



March 2022 Branch

This has been a fantastic week for the NUJ, with the news of the union's success in winning its challenge to prevent an attempt by West Midlands Police to force our member Chris Mullins to reveal his sources.

Judge Mark Lucraft declined to grant the production order, sought under the Terrorism Act, and his judgment emphatically upheld the right of a journalist to protect their sources – a fundamental right the NUJ will always fight to protect.

The police were trying to make the former MP hand over journalistic materials relating to his investigations into the 1974 IRA Birmingham pub bombings.

I was proud to stand by Chris outside the Old Bailey after the judgement was handed down, when he said: "My actions in this case were overwhelmingly in the public interest. They led to the release of six innocent men after 17 years in prison, the winding up of the notorious West Midlands Serious Crimes Squad and the quashing of a further 30 or so wrongful convictions."

The case had threatened press freedom and amounted to another attempt to criminalise the legitimate actions of journalists. I described the judgment as a "hopeful beacon" at a time when we rely more than ever on dependable news, despite journalists facing mounting legal challenges.

The war in Ukraine is no better an example of why journalists need to be protected and allowed to do their job, seeking out the truth and reporting what they see on the ground. That is exactly why Russia has done all it can to muzzle its free press, to effectively criminalise reporting of the conflict with its emergency laws and attempts to hoodwink its public with disinformation and lies.

These journalists need your help. Already there have been deaths and

injuries among the press corps, including the killing of Pierre Zakrzewski and Oleksandra Kuvshynova of Fox News. We mourn for our colleagues and are full of praise for the quality of reporting we witness as the horror unfolds day by day. We are working alongside the International Federation of Journalists and our sister journalist unions in Ukraine, the NUJU and IMTUU, to offer practical help and support. That's

Support Ukraine

The NUJ is asking all members to donate to a special IFJ/EFJ Ukraine Safety Fund. All donations will be used directly to provide emergency assistance to support journalists under threat. We are working with Ukraine's journalists' unions the NUJU and IMTUU. News teams are being directly targeted and have been killed and injured. Donate now: <https://bit.ly/3N8uz3j>

why the NUJ is asking all members to donate to a special IFJ/EFJ Ukraine Safety Fund for colleagues on the ground. Journalists covering the frontlines need essential equipment and medical supplies. Money has also gone to help the unions relocate their staff and offices to the west of the country, and to provide essential safety equipment and materials for journalists. More help is needed - please share this appeal and help us stand in solidarity at this time.

This month the TUC kicked off its equality conferences with the TUC's Women's Conference, followed two weeks



later by the TUC's Disabled Workers' Conference. The conferences for young workers, black workers and LGBT+ workers take place in April, May and June. These are fully supported by the NUJ's equality councils which put forward motions and take part in the debates. In this month's NUJ Branch we hear from chairs of our equality strands who explain their work and hopefully will encourage more members to get involved in one of the most important issues we as a union fight for, and maybe to train to become an equality rep.

And finally, I would like to add my own tribute to our stalwart member of Derby and Burton, Kevin Palmer, who has spent almost 50 years as an officer of that branch. He has now stood down as its chair, although will remain an activist and dedicated member of the union. It is vital work that makes a huge difference to members and to the collective impact the union can make on issues that matter to journalists and journalism. On page 8, colleagues pay tribute to Kevin's sense of humour, loyalty and tenacity – all essential traits for an effective branch chair!

In Solidarity

Michelle Stanistreet

EQUALITY

02

NUJ Equality Council



"It's crucial that our equalities campaigns have a strong link to the union's industrial work."

I am **Natasha Hirst**, a freelance photographer based in Cardiff, NUJ vice-president and the chair of the Equality Council. Our vice-chair is Sara Lewis, a freelance journalist from Brussels and chair of the Brussels branch. Raj Ford, a BBC secondee, job-shares with me on the national executive council as the equality rep.

