the context of increasing use of what are effectively privacy injunctions in criminal proceedings. In one recent example, the press was restricted from reporting a criminal investigation into financial crime where the owner of the company had been interviewed under caution. In another, an injunction prevents the naming of an individual who was not even a suspect, but a witness in an investigation.'



The UK Supreme Court

The Press Association's legendary barrister and media law expert, and editor of 'Media Lawyer, Mike Dodd, devoted the first six pages of his September 2017 edition to the case.

So who is PNM? On the July 19 he could be named in the media for the first time.

Tariq Khuja has always protested his innocence.

He had taken part in an identity parade.

A victim who had told police detectives that she had been raped by somebody called Tariq had not picked him out and she did not believe her rapist was in the line-up.

And so Mr Khuja has never been charged.

That is the public record and the Times Newspaper with the support of other media organisations fought tenaciously for the right to publish something that is arguably very much to Mr Khuja's credit.

Tim Crook is Professor of Media Law & Ethics at Goldsmiths, University of London, and the author of Comparative Media Law & Ethics and the UK Media Law Pocketbook.

Professor Crook will be writing for The Journal regularly on media law, ethics and regulation.

What happens in the body when reading?

Measuring reader engagement in digital editions

By Mary-Katharine Phillips

In recent years, digital news has flourished, perhaps due in part to the ability to gather data purporting to show reader engagement. But so far print editions have not been able to benefit from this. To bridge this gap, we initiated the Digital Reader Engagement project. The goal was to define, measure and predict engagement of readers with their digital newspaper on a mobile news platform and to translate those measurements to key insights that can be used in the newspaper production process. We envisioned helping editors learn how to improve the engagement levels of both their print and digital newspaper publications based on scientifically grounded insights.

But we knew we could not simply use the same metrics as traditional online analytics, which fall short of actually measuring reader engagement. Such analytics solutions have simply made it possible to quantifying the number of eyeballs on a piece of content, through generating statistics based on a digital publication's measurable traffic. Yet even newer entrants to this industry, while suggesting they deliver revolutionary insights instead of just data, still give in essence the same information: visitors, session length and page views. What we really want to know is how a reader feels while reading and how they appreciate a piece of content.

Simply measuring the time spent on a page is not enough, we need to look at the combination of time and positive affect to truly understand reader engagement. First, we needed to understand what exactly happens in the body while reading a digital publication, and then determine which outcomes are measurable indicators of positive affect. To answer this, we led a research project with the University of Leuven in conjunction with innovation hub imec and Belgian publisher Mediahuis. We outfitted a panel of readers with sensors, tracking device interaction, posture, pupil movement, heart rate, blood pressure, and asked users for feedback on content.

After all this data was gathered, an extensive analysis of all the user reactions and interactions was conducted.

The findings? Reading a digital newspaper does provoke strong emotional reactions. A few key lessons emerged about reader engagement as well:

Scanning pages and articles happens very quickly and requires limited involvement from the reader.

Cognitive reading requires strong attention, as a result the human body calms down.

Explicit pictures or strong emotional titles provoke strong emotional reactions in the body.



Bodies show high levels of frustration when readers are confronted with technical complexity, full page ads or complex visuals.

With these breakthroughs, we then worked on an initiative to improve daily publications by integrating editorial insights into the production process using advanced machine learning. This initiative was selected as one of the six Belgian projects to receive support from Google's Digital News Initiative Innovation Fund. This allowed us to create "EngageReaders", which uses predictive modelling to identify over-performing and underperforming articles, as well as highlight hidden gems (articles that were opened by a limited number of readers, but loved by those who did open it).

To date, this is the only tool focused purely on editions, using ePapers as a proxy for their print counterparts. We launched earlier this year in five newsrooms in: Aachener Zeitung (Germany), Het Nieuwsblad (Belgium), De Limburger (The Netherlands), L'Avenir (Belgium), and La Montagne (France).

Diaries shed new light on author

Iris Murdoch fans and scholars finally have an opportunity to "read between the lines" as 15 volumes of the writer's private journals, covering the period from 1939 to 1996, become available at Kingston University. The documents have been donated to the University by Mrs Audi Bayley, the widow of John Bayley who was married to Iris Murdoch from 1956 until her death in 1999.

The gift also includes hundreds of unpublished poems, manuscripts, notebooks and letters, adding to the comprehensive collection already owned by the University which encompasses the late writer's Oxford and London libraries along with more than 3,500 letters written by Murdoch.

University archivist Katie Giles says it is impossible to overestimate the value of the archive. "We now have the most significant collection of Murdoch-related material in the world," she explains. "This latest generous gift of her personal diaries shows that Kingston University remains one of the leading global destinations for Iris Murdoch scholars."

Murdoch's personal life and its influence on her novels have long been considered a source of intrigue and debate. This latest acquisition – which makes the archives the most complete body of autobiographical work by the late author – will now allow enthusiasts and scholars to explore the thoughts and influences that underpinned her fiction and philosophy which spanned a period of more than forty years.

Unparalleled insights

Kingston University emeritus research fellow Dr Anne Rowe has dedicated much of her career to exploring the writer's life and work and believes that the subject matter and reflections within Murdoch's writings are even more relevant to a modern-day audience than to the readers of her time. "Murdoch's novels continue to capture the attention of academics in fields as diverse as theology, philosophy, linguistics, narratology, creative writing and publishing," she adds. "These journals provide unparalleled insights in to the remarkable and complex life of a woman whose private and public personas were often at odds with each other."

The 15 volumes of journals – which are currently being transcribed by Murdoch scholars alongside volunteers from the local community – will offer an opportunity to understand how Murdoch's life and art were interwoven. A first glance at the journals revealed that some entries had been edited by the late author with phrases having been physically cut out of pages by Murdoch herself, Katie Giles explained.

"The second journal is missing and assumed destroyed as it spans the period during the Second World War when Murdoch was caught up in a controversial love triangle," she said. "The account of the first days of her marriage has also been removed, with a simple reference: 'August 14. Married John' written in one of the remaining margins."

Among the collection is a journal from the 1980s which is packed with descriptions of domestic incidents and accounts of dreams. Most significantly, there are hundreds of

Continued on page 10

Continued from 9

cryptic comments on philosophy, theology, literature and the writing process itself.

There was quite a difference in style between the first and last journals, Dr Rowe explains: "The first journal from 1939 captures the brief carefree period when Murdoch travelled the countryside with the Magpie Players – a group of Oxford students who performed ballads and songs. By contrast, her last entries comprise fragments of sentences written when Murdoch was in the grip of Alzheimer's – with the final pages taking the form of letters, where she repeatedly wrote, 'My dear, I am now going away for some time...'."

The procurement of the journals heralds a new collaboration between Kingston University and the University of Chichester which, in 2016, launched its affiliated Iris Murdoch Research Centre headed up by Dr Miles Leeson.

