

theJournalist

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The hidden face of bullying

...and how the union can help

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At last there's an end in sight to the pandemic and while the return to normal life may take some time, at least hope is definitely on the horizon.

Coronavirus has had a devastating impact on those who lost their lives, jobs and education and who have suffered psychologically from the lockdowns.

The pandemic has swept through our industry as advertising dried up and newspapers made cutbacks and closed titles.

To assess the fall-out on the ground, we start a new series looking at the state of the media throughout the regions of the UK, Ireland and continental Europe. We start with Glasgow.

The NUJ continues to push its news recovery plan – a programme of action, including a tax on the large tech companies – to help bolster the industry and strengthen it for the future. The plan has had a lot of good reaction in the UK and Ireland and a recent NUJ Welsh meeting on the issue featured the actor and activist Michael Sheen. We have a report on that on Page 8.

We also look at the persistent problem of bullying in the workplace and how perpetrators can sometimes disguise their actions, and importantly what the union can do to help victims get justice.

Our letters pages feature concern about The Journalist continuing to be digital only. Do let us know what you think about this and other issues. The magazine and the union welcome members' feedback.

Christie

Christine Buckley
Editor
[@mschrisbuckley](mailto:mschrisbuckley)

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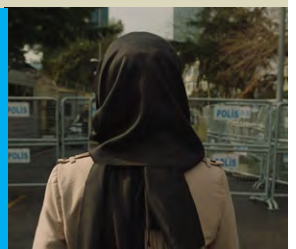
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John Devolle



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Join the fight for a genuine Freedom of Information service

THE NUJ is urging journalists in the UK to submit "Subject Access Requests", in order to establish just how the government is centrally managing Freedom of Information (FoI) applications from the media. The union is also keen to find out what information Whitehall is holding on journalists and their requests

Media reports have highlighted the existence of a clearing house based at the Cabinet Office that is managing and coordinating FoI requests from across government. The NUJ is concerned that this amounts to illegitimate monitoring and risks journalists being put on a 'blacklist'.

The union is asking journalists to submit Subject



Access Requests to the same government departments as they have previously submitted their FoI requests.

The NUJ's call comes after an openDemocracy public letter, signed by the NUJ and other media industry leaders, demanding MPs urgently investigate the government's current approach to FOI. The

letter was signed by the editors of The Times, the Telegraph, the Financial Times, the Guardian, and the Mirror among others.

Michelle Stanistreet, NUJ general secretary, said: "At the core of all public interest journalism is the urge to search out information, shine light in dark corners, scrutinise and hold power to account. The media industry is united in backing a campaign to expand the right to information and secure greater transparency in public life. We want government to be less secretive, not more."

Download the NUJ template letter to submit a subject access request.

Access guidance on a Subject Access Request from the Information



We want government to be less secretive, not more

**Michelle Stanistreet
NUJ general secretary**

inbrief...

BBC WORLD NEWS BANNED BY CHINA

China has banned BBC World News from broadcasting in the country. The move follows Ofcom's decision to revoke the broadcast licence of the China Global Television Network. China's State Film TV and Radio Administration, said BBC World News reports did not meet 'the requirement that news should be truthful and fair' and not 'harm China's national interests'.

GOVERNMENT BACKS DOWN ON EXIT PAY

The Government has revoked the Restriction of Public Sector Exit Payments Regulations 2020, which imposed a cap of £95,000 on exit payments including at the BBC. The NUJ was part of a legal challenge against the implementation of the regulations, saying it compromised equal pay settlements and undermined collective terms.

NUJ LAUNCHES REVAMPED WEBSITE

The NUJ has relaunched its website to make it more user friendly, informative and interactive. It has been redesigned and features new pages and an online joining facility. The large database of members' details has also been overhauled.

www.nuj.org.uk

Delegate meeting is set for late May

THE POSTPONED NUJ delegate meeting will take place online in the third week of May with decision making concentrated on Friday 21st and Saturday 22nd.

The biennial delegate meeting, which sets the union's policies and

programme of work, was due to be held in Southport in April last year but had to be postponed because of the coronavirus pandemic.

Most unions are currently grappling with the logistics of holding conferences online including the crucial

aspect of facilitating voting as it isn't yet clear when large in-person meetings will be allowed to go ahead.

The delegate meeting will be supplemented by other online events and training sessions staged in the week starting May 17.

Fresh threats in Northern Ireland

THE UNION has renewed calls to identify and punish those who threaten journalists in Northern Ireland.