It's been a busy time for the Equality Council as we seek to make our work more visible to members and provide opportunities for them to get involved. We launched our Equality, Diversity, and Inclusion network at Delegate Meeting in May for all members and reps who have an interest in these issues. It is an opportunity to share useful resources and advice and keep each other updated on events and training. To be added to the network, email Natasha via tuttraining@nuj.org.uk

It's crucial that our equalities campaigns have a strong link to the industrial work we do as a union. This includes pay campaigns, reps' training and providing advice that dovetails with the health and safety agenda. Diversity and inclusion in journalism run throughout the union's work in implementing the News Recovery Plan by devising

strategies to recruit people from all backgrounds into the industry.

The Equality Council has enjoyed working with the Ethics Council to run two fascinating webinars on Journalists and the Human Rights Act and is supporting the Photographers' Council with improving diversity in photography. As ever, we are passionate advocates for the union's trade union training programme [www.nuj.org.uk/learn/nuj-training.html].

We work alongside the wider trade union movement through the TUC and the Federation of Entertainment Unions. At TUC Women's Conference this month, we proposed motions on online attacks on women journalists, the protection of workers who do unsocial and late hours and added an amendment on gender stereotyping to an Equity motion. At TUC LGBT+ Workers' conference we have called for support for public service broadcasting which provides programming reflecting the diversity of our nations.

We are planning an Equality Summit later this year to draw together our equalities work, share information and good practice for reps and sound out members on how we can tackle key issues affecting

us and our industry – hope you can come along.

We have a working group looking at ways we can respond to the needs of students and those starting their lives in a media career, so we can help branches boost recruitment.

Look out for our statements celebrating equality dates such as International Women's Day, White Ribbon Day and International Transgender Day.

LGBT+ network

It was exciting last year to launch our LGBT+ network which provides an opportunity for members to call on each other for advice, forge friendships and alliances and propose collective action. We hold friendly and informal meetings with guest speakers and aim to recruit and encourage LGBT+ media, publishing and PR workers to be active in the union. To receive our news bulletins, please update your personal profile on the website or email campaigns@nuj.org.uk

BLACK MEMBERS

03

Black Members' Council

"We monitor discrimination in employment practices in the media industry and promote best practice."

I am **Emelia Kenlock**, chair of the Black Members' Council. I first joined the NUJ at the start of my editorial career in the early 2000s while working at The Voice newspaper as the editor of Young Voices. I later became the vice-chair and then served as chair of the BMC until 2015. My work during that period included representing members, supporting other unions and launching the Race Reporting Guidelines.

My approach to BMC Council leadership and responsibilities were shaped by the formidable late Lionel Morrison, editor, educator and journalist, who was one of my mentors. As a re-elected chair, I believe I have another opportunity to lead a more agile and responsive council, as well as raise its profile.

The council's vice-chair is Tony Adams, also chair of the Birmingham and Coventry branch. As a broadcaster and journalist, he has more than 30 years of experience in the highly competitive radio industry and has held many other roles throughout the union.

We will be celebrating and supporting the George Viner Memorial Fund, which provides bursaries for black, Asian and minority

ethnic journalism students. The council works to support initiatives to increase the diversity of newsrooms and representation of people of colour in the media.

The BMC traditionally holds an event based on issues close to our member's hearts. This year we will focus on issues such as racism in the media, giving members the opportunity to share experiences with the union and network. Last year we hosted an online event on World Racism Day.

The council is also responsible for representing the union at the TUC Black Workers' Conference and will be sending representatives and putting forward motions to inform the TUC's campaigns and policies.

We issue statements, such as our reaction to the killing of George Floyd and the Blacks Lives Matter movement. We support Black History Month, Stand Up to Racism and the anti-Zwarte Piet campaign in Holland.