The diaries will fuel future collaborative areas of research between the two universities and support joint funding applications, Dr Leeson suggested. "We have celebratory events planned for 2019 to mark the 100th anniversary of Murdoch's birth," he added. "These will include conferences, a centenary collection of essays, and a travelling exhibition which will exhibit a selection of materials from the Murdoch archives, possibly housed in a reconstruction of Murdoch's Oxford study."

E-mail address

If you are not receiving regular messages from us via e-mail it is likely we do not have your up-to-date details. Don't miss out. Update your details today - memberservices@cioj.co.uk .

Have you joined ALCS and DACS?

It's free but might pay your CIoJ subs for ever!

This short note is all about copyright, by no means a boring subject, and definitely one that professional journalists should be interested in – so please read on. You might well learn something to your advantage.

As their names indicate, ALCS (the Authors' Licensing & Collecting Society) and DACS (the Design & Artists' Collecting Society) are collecting societies. That is, they collect money for their members, typically for licensed use of their material in things like educational photocopying, broadcasting, incidental use in television programmes and the Internet, and so on. No individual has the skill and ability to trace and ensure payment for all of these, but that's what collecting societies do on behalf of their members.

Put simply, ALCS looks after licensing payments for written work, whereas DACS seeks and distributes payments for illustrations, including photographs. However, each works in a different way.

ALCS explains itself as "a not-for-profit organisation with around 90,000 members, open to all types of writer and owned by its members. The money collected is for 'secondary uses' which typically bring in small amounts of money that are difficult for writers to monitor individually, so the most effective way to gather them is collectively. It takes tireless investigation, as well as experience and expertise. But nowadays, with the help of bespoke IT systems, ALCS can collect money from all over the world through agreements with over 55 different societies in more than 40 countries." Typically, ALCS looks backwards for a relatively short time, perhaps a few years, and makes appropriate payments to identified members. Each small amount collected is destined for a specific writer.

Much, perhaps most of the money collected by DACS is in global amounts, each for a large number of licensed copies not individually identified, for which the ALCS system won't work. Moreover, DACS says that any picture ever painted or any photo ever taken is in principle just as likely to be copied and to generate a fee as any other. So DACS' "Payback" system is based on the number of pictures published EVER by each member in qualifying media (for example, publication in books with ISBN number or periodicals with ISSNs).

ALCS has a membership fee (currently £36) paid by deduction from royalties due. But members of the CIoJ, a sponsoring organisation of ALCS, are automatically members and just need to register. DACS has no membership fee and all registered qualifying members receive a minimum payment (currently £25) each year, just for joining. Maximum annual payments from DACS for individual members can exceed £4,000 a year.

YOU MUST REGISTER

When these schemes began, individual members of supporting organisations like the CIoJ did not have to register individually, though it was always advisable. However, the latest regulations mean that YOU MUST REGISTER to ensure that you receive the payments due to you. They could easily be enough to cover much more than your annual CIoJ subscription. Registration is relatively simple and can readily be accomplished via the ALCS and DACS websites (www.alcs.co.uk and www.dacs.org.uk). Don't forget to mention your CIoJ membership.

Ken Brookes
CIoJ Copyright Representative

Fake news, Pyongyang style

Revelations by a defector from North Korea provide a rare opportunity to understand how journalists work in the repressive Communist state.

Chang Hae Seong was a journalist for the Pyongyang regime's Korean Central Television (KCTV) and now lives in Seoul, South Korea. In an article published in the Korean Times, he writes: "While working as a reporter at the Division of Revolution I at the TV station, I dignified Kim Il Sung to elevate him to being the hero who saved the country."

According to Chang, the North Korean founder and dictator Kim Il-sung, grandfather of current leader Kim Jong-un, is seen by many older people in the North as a superhero. Many believe that the older Kim, who died in 1994, had magical powers and, for instance, could make bullets from sand dust, and that he had crossed the Yalu River at the Chinese-North Korean border by riding on nothing but a withered leaf.

For decades, North Korea's state-controlled media have produced what people would now regard as "fake news" for the Kim dynasty.

Before his defection, Chang was deeply involved in the Kim family's plot to fool the North Korean public to ensure their stay in power. In the North, he now says, "news stories are made, not covered". Chang, now 73, says he wrote his reports from scratch. "I did research on Kim to find stories. If I found even a speck of something positive about him, I would exaggerate it to recreate a whole story to portray him as a great leader.

"There were five divisions within the state TV, including the Division of Revolution I, and like me, reporters there were ordered to make and report stories about the Kim family to justify their policies."

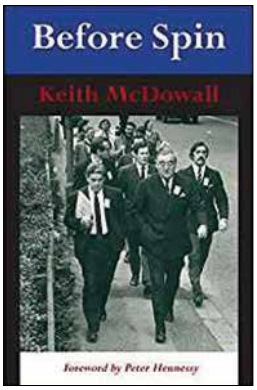
Chang joined the state media in 1976 after graduating from the Kim Il-sung University Department of Philosophy in the capital city of Pyongyang and worked there for 20 years.

BOOKSHELF

Before Spin

by Keith McDowall

published by Melrose Books, 385pp, £16.99



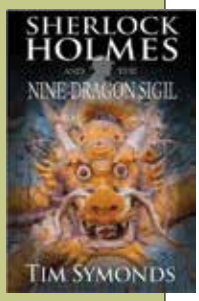
When I joined the Government Information Service (GIS in 1964, Keith McDowall was the Daily Mail's Industrial Editor. I first came across him when I was working in the Press Office of the newly formed Ministry of Technology the following year. But Keith was to have a second career in the GIS. As an influential figure in press and politics, he joined it as Chief Information Officer of the short-lived Department of Economic Affairs. His eight years in Whitehall included spells at the Home Office, in Northern Ireland, Trade and Industry, Housing, Environment and Employment. Not a bad portfolio, and Keith's account of his GIS years forms the centre of this autobiography.

The earlier pages cover Keith's years at South London Press and entry to Fleet Street via the Daily Mail. It's a racy and entertaining read, involving many of the big names of the time in politics and the unions. As Peter Hennessy points out in his Foreword, this includes the rise to Opposition Leader of Harold Wilson, soon to become Prime Minister. Keith's move to the GIS followed a brief flirtation with promoting a business venture that failed – plastic bricks, no less. Among the Ministers he looked after, Jim Callaghan and Willie Whitelaw at the Northern Ireland Office and Peter Walker and Michael Foot in Whitehall stand out – very different characters with very different politics. But then you had to be adaptable in the GIS.

In something of a third career, Keith moved into information work with first British Shipbuilders and then CBI, before setting up KMA, a successful and lucrative public relations business. Old friends helped him build it up until he was ready to sell out and retire. Always a keen trade unionist and a life member of the NUJ he had married Brenda Dean, now Baroness Dean, and now found his own public service work rewarded with a CBE. The concluding chapter of Before Spin registers his dismay at the slipping of standards in press and public ethics, the rise of 'spin' and the disappearance of a professional Government Information Service.