The latest call comes in response to graffiti appearing across East Belfast which threatened Sunday World journalist Patricia Devlin. The name of the reporter was sprayed onto the wall in at least two locations and was accompanied by the image of a crosshair of a gun.

Repeated death threats

targeting journalists come amid a dangerously hostile climate in Northern Ireland for the media, and they also imply that previous police action has been insufficient.

Seamus Dooley, Irish secretary, said: "This menacing graffiti is the behaviour of thugs who are trying to intimidate a specific journalist, but they are also trying to send a warning message to other media workers."



Confusion over cross border work

UK NUJ members living in continental Europe are facing huge uncertainty about their ability to work across borders. No provision was made for cross-border working and individual countries are expected to make their own rules but many members have had no information. The union has been lobbying on the issue and the recent national executive council called for an accelerated campaign for agreements to allow UK and EU media workers to move freely for work..

HMRC should explain why it failed to support freelancers, say MPs

THE PUBLIC Accounts Committee has called on HM Revenue and Customs (HMRC) to urgently explain why some freelancers – estimated to number three million – have had no access to government support during the coronavirus pandemic.

A report by the committee of MPs said that, while HMRC had provided £80 billion to support businesses and workers since the first lockdown in March last year, some people had not received anything even though they are unable to work.

It said: “Quirks in the tax system have left whole groups of taxpayers without the financial support offered to others through the COVID-19 pandemic – some of the workforce has ‘not had a penny’ even though lockdowns and tier restrictions mean some cannot work at all – while some large companies that have taken taxpayer support have continued to pay out dividends and high executive salaries.”

The committee said HMRC should, within six weeks of the report’s publication on January 20, provide an explanation of why it cannot help those freelancers and other groups that have been excluded from receiving any support, and set out steps it could take to overcome those obstacles.

The NUJ has been campaigning for the ‘forgotten freelancers’ since anomalies in support packages began to emerge last spring.



Pamela Morton, NUJ national freelance organiser, said: “Throughout the pandemic, the trade union movement has had to keep pushing the UK government to provide the financial support the self-employed need and the government has consistently failed to address why millions of taxpayers have not received any support.

“There was no justification for these individuals to be purposely excluded in the way they continue to be – many simply for the way they have been taxed.

“There is also no justification for the delay in announcing what the fourth grant of the Self-Employment

Income Support Scheme will be. The third grant covers only up to the end of January and with the UK still in lockdown, the self-employed need proper support and the details announced urgently.”

The NUJ launched its Fair Deal 4 Freelancers campaign last year. It calls for a charter of freelance rights that includes: the right to have a written contract with fair terms and conditions; prompt payment and equal treatment at work in terms of health and safety; and the right to holiday pay, parental leave and allowances and a pension. It also says that freelancers should have the right to resist companies forcing them on to pay as you earn taxation.



Quirks in the tax system have left whole groups of taxpayers without the financial support offered to others through the pandemic

Public Accounts Committee

Montgomery buys JPI Media

JPI MEDIA, which published The Scotsman, the Yorkshire Post, the Falkirk Herald and Belfast’s The News Letter and about 200 regional papers and associated websites in the UK, was bought by David Montgomery’s business National World early this year.

National World paid £10.2 million and said it would provide £6.5 million in working capital to JPI.

David Montgomery, National World’s executive chairman and a former national newspaper editor, founded Local World, which

published more than 100 UK regional newspaper titles and associated websites. The company was sold in November 2015 to Reach plc in a £220 million deal.

He said: “JPI’s historic publishing brands represent the best in journalism and

have reliably served their communities and supported local businesses, in some cases for centuries, and never more than in the last year.

“National World will uphold this tradition and implement modern technology to grow the business across a wider

footprint based on high quality, unique content.”

Michelle Stanistreet, NUJ general secretary, said the sale ended “the uncertainty that has hovered over the company’s future for some years.” She said David Montgomery had made a welcome commitment to expanding the company.

Scan here if you care about journalism.



Journalists' Charity

Supporting journalists nationwide

Police back down after detaining photographer

THE UNION has called for an investigation into the action of Kent police following the arrest and subsequent release of photographer Andy Aitchison. He had been covering a protest at Napier Barracks in Folkestone.

NUJ member Andy (pictured) was held in a cell for seven hours despite attending the demonstration to publicise the treatment of asylum seekers as a member of the press.