The BMC monitors discrimination in employment practices in the media industry

and promotes best practice. We have produced the Race Reporting Guidelines [www.nuj.org.uk/resource/race-reporting-guide.html], which help members when they are writing about race relations and suggest the best language to use. The BMC supports the notion that NUJ members have a responsibility to stop racism being expressed in the media.

Motions at Delegate Meeting set out the agenda for the council's two-year session and present action includes boosting diversity in the photographic industry; recruitment of black journalists; combating racism in the industry and defending the rights of refugees and migrants.

Claudia Jones

This year the BMC is delighted to be planning the 20th anniversary of the Claudia Jones lecture in honour of the West Indian journalist and activist. We have put together a working group for this event and plan to make it a very special occasion in October with a high-profile keynote speaker.



DISABLED MEMBERS

04

Disabled Members' Council

"We promote disability equality throughout the NUJ."



I am **Ann Galpin**, a freelance journalist, chair of the NUJ Disabled Members' Council (DMC) and co-chair of the TUC Disabled Workers' Committee.

Our joint DMC vice-chairs are Lynn Degele who works in publishing and chairs the Oxford Branch, and Jim Symons, a retired journalist who lives in Dundee. Our disabled members' rep on the national executive committee is Natasha Hirst, the NUJ's vice-president.

We have been delighted to welcome new members on to the council who work across different sectors and have brought new ideas with them.

The DMC embraces the social model of disability and we promote disability equality throughout the NUJ. We highlight access and inclusion issues in the union's wider work, such as training sessions, guidance for union meetings, and the development of NUJ resources on the menopause and the safety of journalists.

Long Covid has put chronic illness and disability on the agenda for employers, who often struggle to provide appropriate support and reasonable adjustments. Working closely with the union's Health and Safety Committee, we have developed resources for reps

and illustrated the issues that many disabled workers face as employers start making decisions on future working arrangements as more hybrid ways of working become common.

Recent events include a popular virtual drop-in session in December for disabled members in celebration of the International Day of Disabled People; and we will be holding more.

The pandemic has taken a toll on people's mental health and supporting members has been a priority for the NUJ.

My role as co-chair of the TUC Disabled Workers' Committee is a busy one and an excellent opportunity to highlight issues for disabled freelance members as well as those in employment. I have been involved with organising and chairing numerous events, including topics such as Long Covid, mental health and sexual harassment of disabled women.

Our motion to this year's TUC Disabled Workers' Conference, 21-24 March, is on "digital accreditation as a reasonable adjustment in sports journalism" and we are delighted to be involving new activists in our delegation to the conference. Other work includes developing resources for our neurodiverse members.

Mental health

The NUJ is holding an online event, *Together, stronger: a collective approach to mental health*, on Saturday 7 May. Whether freelance or staff, working from home or another workplace, everyone has experienced challenges to their mental health, and an expert panel will discuss the issues. Practical workshops will take place across the following two weeks, covering topics such as managing trauma, recognising mental distress, a health and safety approach to mental health, mindfulness, and creative writing. The DMC is running a workshop on creative photography and text approaches to supporting mental health. We are really excited about it and look forward to seeing many of you there. <https://www.nuj.org.uk/learn/ems-event-calendar/mental-health-conference.html>

60+

05



NUJ 60+ Council

"We tackle ageism, discrimination and pensioner poverty"

I am **Jenny Sims**, a freelance based in Cardiff and co-chair of 60+ Council. I have a background in healthcare writing and an interest in campaigning to improve dementia services. I am now one of the council's six Delegate Meeting-elected members. My co-chair, Jim Symons, lives in Dundee and is a member of the Scottish Executive Council.

Our council recently relaunched its newsletter, Senior Reporter, to raise awareness of its work and to provide a platform for issues the NUJ's older members - working and retired - are concerned about. It is emailed to all NUJ members aged over 60, currently more than 5,000 - and growing! The editorial team, Jenny Vaughan, Derek Forrest and I, welcome your contributions, articles and letters. Email: derekcforrest@gmail.com

Ageism was the cover story in the February issue written by Brussels-based Nicoletta Flessati, our Continental Europe Council member and newly-appointed ageism "lead".