Roger Bush (in GIS 1964-94)

COMPETITION



Win a copy of the latest Sherlock Holmes adventure by longstanding CIoJ member Tim Symonds!

Symonds, author and celebrant of England's greatest sleuth, has kindly donated a signed copy of his latest Holmes novel – set in turn-of-the-century China. To win this book, simply answer these five questions and send your answers on a postcard to the CIoJ Head Office. It's elementary, my dear reader!

1. In which South London suburb did Sherlock Holmes encounter a mysterious builder?

2. Which famous Hollywood director in the mid-1980s made a film about "young Sherlock"?

3. In The Hound of the Baskervilles, Sir Henry Baskerville came to England to claim his inheritance, from which country?

4. In which story does the character of Irene Adler appear?

5. What is the middle name of Holmes's creator, Sir Arthur Conan Doyle?

Send your answers to: Journal Editor, CIoJ, 2 Dock Offices, etc... Email: editor@cioj.co.uk and mark as SHERLOCK HOLMES COMPETITION

CONCERT REVIEW

Flash Harry honoured at Proms season

This year's Proms season paid handsome tribute to a conductor who, in his era, could claim to have made the famous summer concert season his own: Sir Malcolm Sargent – often referred to as "Flash Harry" (because of his immaculate white-tie-and-tails, slicked-back hair, white-carnation-in-buttonhole appearance).

At a Prom on July 25, one of today's music knights – Sir Andrew Davis – conducted Sargent's old orchestra, the BBC Symphony, in music by Berlioz, Schumann, Elgar, Walton, Holst, Delius and Britten, with Proms founder Sir Henry Wood's arrangement of the National Anthem (his 'Version A, for very large forces'). In fact, this was the exact sequence which Sir Malcolm programmed at the opening of the 1966 Proms – astonishingly, the maestro's 500th Prom.

Sadly, one thing was out of place: despite great efforts to acquire a white carnation, Sir Andrew Davis could not find one anywhere in London (as Radio 3 put it) "for love nor money". Honestly: what is happening in this country? Nevertheless, the concert succeeded in re-creating the more traditional programme of music for which Sargent was famous, although it is not always correct to say that the famed conductor played safe with the old symphonic war-horses, or indeed British composers. He performed Shostakovich, Sibelius, Britten and the Swiss composer, Honegger, and greatly expanded the horizons of the Proms – embracing the large-scale works that are made for a place such as the Royal Albert Hall.

But the archives and many anecdotes tell us that he was not always on the best of terms with BBC officialdom; and did not care a great deal for the avant-garde, atonalist music which was in vogue at the Corporation's music department during the 1960s – a style which continues to find favour today. Instead, Sargent was in his element at the occasion through which many non-classical-music people gain their understanding of the Proms: the Last Night.

It was Sargent who "enthroned" Parry's Jerusalem on that famous evening in the musical calendar, and he made an arrangement – with solo singer and large chorus – of Rule, Britannia! (a song which originally came from an 18th-century English opera about King Alfred). By the 1967 season, the conductor was extremely ill, but managed to make a surprise appearance at that year's Last Night – despite his doctor's advice that he should remain in his sick-room. The mass-ovation he received spoke volumes about his deep relationship with the Prommers, but also highlighted how the elder-statesman/Flash Harry image had converted him into a figure recognised by most people in Britain.

At the concert, Sir Andrew Davis noted how his illustrious predecessor had "opened the musical magic box for millions of people" – something that was perhaps easier to achieve in the days when there was effectively one television channel and (dare I say) a much more undiluted Reithian attitude at the BBC.

Sir Malcolm Sargent will always remain in the hearts of British music-lovers, a figure from a different era and a reminder of style, formality and unabashed traditionalism. As those 1950s and '60s Prommers put it in one of their Last Night banners: Carry On, Sargent!

Stuart Millson

Cancer - It could be you

Cancer can happen to anyone. It's not the lifestyle we lead (although being overweight and drinking too much doesn't help) – even the slimmest, fittest, vegetarian teetotallers get it. The NHS now says that one in three of us will end up with the disease, but we live longer today, and mostly it's an older person's disease. The good news is that millions have had it, and they are still alive.

If you do get it, one of my doctors advised, "make a fuss and demand the best treatment", and you will have a far better outcome, particularly with today's NHS and its cost-cutting ethos. For best advice, research the web; yes, there are charlatans out there, but a good journo will sniff them out. Most reliable information generally comes from American sites e.g. American Society for Clinical Oncology, MD Anderson (probably biggest cancer hospital in World), Dana-Farber and their other superb hospitals.

If you want the best treatment, go to France. Most medical authorities place them at the top of survivorship stakes. UK, alas, is down at around 25th in Europe. Being treated on the NHS can be a battle of wills, ending up with conflict. It's often a case of receptionist/GP/hospital versus little old you. Told to save money, the NHS looks for ways – so make sure it isn't over your treatment. If you can, carry medical insurance. The CIoJ's approved company, HCMA, is well worth looking in to.

Many find that although they recover from cancer, it still takes its toll. You will be desperately tired, and fatigue is cumulative. Drugs contain poisons to kill off cancer cells, and they don't mind giving a massive kick to your body along the way. Although we get benefits if we can't work, these don't provide mental stimulus, you don't feel valued and tend to stagnate - not good news.

There needs to be better care post-cancer for those who want to get back to work, but find they have problems such as disabilities. Perhaps this is where the Institute could help?

Tired patients learn to use their time wisely, which includes shopping online. We all have IT skills, and tend to use our laptops to help run our lives; from discovering farm shops that will deliver seasonal, healthier food to investigating all the things you can buy for your life, from light bulbs to garden compost online.

Whilst sitting at home, I was working with someone from Macmillan looking at ways of using IT skills if you wanted home work. This came to an end. Charities like Macmillan are very good at advising you what you can do healthwise, claiming benefits, etc, but learning new skills to get back to work is beyond their remit. So if someone wants to set up a website to sell products, there must be freelances who could help with market research, website design and set-up, arranging affiliate programmes. Currently I am hoping to set up a website to sell specific skincare; and there is room for farm shops, helpful clothing, etc.

Cancer patients can work at midnight and sleep all day (drugs upset sleep patterns). With growth in online shopping increasing daily, most members probably have skills and contacts that could be offered to all sorts of clients, via Scope, Cancer Research UK, etc.

Job Centres too often get asked to help, but are scared of the word "disability". Centres promise the earth when it comes to helping find work, but having tried several, their best offer was "you need a mentor" and sending me a list, all with hefty hourly rates. So, perhaps this could be where the CIOJ steps in? Devise a course on "Setting up your own selling website".

Keep it to a one-day course; disabled people often are extremely busy waiting around in hospital outpatients' departments! Then tell charities what you can offer. The CIoJ has journalists working in most areas, and could charge a reasonable amount for short courses. And if you want to know where to hold it, try Guys Hospital. They have a tailor-made area in their brand new Cancer Centre.