His arrest caused huge concern in members of the union and the News Media Association. Questions were asked in the House of Commons of culture secretary Oliver Dowden, and Andy was offered support by his local MP Damian Collins.

Following the outcry, Kent police said there was no evidence to charge him and returned his phone and camera memory card.

Andy said: "The NUJ has been fantastic with their support [at] a very tricky time for me and

my family. I cannot thank them enough and for working with Bindmans to ensure I received the best legal support possible.

"Their advocacy as well as support have been immense – to have a question put to a minister about my arrest in the House of Commons just blew me away."

"Kate Goold, partner at Bindmans, said: "It is of great concern when the police arrest journalists and photographers for simply doing their job and has a chilling effect on press freedom.

Public interest journalists are essential to our democracy to document and publicise events as they unfold, especially during the Covid lockdown when the public cannot witness such protests themselves.

"Through the support of the NUJ, we were able to act swiftly to ensure that Mr Aitchison had no further action taken and his phone and memory card returned without the police viewing this confidential journalistic material."



It is of great concern when police arrest photographers for simply doing their job and has a chilling effect on press freedom

**Kate Goold
Bindmans**

inbrief...

NEIL MCINTOSH IS SCOTSMAN EDITOR

Neil McIntosh has been appointed editor of The Scotsman. He moves to the paper from BBC Online where he was managing editor. He has also worked on the Wall Street Journal and The Guardian. Glasgow-born McIntosh started his career on The Scotsman and the Edinburgh Evening News.

NEW EUROPEAN IS BOUGHT BY FOUNDER

The New European has been bought from Archant by its founder and former editor Matt Kelly with investment from former Financial Times editor Lionel Barber and ex-New York Times chief executive Mark Thompson. Kelly launched the Remain newspaper in 2016 and was its editor for three years.

FT STARTS ONLINE CLIMATE SECTION

The Financial Times has launched a climate change section on its digital platforms in response to growing demand from readers. Climate Capital features stories about climate change. It offers subscribers a community and virtual events programme, and provides information on emerging risks and opportunities for business.

Climate changers?
Page 12

Iconic cuts more jobs and hours

ICONIC Newspapers, the Irish publisher controlled by UK businessman Malcolm Denmark, has cut more jobs and reduced working hours.

The move was announced to staff without prior

consultation with the NUJ or staff representatives.

At least 13 editorial staff have been laid off, with at least 20 more having their hours and pay cut by 20 per cent.

Editors of Iconic's regional titles issued a letter to readers calling for support of the newspaper print sector.

The union urged the company to match its call for Irish government support

with a change in its attitude towards union recognition.

Seamus Dooley, NUJ Irish secretary, wrote to the editors, saying that both sides wanted a strong future for printed newspapers and they should meet to discuss their aspirations and differences.

General secretary election may be held in the summer

NUJ members may be asked in the summer to vote for a general secretary to lead the union.

The union is planning to post ballot papers to members in early June if there is more than one candidate for the job.

Michelle Stanistreet has been the NUJ general secretary for the past 10 years and has been unopposed in the last two elections. The general secretary's position is subject to election every five years.

Announcements about the election are being sent to branches and will be posted on the union's website later in February; the closing date for applications is noon on May 3. If there is more than one candidate, the union's ruling national executive council will shortlist applicants.

Job advert, page 26 and also see www.nuj.org.uk



Lyra McKee training bursary opens

Applications are invited for the Lyra McKee Investigative Journalism Training Bursary Scheme, run by the Centre for Investigative Journalism. The scheme was established two years ago in memory of journalist Lyra McKee who was shot dead while reporting on a disturbance in Derry in April 2019. The six-month bursary is intended to provide training and mentoring for people from underprivileged backgrounds. It was inspired by working-class Lyra's determination to become an investigative journalist despite personal disability and the need to care for her disabled mother. The scheme is open to anyone over 18 and the application deadline is midnight on April 4; see www.tcij.org

Union calls for promotion and cash for Irish public service media

THE IRISH government needs to boost funding for public service media across all forms of media and models of ownership, the NUJ has urged in its submission to the Irish Future of the Media Commission.

It also needs to create ways to promote public service journalism - including setting up a media foundation, the union said.

The NUJ noted that the coronavirus pandemic had exacerbated damaging changes in media consumption and cuts in the media industry that have occurred over the past decade.

The NUJ highlighted its news industry recovery plan – From Health Crisis to Good News – to the commission. This was drafted as the pandemic gripped the economy last spring. The plan is intended to secure the recovery of an industry hit by falling sales and advertising revenues triggered by lockdowns and to bolster the media for a more robust future.