Pensions are another priority. In the same issue, Jenny Vaughan, our pensions lead, flagged up the campaign to save the "triple lock" which guarantees the UK state pension does not lose value in real terms and is now under threat.

To fulfil a successful pensions motion at the last Delegate Meeting we continue to support the Women Against State Pension Inequality (WASPI) at waspi.co.uk and other pensions rights' campaigns.

We are playing a key role in the National Pensions Convention's (NPC) campaign on digital inclusion. Thanks to an NUJ decision at its Biennial Delegates' Conference (BDC) in 2019, a digital working party was set up and the campaign, Connections for All, was launched last February on National Dignity Day.

The campaign aims to get more older people online and ensure those who are not - for whatever reason, choice or inability - are not disadvantaged or discriminated against.

For the NPC's March BDC, the NUJ proposed a motion addressing barriers to older people getting online, such as the fear of scams. The three 60+ delegates also spoke to other motions about housing, transport and a fairer tax system.

You can find out more about the council's work, publications and news reports at: www.nuj.org.uk/about-us/equality-diversity-and-inclusion/60.html

We have a big workload and need more hands at the pump. Check out

Pension review

We are gathering evidence and opinions to respond to the government's call for evidence on the State Pension Age Review [<https://bit.ly/34T2iN3>] which closes on 25 April. The review will consider whether the rules around pensionable age are appropriate, based on the latest life expectancy data and other evidence. Former minister for intellectual property and also at the DCMS, Baroness Neville Rolfe, will be preparing an independent report making recommendations to the government on what metrics should be used when setting the State Pension age in future. To contribute information or views, please email Andy Smith at andysmith@nuj.org asap.

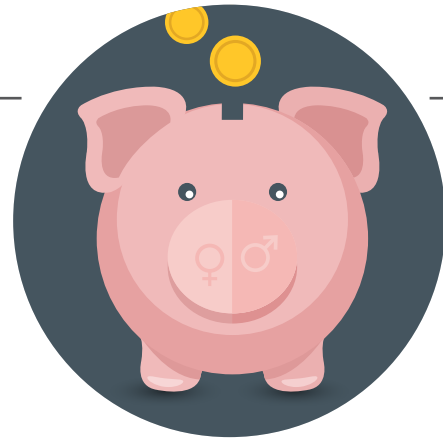
You can read the 60+ Council pensions briefing at: www.nuj.org.uk/resource/60--council-pensions-briefing.html

our vacancies and come and join us. <https://www.nuj.org.uk/engage/union-democracy/elections.html#top>

CAMPAIGN

06

Gender Pay Gap



A yawning gender pay gap favouring men has been revealed in media companies forced to publish the data.

Monday 4 April is the date private companies with 250 or more employees must report their gender pay gap data to the government.

The gender pay gap (GPG) is the difference between the average earnings of men and women, expressed relative to men's earnings. Employers must publish their gender pay gap data on their websites and report the information to Whitehall's online reporting service.

The Gender Pay Gap Information Act is now law in Ireland.

Even if your employer is not

covered by the GPG regulations, they should still work with union reps to close the gap. The NUJ is lobbying with the TUC for employers to be mandated to provide pay gaps for disabled people and minority ethnic workers.

A 2018 analysis by Press Gazette showed 91 per cent of UK-based media companies paid men more than women on average, based on the mean hourly rate. A year later the figures showed that almost a third had seen their gender pay gaps increase (in favour of men) on the year before.

The reason for the pay gap is often because men are more likely to be promoted into senior, better paid posts.