Verite Reily Collins
verite@greenbee.net

BBC Swahili celebrates 60 years of broadcasting

BBC Swahili is celebrating its Diamond Jubilee this year and has broadcast special 60th anniversary editions of AMKA na BBC (radio) and Dira ya Dunia (TV and radio).

These programmes have tracked the growth of the Kiswahili media industry, the impact of democracy and how BBC Swahili has touched listeners' lives. The service has also been looking at entertainment from the region over the years – in particular Swahili Beats.

Past BBC presenters have been popping up to reflect on how things have changed since the first broadcast from London in 1957. The BBC also held a debate in Dar es Salaam entitled "My Swahili'' examining how the language – widely spoken in East Africa – had evolved over the years, including the different dialects. BBC Swahili has evolved from a radio station to a broadcaster offering a breadth of multimedia content, with daily television programming, a comprehensive online news website and popular social media feeds.

BBC Swahili has over 2.5 million fans on Facebook, 131,000 followers on Twitter and 803,000 followers on Instagram.

Caroline Karobia, Editor of BBC Swahili says: "We are so proud of our great broadcasting history and hope we can carry on improving and serving our audiences for many years to come. We are excited by the possibilities opened up by new technology to engage even more closely with our audience in the future."

PRs with no experience of the media

Dear Editor,

As a freelance industrial/business journalist I dreaded having to deal with PRs who had never worked in the media as many had no concept of the way journalists work and therefore what they need.

As an example of this, I was asked by a PR manager to raise her university's profile.

She chose six postgraduates, and I quickly realised that her choice was simply based on photogenic qualities, not apparently realising that however handsome they were, no publication would be interested if there were not strong stories to justify the pics.

I should of course have backed off but I struggled on - and it got worse!

All six were heavily reliant on other universities as their own lacked the necessary equipment. As I could hardly neglect to mention these other unis, I was heavily criticised.

And it got worse still!

I later met the head of science who informed me that the university had bucked the trend that year by increasing the number of physics students.

And, of course, it got even worse. The students had just gone home!

Linda Wain

Chartered Institute of Journalists 2017 AGM, London

The Institute's Annual General Meeting and Conference will take place in London on Saturday October 14, at Goldsmiths, University of London.

All members are invited to attend and play a full part in the proceedings.

We hope you will be able to attend, and maybe have dinner with us afterwards.

The agenda for the day may be found on pages 16 of this Journal. You will also find the Annual Report on the activities of the Institute through the last year, and accounts for the Institute and our charities.

Annual Dinner

On the evening of the Conference, members will be having dinner at the hotel. If you wish to join us you will be more than welcome. This will take place at the Clarendon Hotel, Blackheath - a short cab ride from the AGM venue. The cost will be in the region of £30 which will be payable in advance.

Please let Diane know if you wish to attend - memberservices@cioj.co.uk .

See all details at www.cioj.org/2017AGM





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AGM agenda Page 16-17

CIoJ accounts Page 18

Charity accounts Page 19

Saturday

14 October 2017

Venue:

Goldsmiths,
University of London,
8 Lewisham Way,
New Cross,
London SE14 6NW

For details on how to find Goldsmiths, including travel links, see www.gold.ac.uk/find-us/

Accommodation:

Rooms at the Clarendon Hotel, Blackheath, are available at very competitive rates for CIoJ members and their guests attending the Conference.

Rooms will need to be booked direct with the hotel.

Make sure you book your place at the AGM with Diane:

020 7252 1187.

A year in review - 2016

There is no doubt that 2016 proved to be a difficult year for a number of reasons. There were a number of unprecedented attacks on media freedoms, including an attempt to limit the Freedom of Information Act, the jailing of journalists' sources and an attempt to implement section 40 of the Crime and Courts Act. The Institute campaigned on all these matters - detailed more fully later in this report.

The Independent newspaper ceased to exist in physical form, and can now only be found in an online version, and the local press also suffered numerous closures. Trinity Mirror did try to buck the trend by launching a new national daily called New Day, but the enterprise was short-lived and the paper was closed after a few short weeks.

A new press regulator, Impress, was approved by the government's Press Recognition Panel. The industry has largely shunned the new regulator with most publications opting to be regulated by the IPSO, the industry formed regulator.

FINANCE:

This was another challenging year for the Institute's finances. Income dramatically dropped in 2015 and it dropped again in 2016 due to a fall in subscription income. The outgoing expenses were successfully managed in order to limit the effect of the reduced income, however the result was that the General Fund's accounts show a small deficit of £811.

The drop in the number of journalists being employed was the most likely cause of the reduction in subscription income. The Chief Executive and Honorary Treasurer were aware of the fall in income year on year and kept a vigilant eye on matters in order to manage any continuing downturn. Expenses were managed accordingly so as to limit the damage caused.

During the year, the Institute was obliged, through regulation, to set up a pension scheme for all employees. Although this would have limited effect in terms of ongoing costs, because there would not, at this stage, be any participants in the scheme, there was an initial cost burden of implementation.

The disbursement to the IoJ (TU) was £69,300 and a healthy cash balance was maintained in that fund. The 2016 accounts show a small profit to the tune of £1,460.

The Institute's charitable funds have supported members and their families with financial help totalling £58,064 (2015 - £55,200).

The Institute's Council is confident that the organisation is able to continue to fulfil its obligations to its members.

ANNUAL GENERAL MEETING:

The Institute's AGM took place in Bournemouth on October 15.

For the first time in more than a decade members voted to increase membership subscriptions. Members discussed wide-ranging issues affecting the industry including ethics and the establishment of a charter mark. The merging of the Institute's charities was also discussed, with a view to modernise the support they might offer to members and their families.

In the evening, members enjoyed an informal dinner.

HANDOVER

In early March, Mark Croucher was installed as the Institute's President at an event held at Europe House, London. Janice Shillum Bhend was installed as Vice President, and will take over the presidential reins early in 2018.

FELLOWSHIPS

Amanda Brodie and Dominic Cooper were awarded fellowships during the year, in recognition of their commitment and work for the Institute.

CAMPAIGN REPORT

The CIoJ's Professional Practices Board (PPB) has campaigned on a wide range of journalism issues and threats to media freedom over the past year.

Activities have focused on the following areas of acute concern: journalists' sources; State press regulation and resisting implementation of section 40 of the Crime and Courts Act 2013; reforming the Freedom of Information Act – a campaign against the absolute exemption over historical archives for security issues; global events menacing international media freedom, and the need to fight for public body transparency and combat secret justice in the courts.

British journalism has been facing multiple political and legal assaults on journalists' sources in the UK.

Journalists' sources

In October 2016, we welcomed the quashing, by the Court of Appeal, of the conviction of Sun journalist Anthony France. This meant that all the journalists who had pleaded "not guilty" after being arrested, charged and tried by the Metropolitan Police in Operation Elveden had been cleared.