The union complained to the commission that multinational tech companies were continually allowed to evade legal, moral and financial responsibility while they dominated public media space and as the public service media shrank internationally.

One of the NUJ's news recovery plan's main proposals is a tax on tech giants that would be ploughed into building up regional and some national media. The union told the

commission that the advent of video-enabled, smart and mobile devices has been exploited by tech giants at the expense of public service broadcasting.

The submission said the shift in advertising had exposed the vulnerability, in particular of RTÉ, and brought into sharp focus the need for immediate reform of the licence fee system. The fee evasion rate is currently 13 per cent.

The union said the need to fund public service broadcasting properly was becoming all the more acute because of the proliferation of fake news and targeted disinformation and misinformation on social media.

From Health Crisis to Good News advocates providing public service content through a variety of media outlets. To that end, the NUJ is campaigning for local news outlets to be recognised as community

assets. Cooperatives and joint initiatives are often models for small community or interest-based publications and should be eligible for funding.

The union said that while its primary focus was on content, access to high-speed broadband needed to be improved.

Journalism: Not Just Business <https://www.nuj.org.uk/where/ireland/>



The need to fund public service broadcasting was becoming all the more acute because of fake news and targeted disinformation

Not Just Business: NUJ submission to the Irish commission

Journalists' death toll increases to 60

LAST year 60 journalists were killed compared with 49 in 2019, according to the International Federation of Journalists (IFJ).

IFJ records show that the current number of killings of media professionals is at the

same levels as in 1990 when the organisation first started collating the number of killings and deaths of journalists and media staff. The reports show peaks in the mid-1990s and mid-2000s.

This year's list features the harrowing death of Russian journalist Irina Slavina.

The editor of Koza Press set herself on fire in the city of Nizhny Novgorod to protest against the intimidation and

harassment campaign to silence her. As she burned, she blamed the authorities as bearing responsibility for her action.

Anthony Bellanger, IFJ general secretary, said: "The trends in our publications

over the last 30 years but also in 2020 make it clear to all that there is no room for complacency.

"Instead, they are an urgent call to redouble our efforts to mobilise for greater protection of journalists and commitment to the safe practice of journalism."

Assange remains in jail during appeal

JULIAN ASSANGE, the Wikileaks founder, has been denied bail pending the appeal by the US government against the decision in January not to extradite him to the US from the UK for espionage for publishing hundreds of thousands of US classified documents.

Judge Vanessa Baraitser refused to give Assange bail after she blocked his deportation because of his risk of suicide. He remains in London's high-security

Belmarsh prison, where he has been for nearly two years.

The judge said that Assange "still has an incentive to abscond", highlighting the several years he spent in hiding in the Ecuadorian embassy when he was facing different charges in Sweden.

An attorney for the US government said that other countries, including Mexico, had offered Assange asylum.



PA IMAGES / ALAMY STOCK PHOTO

BBC pays £1 million in legal fees to fight equality cases

THE BBC has paid more than £1 million to external barristers and solicitors to work on tribunal claims brought by staff in equal pay and race discrimination cases.

The figure was disclosed in a letter to the Digital, Culture, Media and Sport Committee, which was sent after the committee pressed Tim Davie, the corporation's director general, for the information. Originally, the BBC had said it was not able to give a total cost for external legal fees for equal pay or race-related claims brought by its staff.

The BBC was unable to put a figure on the costs of using in-house lawyers on such cases but acknowledged that more than 2,000 hours were spent on them. The figures do not cover costs of ongoing tribunal claims.

The BBC has faced a large number of equal pay claims following action from former China editor Carrie Gracie, presenter Samira Ahmed and others.

The NUJ supported Samira in a successful high-profile equal pay tribunal, which determined that her work presenting BBC's Newswatch programme was equal to that of

Jeremy Vine on Points of View, despite him being paid six times more. The union also supported Carrie, who resigned from her position as China editor in January 2018 because she was paid less than men in similar roles. She was given a full apology and back pay. Sarah Montague (pictured), a

former presenter of Radio 4's Today programme and now of the World at One, said in January she had won a £400,000 settlement and an apology over unequal treatment.

Michelle Stanistreet, NUJ general secretary, said: "It's a shocking sum to have spent on defending the indefensible. There have been many occasions when the NUJ has urged the BBC to stop wasting money on lawyers and sort things out sensibly with individuals."