Chapels should seek a conversation with their employer about tackling the gap. The NUJ encourages all chapels to draw up action plans with employers and ensure proper equality impact assessments are done ahead of any redundancies or restructures. This template letter can be used to open the discussion: www.nuj.org.uk/resource/gender-pay-gap-letter.html

You can check your company's figures on the website <https://gender-pay-gap.service.gov.uk/>

- At Condé Nast, which publishes Vogue and Tatler, the 2020/21 gender pay gap figures showed that women earned 76p for every £1 that men earned when comparing median hourly pay. Their median hourly pay was 23.8 per cent lower than men's.

- At Telegraph Media Group women earned 81p for every £1 that men earned. Their median hourly pay was 18.9 per cent lower than men's.

- At News UK women earned 77p for every £1 a man earned, and their hourly median pay was 23 per cent lower.

- At Penguin Books women earned 86p for every £1 that men earned, and their median hourly pay was 13.5% lower.

- At the BBC women earned 94p for every £1 that men earned, and their median hourly pay was 6.2 per cent lower than men's.

Start tackling the GPG by working with employers for greater pay transparency, survey your members or carry out an equality audit. TUC research has found a "motherhood penalty" with the GPG widening when women become mothers. Chapels need to bargain for better family-friendly rights, with shared parental pay packages and flexible working hours. Help your employer develop an action to address the root causes of the GPG in your organisation.

Info

A TUC guide for trade union activists:

<https://www.tuc.org.uk/gender-pay-gap-reporting>

NUJ Equal Pay and GPG campaign: www.nuj.org.uk/resource/equal-pay-and-the-gender-pay-gap.html

TRAINING

07



Opportunities for all

NUJ Training's Caroline Holmes describes the vital role of the equality rep

Equality in the workplace is what trade unions are all about – it's about ensuring that everyone is treated with dignity and that discrimination and unfair recruitment and promotion practices are stamped out.

It is about making sure that certain groups get the extra help they need to work on an equal footing with colleagues. It is about working with employers to ensure that their policies and practices allow opportunity for all, and promote a diverse workforce.

If the NUJ's training programme was a stick of rock, it would have equality running right through it in large letters, yet in our industry and the wider world of work much still needs to be done. The figures speak for themselves – women still earn less than men, black journalists and editors still struggle to get promoted and one in five employers are less likely to employ disabled workers.

Prior to the pandemic, equality and health, safety and welfare (H&S&W) were embedded into the NUJ reps' four-stage programme. Since March

2020, the detail of both equality and H&S&W have been turned into separate, shorter workshops (although they are still embedded into the core programme). This is because we know how unhealthy it is to spend too much time working online.

The equality strand of the NUJ chapel reps' training runs over two workshops of two hours' duration. The first workshop covers:

- Understanding what is meant by equality, diversity and inclusion.
- Exploring the role and responsibilities of an NUJ equality rep.
- Knowing how to organise members around equality.

The second workshop covers the Equality Act – the law which offers protection to workers – and how to change behaviour. I also run a workshop on the role of a branch equality officer – this can be delivered online to three or four branches which share the cost, email me at tuttraining@nuj.org.uk

Reps are asked to take part in the online equality course [www.feuttraining.org/online-training/

[acting-for-equality-and-diversity/](#)] on the FEU website which sets out the protected characteristics under the Equality Act 2010, and explains how trade unionists can support equality and diversity.

The NUJ has a proud record of winning equality cases including the landmark tribunal win by Samira Ahmed, the BBC member whose male colleague was paid six times more than her for presenting an almost identical programme.

But on a day-to-day basis a union rep can make a real difference by getting an employer to put adjustments in place to make it easier for a member at work. The more informed a rep is, and the more reps know about credible sources of information and places to sign-post members, the more effective reps are at pointing members in the right direction. We encourage reps to carry out equality audits so the chapel is able to tease out anomalies and find out where discrimination exists.

All branches should have an equality rep to help monitor diversity within the branch, accessibility issues and encourage a diverse selection of guest speakers.