Most juries had decided that it had not been in the public interest to criminally prosecute journalists who had paid public officials for public interest stories.

The tragedy of the sources who had been given up to the police remains more serious. The majority had lost their jobs, been prosecuted, convicted and sentenced; many had gone to jail including former Belmarsh Prison officer Robert Norman.

The CIoJ was the only organisation of journalists to publicly back Robert Norman's appeal to have his conviction quashed. His unmasking by Trinity Mirror and News International had a devastating effect on him and his family.

He received a two year sentence. He lost his home. His wife had a catastrophic breakdown in her health as a result of the police raid, investigation and trial.

The CIoJ's public affirmation for Robert Norman garnered support from Professor Roy Greenslade in the Guardian and Dominic Ponsford at Press Gazette. Although the Court of Appeal ruled against him, he now has a media law specialist QC taking his case to the European Court of Human Rights at Strasbourg.

His legal team will be holding a seminar at Garden Court chambers, Lincolns Inn Fields on Tuesday November 21, and the PPB has been invited to take part and speak.

In October last year the Institute also published a media release calling for a change in the law making news publishers and journalists legally liable for breaching the confidentiality of their sources.

PPB Chairman Tim Crook argued in The Conversation that the lack of justice for journalists' sources has been a catastrophe for democracy.

The narrative detail of this case has been extensively covered by the Institute's Journal with articles on the significance of Robert Norman's appeal, and then his decision to fight all the way up through the British legal system, and then to Europe.

State Press Regulation and Section 40 of the Crime and Courts Act 2013

The PPB has been determined to disseminate the Institute's policy on the Press Recognition Panel, Royal Charter regulation, IMPRESS and the draconian legal cost penalties threatened against news publishers refusing to comply.

A media release was written and published to condemn the potential farce of double press regulation as the Royal Charter's Press Recognition Panel moved closer to approving IMPRESS, a rival to the main industry

A year in review - 2016 (continued)

backed regulator IPSO. This was followed by condemnation of IMPRESS recognition.

A further media release was generated on the PRP's 'inappropriate intervention' in the government's consultation on whether to implement Section 40 of the Crime and Courts Act 2013.

Section 40 is regarded as a stick with which the UK's news publishers can be forced to sign up to the state-approved regulator IMPRESS. The PPB backed the Institute's consultation with its membership and submission to DCMS on Section 40 and Leveson Part Two in January 2017.

The PPB Chairman had three articles published in The Conversation campaigning on this issue: "Why the latest body of UK press regulation is less than impressive"; "Stop press! Here's a ten-point plan for regulating the news industry"; and "Why Fleet Street is right to fight government-backed regulation of the press".

Freedom of Information Act. Campaign against absolute exemption over historical archives for security issues

Professor Crook was unsuccessful with his FOI first tier tribunal appeal to secure the release of files on a Secret Intelligence Officer framed by KGB spy Anthony Blunt.

The risks and costs of pursuing further appeals are considered too great at this stage; particularly with the unsympathetic attitude of the presiding Judge whose initial ruling had to be corrected on the grounds of inaccuracy.

PPB analysed the case for reform of the absolute exemption in a Journal article titled "Reforming FOI to unlock the secrets of Intelligence history". We are planning to use political representations in Parliament to persuade the Security Service and Secret Intelligence Service to release files on Alexander Wilson to the Public Record Office.

In an associated development, the Snoopers' Charter, or Investigatory Powers Act 2016, became law in January 2017, and the Law Commission proposed reforms of the Official Secrets Act 1989 which the PPB thought were far too draconian and damaging to journalism. These issues were analysed in a Journal article in the Institute Journal "Snoops and Spooks - 'Big Brother' implications for journalists".

International Media Freedom

The PPB has intervened on the wide range of threats to media freedom internationally during the course of the last year.

Media releases were generated and published on the threats to blackmail Qatar into shutting down Al Jazeera and the persecution of journalists in Turkey following the failed military coup.

We urged international support for Al Jazeera in the face of the demand by Saudi Arabia and other Middle East countries that it should be shut down by its host country Qatar at:

The Institute also urged the Turkish government to restore the application of the European Convention of Human Rights and protect the position of the country's journalists and media workers.

In the wake of the failed military coup against President Erdogan, the CIoJ said that respect for essential human rights such as freedom of expression (Article 10), right to life (Article 2) and the prohibition of torture and inhumane treatment (Article 3) were the best guarantees of democracy and peace.

The new US President's hostile attitude to critical media publishers, including the BBC, drew concern and analysis from the PPB with the article "Donald Trump and Journalists".

This was echoed in Professor Crook's contribution to the Guardian article on George Orwell and Donald Trump.

Transparency and Secret Justice

The PPB believes there is a disturbing trend growing for public bodies to avoid transparency and open justice in the midst of the Grenfell Tower disaster and catastrophic terrorist events experienced in London in recent months.

This generated the CIoJ media release at the end of June 2017, "Local authorities who shut out media and public shut down democracy". This coincided with an article by Tim Crook in the Conversation in which he argued that "Secret justice leaves a corrupt and damaging legacy".

If you are an Institute members and would like to serve on the PPB and help in its campaigns for professional practice issues in the coming year, please email timcrook@cioj.org .

CHARITIES:

At the Institute's AGM members were asked to vote on a motion which sought to merge the Benevolent, Orphan and Pension Funds. The motion was amended to ask Council to investigate the proposal and provide more detail on what would be involved. During the course of 2017, Council has held a consultation with members seeking their views on the merger. The matter will be returned to the 2017 AGM for further discussion.

Orphan Fund

The support of children and young people is a wonderful benefit for all journalists who were members of the CIoJ and although, for data protection purposes, that work remains private for the individuals involved, it is incredibly rewarding.

The Fund supports three beneficiaries and dispensed more than £41,000 in support of the funds activities. The value of the Fund's investments increased by more than £167,000, to more than £2.6m, which yielded in excess of £104,000 income.

The work in the past year has also been challenging as the trustees have a responsibility to look after individual children of various ages who need to have their educational support managed as if their journalist parent were still around. While the charity is clear that will happen while the child is still in full time education, for the trustees they have been asked to consider a young person taking post graduate qualifications. And the requests have included tuition costs, living expenses, driving lessons and for younger children additional help with music or dance classes.

Most trustees also take the opportunity to go for an annual lunch with the young people so they can actively engage with them and assess for themselves how each child is doing in a relaxed social setting. This has made it far easier to make decisions based on the real circumstances and provide additional guidance in a constructive way.

The charity and myself as Chairman also welcomed the additional support of the Chief Executive of the CIoJ, Dominic Cooper who spends time and effort building bridges with the families to make sure each child's needs are carefully assessed and advice on fully meeting the charity rules. He has also been on hand numerous times when quick and decisive action is needed or when a request is received requiring sensitive handling.

Finally huge thanks to each and every trustee for their care in making those decisions as this is never easy when it affects a child or young person in the absence of a parent.

Liz Justice, Chairman

Oak Hill & T P O' Connor Fund

The Oak Hill & T P O'Connor Fund and the Pensions Fund were again administered by the same committee of Trustees during the course of 2016. The Oak Hill & T P O'Connor Fund provided grants to two members totalling £2,125. Income for the year was £7.064 (2015 - £7,419) and the total value of the Fund now stands at £220,845 (2015 – £203,617).

Though the Fund's dedicated, talented and fast-reacting committee members were called upon to help very few CIoJ members during the past year, their assistance was undoubtedly much appreciated. However, their constant worry is that journalists in need, whether because of health problems or any other reason, are just too embarrassed to ask. Sometimes the first indication is a request to Head Office to

resign because of an inability to afford that year's subscription. But for CIoJ members, one of the Fund's first acts in such circumstances is to keep the member's status fully alive, by taking care of that payment. Beyond that, there are a variety of ways the Fund can help, within its own financial limitations. Above all, though, everything related to a request is ABSOLUTELY CONFIDENTIAL. Not even Council Members know the identity of anyone helped by the Fund, whether or not members of the Institute.

It is noteworthy that, because of the difference in scope, proposals to merge certain of the Institute's charity committees will not affect the Oak Hill & T.P. O'Connor Fund.

Pension Fund

Sadly, one pensioner died during the year, which meant that the total support provided was reduced from the previous year.

A total of £5,490 (2015 – £6.800) was shared by the current five pensioners in 2016. Income for the year was £8,123 (2015 – £9,312). The total value of the Fund is currently £242,364 (2015 - £224,993).

At its meeting in February of this year, the committee were pleased to agree an increase to the monthly pension as well as to the traditional Christmas gift.

Kenneth J A Brookes, Chairman & Senior Trustee

Benevolent Fund

The fund supports members, and their dependants, through times of financial hardship, and the call on support from the fund did not increase from 2015.

In all, the Fund supported a total of six members during 2016 (2015 – 6 members) with grants totalling £9,449 (2015 – £5,225). No loans were provided (2015 – £4,100).

Incoming resources for 2016 were slightly reduced to £12,287 (2015 - £12,391), but the total value of the Fund increased through the year to just over £304k (2015 - £285k).

Dominic Cooper, Trustee

DEATHS:

It is with great sadness that your Council reports the deaths of 7 members during the year. Among those who passed away were some significant stalwarts of the Institute including past president Lois Hainsworth, Syd Gillingham, John Hosken and Peter Bowes.

Signed
Mark Croucher, President
Dominic Cooper, Chief Executive
23 September 2017

AGM business

Saturday, October 14

12.30pm **Lunch and Registration**

1.30pm **Welcome and outline of day's events by the President**

THE UNION
1.40pm

IoJ (TU) session – Everyone welcome but only non-employing members will be able to vote on Trade Union matters.

1. The Chairman of the Professional Practices Board (PPB) will take the chair and report on its activities.
2. The General Secretary, Dominic Cooper, will report on the support that has been provided to members over the last year.
3. The Honorary Treasurer, Michael Hardware, to move:

- that the audited accounts of the Institute of Journalists (TU) for 2016 be received and accepted.

4. Q & A session on the work of the PPB.
5. Elections to the PPB.

THE CHARITIES
2.10pm

6. Reports by Chairmen of the Institute's Charities:
   - the Orphan Fund;
   - the Benevolent Fund, Dominic Cooper;
   - the Oak Hill and TP O'Connor Fund, Ken Brookes;
   - the Pension Fund, Ken Brookes.
7. Q & A session on the work of the CIoJ and its charities.

THE INSTITUTE
2.30pm

8. The President, Mark Croucher, will take the chair.
9. The Honorary Treasurer, Mr Michael Hardware, to move:
   - that the audited accounts of the Chartered Institute of Journalists and its charities for 2016 be received and accepted. The Honorary Treasurer will take questions on the Institute's finances.
10. The President to move:
   - that the 132nd report of the Chartered Institute of Journalists and the IoJ(TU) as submitted to the membership be received and accepted.
11. The President to move that any business unfinished by the end of the meeting shall be referred for consideration by Council

12. Resolution: **Change to Standing Order 3.1.1**

Proposed by Ken Brookes

A) Add new sentence at end: "Where a number of individuals carry out a journalistic function as a team (eg in reporting sporting or political events), Council may rule that all members of such a team shall be eligible for election as Members, providing that this is their sole or chief occupation.

B) After "Division." Insert the words "For the avoidance of doubt, the Institute recognises as professional journalism any work of a journalistic nature, as defined in Bye-law 2(a), in which publication and distribution are wholly or partly electronic in nature and the activity is the applicant's sole or chief occupation in terms of time and/or income."

13. Resolution: **Ethics - amend the Institute code of ethics**

Proposed by Tim Crook

The Institute support the expansion of its code of ethics to include five new clauses offering an affirmation of positive values about the purpose and role of journalism to maintain an accurate public record of contemporary events for future generations, enhance and promote democracy, freedom and liberty, further the interest of responsible and professional journalism, and aspire to fairly report and represent the rich and diverse spectrum of human society.

Amendment:

In 2 it is proposed we change 'Press Complaints Commission' to Independent Press Standards Organisation (IPSO)

Additional clauses:

11. You will recognise that there are more than two sides to any subject, and that responsible reporting is clear about what it omits, as well as what it includes in order to communicate the plurality, diversity and magnitude of the human condition and experience.
12. You should be able to compensate sources of any kind in proportion to the public interest value of their information and the risks they are undertaking.
13. You must treat all your sources, subjects, colleagues and members of the public with the utmost respect and exercise compassion, humanity, and general courtesy during your work to all your fellow human beings at all times.
14. You must remain conscious that facts change over time and there is a duty to update stories and amend archives to maintain accuracy and avoid misleading anyone searching, and stumbling upon outdated material.
15. You have a duty to engage with continuing professional development throughout your career, and to maintain and be up-to-date with all the skills required to carry out your role.

14. Resolution: **Change to Standing Order 3.9**

Proposed by Council

Delete Standing Order 3.9 in entirety

15. Resolution: **Change to Standing Order 1.1**

Proposed by Council

Delete "which is independent of the Council but"

16. Resolution: **Save our newspapers**

Proposed by Tim Crook

The Institute is committed to a campaign of research and development to find new ways of sustaining qualitative local and regional journalism in newspaper and multimedia publishing.

The campaign will track and analyse news media closures and start-ups.

The campaign will promote the concept of literacy and the social value of reading printed newspapers and magazines with readers of all generations.

The campaign will investigate ideas for redressing the imbalance in advertising revenue gained by global social media businesses that has undermined the viability of printed newspapers.