Full list of training courses: www.nuj.org.uk/learn/nuj-training/trade-union-training.html

Standing orders with a smile

Derby and Burton branch and NUJ pay tribute to Kevin Palmer's sense of humour, loyalty and tenacity.

It was always going to be hard for Derby and Burton branch to find someone to fill the shoes of their chair, Kevin Palmer, who has spent almost 50 years in the union and has held every office in the branch except treasurer.

He has been a stalwart of nine Delegate Meetings (DM) since 1975, and his trenchant views certainly enlivened all those occasions. One of his greatest regrets was not being able to persuade the powers that be for DM to be held in Derby and likewise his pleas for the "London diehards" to move the union's

headquarters to his favourite city fell on deaf ears.

In his "valedictory" chair's report in January, he recalled leading members in the provincial newspapers seven-week strike of 1978-9. "The bitterness of that horrible cold winter – I even got a sick note for the picket line – was made worse by having to sift through the requests for the meagre hardship payments; a miserable task that still haunts me," he said.

In happier times he spent four years organising press balls in the late seventies, grand social events

which raised thousands of pounds for journalists' and other charities.

He told his branch members: "I have not held office for the sake of power or for political reasons as some do; simply to stand up for my beliefs of fairness, to serve members, to fight for their interests and to save jobs and newspapers.

"It was also to defend our union's principles, the interests of media freedom and the plight of journalists around the world simply trying to do the valuable work they love without fear, threat of death."

Kevin worked in a variety of regional newspapers including the Birmingham Daily News and Derby Evening Telegraph and now runs his own company, Kevin Palmer Media Services.

Chris Morley, Northern and Midlands senior organiser, said: "I want to thank Kevin for all he has done to keep the NUJ flag flying in the Midlands and the countless nights he has given up to keep good order to the union's business.

"His commitment to his beloved Derby is incredibly strong, where he has been the recognisable face of the union for generations of new journalists, many recruited by him into the NUJ.

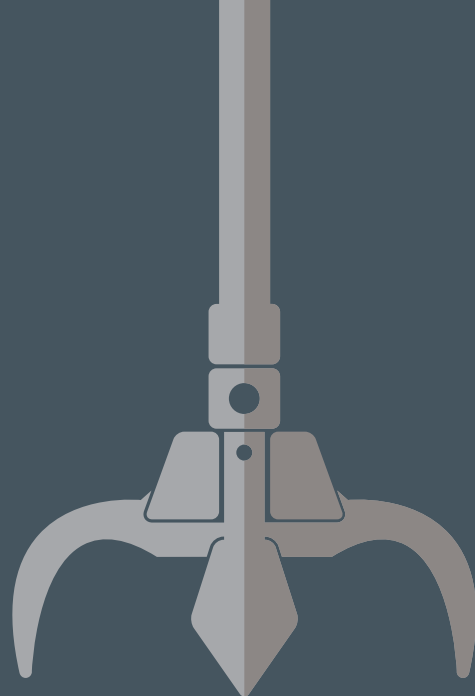
"Ever keen to bend your ear at Delegate Meetings over the need for a structures working party and the evils of long-gone regional councils, succumbing to the lure of a real ale pint with Kevin always brought genial new insights into the NUJ's workings from a grassroots perspective. His will be a difficult act to follow."

Peter Small, deputy branch chair, said his warm sense of humour and fair play during industrial disputes would be sadly missed.



Kevin Palmer at his Life Membership presentation with Chris Morley, Northern and Midlands senior organiser and Di Peasey, Nottingham branch

REASONS TO JOIN



Diversity Matters

The media industry is one of the most socially exclusive. The NUJ fights to make the workplace socially inclusive and representative of the diverse society it serves. We protect the rights of our members and strive to ensure that media companies foster recruitment, promotion and retention of people from all backgrounds. The union has a proud record of challenging all forms of discrimination.

Are you keeping good company?

Join the NUJ today at

nuj.org.uk/join

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www.nuj.org.uk