The campaign will engage with local, regional and national politicians and public bodies to assert the public interest and public sphere role of professional, qualitative and independent journalism that holds power to account and supports properly remunerated professional journalists.

17. Resolution: **Chartered Journalist**

Proposed by Michael Hardware

Recognising the increasing demands of professionalism in journalism, the competitiveness of the market and the need for diversification, this AGM authorises the Council to introduce a new status of membership: 'Chartered Journalist'.

A member who has served a specific length of time in membership, who has completed a prescribed number of recognised CPD hours during the previous year, who continues to undertake CPD, and who adheres to the various journalism codes of conduct, will be entitled to refer to themselves as a Chartered Journalist.

This AGM authorises Council to devise the requirements of the new category, liaising with the Privy Council and amending standing orders as needed, as well as devising a programme of CPD and training opportunities for members to achieve the standards required.

18. Resolution: **Sir Ray Tindle**

Proposed by Tim Crook

The Institute declares its appreciation and thanks to Sir Ray Tindle for his commitment and service to newspaper journalism.

His avowed love of local newspapers and entrepreneurial ability to launch new titles, revive old ones, and demonstrate the viability of the local press has been an inspiration to the industry in dark times, and made a vital contribution to British democracy.

The Institute sends its very best wishes to him for his retirement in 2017.

19. Resolution: **Open Justice campaign**

Proposed by Tim Crook

The Institute calls on Parliament and the judiciary to sustain the vitally important principle of open justice which is under continuing threat from an expanding culture of reporting restrictions and a decline in media reporting facilities in the legal system.

Open Justice depends on ensuring there are reasonable conditions to make professional reporting of court proceedings viable and accessible.

The Institute supports a campaign: to improve notice and information about court listings for professionally accredited journalists; to improve relations and understanding between the judiciary and journalism industry through the setting up of regular meetings between editors and judges, particularly at regional court centres; to improve understanding by HM Court Service and the Ministry of Justice on the needs of professional journalists to be able to do their work effectively in court buildings and court-rooms; and convince Parliament and judges that that the imposition of speculative, unprecedented and unjustifiable reporting restrictions makes reporting the legal system prohibitively expensive and journalistically purposeless.

When professional journalists as the eyes and ears of the public are unable to attend and offer public interest scrutiny of this vital aspect of the constitution, there can be no Open Justice and judicial accountability to the public.

20. Resolutions: **Charities merger**

Proposed by Norman Bartlett

Revisit of a motion presented at the 2016 AGM:

In order that finances of the charities be simplified, management control improved, consistency in approach be encouraged and the administrative load on Head Office be eased, Conference requests Council to arrange, with the agreement of the Charity Commission, for the Orphan Fund, Benevolent Fund and Pensions Fund to be merged as a single charity overseen by one set of Trustees so that the Institute's reserved charitable funds shall be more fit for purpose in today's social environment.

5.00pm Close

7.30pm Dinner - for those who have already booked.

SOCIAL MEDIA

Follow us, and re-post our messages on social media. The Institute has a Facebook, Twitter and LinkedIn presence which will keep you up-to-date with our news.

DID YOU KNOW

Your annual subscription to the Chartered Institute of Journalists is tax-deductible? This applies to any Institute member who is a UK taxpayer, whether you are a staff journalist or a freelance.

The **Chartered** Institute of **Journalists** - audited accounts

Report of the Independent Auditors to the Members of The Chartered Institute of Journalists

We have audited the financial statements of the Chartered Institute of Journalists for the year ended 31st December 2016, which comprise the income statement, the balance sheets and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom accounting standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland.'.

This report is made solely to the Institute's members as a body. Our audit work has been undertaken so that we might state to the Institute's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Institute's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Council and auditors

As explained more fully in the Statement of Council Responsibilities set out on page 3, the Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements.

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Institute's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the United Kingdom Committee; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information for the Report of the Council to identify any material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or, materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistences we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of affairs of the Institute as at 31st December 2016 and of its incoming resources and application of resources, including its incoming resources and expended resources, for the year then ended; and

- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where our engagement letter requires us to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- the information given in the Report of the Council is inconsistent in any material aspect with the financial statements; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Sam Narula (Senior Statutory Auditor)
for and on behalf of
Samuels LLP
Statutory Auditors
3 Locks Yard, High Street, Sevenoaks, Kent, TN13 1LT

	notes	2016 £	2015 £
INCOMING RESOURCES			
Incoming resources from generated funds			
Activities for generating funds	2	115,802	117,368
Investment income	3	0	16
Other incoming resources		1,080	1,440
TOTAL INCOMING RESOURCES		116,882	118,824
RESOURCES EXPENDED			
Institute activities	4		
Journal		3,146	4,089
Conference		1,620	1,723
Travelling and Meeting		4,083	4,582
CIOJ (Trade Union)		69,300	59,300
Administrative costs		34,544	38,518
Governance costs	5	5,000	4,700
Total resources expended		117,693	112,912
NET INCOMING/(OUTGOING) RESOURCES		(811)	5,912
RECONCILIATION OF FUNDS			
TOTAL FUNDS BROUGHT FORWARD		71,949	66,037
TOTAL FUNDS CARRIED FORWARD		71,138	71,949

NOTE: Full accounts, with auditors' notes, and accounts for the Institute's smaller charities may be obtained from head office.

The Chartered Institute of Journalists - 2016 FUND ACCOUNTS

NOTE: Full accounts, with auditors' notes, and accounts for the Institute's smaller charities may be obtained from head office.

Orphan Fund

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31st DECEMBER 2016

	2016 £	2015 £
INCOMING RESOURCES		
Investment Income	104,223	106,214
RESOURCES EXPENDED		
Charitable Activities	61,453	60,737
Unrealised gains/(losses) on Investments	167,630	2,086
NET MOVEMENT IN FUNDS	210,400	47,563
BALANCE BROUGHT FORWARD 1st JANUARY	2,456,332	2,408,769
BALANCE CARRIED FORWARD 31ST DECEMBER	£2,666,732	£2,456,332

Continuing operations
All income and expenditure has arisen from the continuing activities.

NOTE: Full accounts, with auditors' notes, and accounts for the Institute's smaller charities may be obtained from head office.

Benevolent Fund

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31st DECEMBER 2016

	2016 £	2015 £
Income		
2* Investment income	11,975	12,080
Bank interest	12	11
Loan repayments	300	300
TOTAL	12,287	12,391
Payments		
Grants (6 grants (2015 = 6))	9,449	5,225
Loans (none (2015 = 2))	-	4,100
Administrative charges	1,500	1,400
Miscellaneous & recharged Expenses	380	695
Total	11,329	11,420
INCOMING RESOURCES EXCEEDED RESOURCES EXPENDED	958	971
OTHER RECOGNIZED GAINS AND LOSSES		
Unrealised changes in asset values	18,851	(1,084)
Changes in creditors	-	-
Changes in debtors	(300)	3,840
NET MOVEMENT IN FUNDS	19,509	3727
OPENING BALANCES	285,490	281,763
FUND BALANCES AT YEAR END	304,999	285,490

Oak Hill & TP O'Connor Fund

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2016

	2016 £	2015 £
INCOME		
Investment income	7,047	7,400
Bank interest	17	19
Other income	-	-
TOTAL INCOMING RESOURCES	7,064	7,419
PAYMENTS		
Grants (4 grants (2015 = 3 grants))	2,125	4,140
Administrative charges incl audit fee	960	900
Trustees' Expenses	302	335
TOTAL	3,387	5,375
INCOMING RESOURCES EXCEEDED RESOURCES EXPENDED	3,677	2,044
OTHER RECOGNIZED GAINS AND LOSSES		
Unrealised changes in asset values	38,551	50
Less investment during the year	(25,000)	-
NET MOVEMENT IN FUNDS	17,228	2,094
OPENING BALANCES	203,617	201,523
FUND BALANCES AT YEAR END	220,845	203,617

Pension Fund

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2016

	2016 £	2015 £
INCOME		
Investment income	8,114	9,304
Bank interest	9	8
TOTAL	8,123	9,312
PAYMENTS		
2 Grants to 5 pensioners (2015: 7)	5,490	6,800
3 Administrative charges	1,678	1,780
Trustees' Expenses	0	0
TOTAL	7,168	8,580
INCOMING RESOURCES EXCEEDED RESOURCES EXPENDED	955	732
OTHER RECOGNIZED GAINS AND LOSSES		
Unrealised changes in asset values	16,666	(320)
Creditors	250	-
NET MOVEMENT IN FUNDS	17,371	412
OPENING BALANCES	224,993	224,581
FUND BALANCES AT YEAR END	242,364	224,993

Merging the Institute's charities

At the Institute's 2016 AGM, a motion was put to members, seeking to merge the Institute's Benevolent, Orphan and Pension charities. The intention was to produce one charitable entity which would be better suited to meet the needs of today's society and to introduce efficiencies in the administration of the funds.

The outcome of that AGM debate was to amend the motion to ask Council to investigate the proposal.

Since the beginning of the year members have been encouraged to voice their views on the matter; and they have! The proposal has ignited strong passions in a number of members.

Before we consider the arguments that have been proffered for and against the proposal, it may be worth looking at the history of our current funds, which were all set up by members, managed by members, for and on behalf of members and their dependents.

The Orphan Fund is the oldest, having been formed in 1896. The aims of that fund are to support the children of deceased members while they are in statutory education. Of course, statutory education in 1896 was a very different thing to statutory education in 2017. Mortality rates are similarly different. The fund has been adapted over the years and at some stage the Institute's rules were changed so that support may be provided to the children of a members who were temporarily incapacitated having lost the earnings of the main bread winner. In addition, trustees may also consider supporting children who wish to go on to further, or higher, education. Currently the fund supports three children.

The Pension Fund is second oldest, having been started in 1926. This fund provides a small monthly pension, a birthday and Christmas gift to members who find themselves in poor and necessitous circumstances. The fund supports 5 pensioners currently, and has capacity for two more.

The Benevolent Fund is the youngest of the funds, having been formed in 1943. The origins of the fund are a little blurred because there once was a Benevolent Pension Fund, but this ceased to exist some years before. The Benevolent Fund as we know it today seemed to spring from the ashes, and exists to provide immediate financial assistance to members in times of difficulty. Much like the Orphan Fund, it has adapted over the years and will now provide, in certain circumstances, a low-cost short-term loan to members.

The collective annual spend of the three charities in 2016 was £56,000, and the combined value is £3,214,095.

Those for the change

Those members who support the motion have pointed to the fact that as a merged entity, the new fund would be able to support a wider range of needs for members in today's society. The original aims of the current funds will continue to be the main thrust of the new fund's activity, but support might also be offered in cases that do not entirely fit within the current rules. One example was that currently, there is no support available to members or their families should anyone of them suffer acute illness and became long-term sick.

There is also the claim that the administrative process would be streamlined with one trust deed, one set of rules, one application form, one set of accounts and one committee to oversee all of the above.

Another point that was raised is that, currently, potential applicants are faced with a myriad of forms and fund names if, or when, they seek support. This is not only confusing but may potentially put off applicants.

Those against the change

Members who argue for a status quo situation point out that the amount of work the charities do, clearly demonstrates that they are still relevant. More importantly, however, there is a feeling that the original remit of the charities will be forgotten in a few years, and that more respect should be given to those who worked tirelessly to build up the Orphan Fund to such an extent that it can now do the work it does.

Also, a scheme of arrangement was made some years ago, and agreed by the charity commission, so that the Institute charities may support each other with financial assistance if there is a need. That is to say that if one of the Institute's charities experienced a situation where they could not meet the needs of those calling for assistance, then the other charities could support that fund. With this arrangement in place, there is no evidence that modernisation is needed.

Legal situation

A number of members have questioned the legality of merging the funds. The Institute's solicitors have taken a look at the situation and confirmed that a merger would be legally acceptable so long as the new charity made provision for the aims and objectives of the existing funds:

I. Educational support for the children of deceased members;

II. Continuing support for aged members in poor and necessitous circumstances;

III. Immediate financial support for members in poor and necessitous circumstances.

In addition to this, they point out that whatever is decided by members would have to be drawn up in a new trust deed which, in turn, would have to be approved by the Charity Commission.

Conclusion

The Institute has closed and merged a number of charities over the course of its existence. The last example of this was only a few years ago when the Widows Fund was closed and merged with the Benevolent Fund. The move was approved by the Charity Commission. A few decades ago the OakHill Fund was merged with the T P O'Connor Fund to produce the OakHill and T P O'Connor Fund, which is still in existence today. Other funds that have been closed many years ago are the Oliver Maddox Huffer Fund and the Benevolent Pensions Fund.

More, in going over the various charity documents it is clear that in some cases there are inconsistencies between the trust deed and the Institute's rules. There are also what appear to be instances where our documentation does not align very easily with recent changes to charity law. For instance, the Charity Commission considers anyone who is in a position to deal with the financial dealings of a charity, as a trustee. The documents relating to the Institute's charities list trustees as being two or three individuals, and the Institute in a corporate capacity, who hold the investment funds of the charities. Although some clarification has been provided by the Charity Commission where this situation exists; they agreed that those named individuals should be considered as senior trustees. In the Institute's situation, these trustees maintain their position in perpetuity, with the committee being elected every year. It should be said, that this has proved helpful over time, because those individuals can dispense historical information which may help the committee reach a collective decision on a particular application for support.

No matter which way the vote goes at the AGM one thing is abundantly clear, some work will need to be done to modernise the rules and the trust deeds whether that relates to a new fund or the existing ones.

Come along to the AGM, have your say and make your vote count