It's a shocking sum to have spent on defending the indefensible. The NUJ has often urged the BBC to stop wasting money on lawyers

Michelle Stanistreet
NUJ general secretary

inbrief...

DC THOMSON MAKES £180M PRE-TAX LOSS

DC Thomson, the Dundee-based publisher of the Press and Journal, the Sunday Post and the Courier, made a pre-tax loss of £180 million in the year ending March 2020 after the early lockdown reduced the value of investments. The company also wrote down by £79.5 million the value of its papers and magazines and its Wild & Wolf retail business.

GB NEWS LOOKS FOR DIGITAL 'DISRUPTORS'

Andrew Neil's GB News has advertised 140 jobs, calling for 'disruptors and innovators' to 'reshape television and digital news'. It has been speculated the new channel will be right-wing and similar to Fox in the US. Neil, who chairs GB News, said it would target 'the vast number of British people who feel underserved and unheard by their media'.

HENDERSON LEAVES THE MIRROR STABLE

Paul Henderson is leaving his role as editor of the Sunday Mirror and Sunday People. He has edited the titles as deputy to editor-in-chief Alison Phillips. Henderson decided to leave his job last year as part of July's business overhaul but his departure was not announced until December.

BBC future unclear with fee, say auditors

THE BBC faces an uncertain future because it relies heavily on the licence fee as its audience share plummets, the National Audit Office (NAO) has concluded.

The spending watchdog said the corporation had postponed making difficult decisions about future income streams and was using some of its reserves to cover the cost of free

licences for viewers aged over 75 years.

The NAO's findings come amid criticism from senior Conservatives of the BBC and its reliance on the licence fee ahead of the

BBC's charter renewal in December 2027.

Richard Sharp, the corporation's incoming chair, said last month the fee 'may be worth reassessing' as part of a review.

Walmsley talks pictures

NUJ photographer John Walmsley is giving a talk about his work and career to the Royal Photographic Society.

The event, Engagement, which is free and open to everyone, is on Thursday April 29 at 6.15pm. Book at <https://tinyurl.com/y3f8pcx5>.

tinyurl.com/y3f8pcx5.

John is a lifelong freelance documentary photographer and union member.

His pictures can be seen at the National Portrait Gallery, Tate Britain Library, the National Art Library at the V&A, the V&A Museum of Childhood and the Bibliothèque Nationale de France. His work will also soon be shown at the Library of the University of California, San Diego, the Archive of the University of Edinburgh and the Liverpool Museum.



Dunquin, Co Kerry, 1967



Bridget Rowe dies from coronavirus

Bridget Rowe, former Sunday Mirror and Sunday People editor, died in January after contracting Covid-19 in hospital.

She was admitted to hospital following brain seizures and died just over two weeks later. Rowe began on magazines including 19, Look Now and Woman's World before becoming assistant editor of The Sun, editor of the News of the World's magazine Sunday, editor of Woman's Own and TV Times editor. In 1991, she became editor of the Sunday Mirror and, in 1994, moved to The People. In 1997, she became managing director of both papers.



Reviving the Welsh media

What do the NUJ's general secretary, a leading actor, a journalist and academic, and many union members have in common? **David Nicholson** finds out

Solutions to the failing media industry in Wales were discussed by the union's Welsh executive council and NUJ Training Wales at an online meeting they organised late last year.

The country is unique in the UK because it doesn't have a national daily newspaper. Most bought titles are English newspapers with no specific Welsh news coverage.

NUJ general secretary Michelle Stanistreet was joined by: actor and political activist Michael Sheen; Dr Ifan Morgan Jones, a lecturer at Bangor University, who is the editor of online news service Nation.Cymru; broadcaster and ITV Cymru Wales programme and digital editor Louise Elliot; and Welsh Government deputy minister for economy and transport Lee Waters, a former broadcaster.

Stanistreet introduced the Welsh version of the union's news recovery plan, From Health Crisis to Good News, and set out how the Covid-19 pandemic was hitting an already devastated journalism scene in Wales.

"Our recovery plan identifies

and outlines the problems and challenges but, most importantly, it offers practical solutions," she said. "This debate is part of the engagement to build support for meaningful intervention and change in Wales."

Sheen works closely with NUJ Welsh executive council member Dr Rae Howells on local news provision in Wales.

"When I was growing up in Port Talbot in the 1970s, there were five local newspapers with over 20 reporters," Sheen said.

He recalled how as a boy, if he had scored a goal, he would race to get the weekly paper as it always included the names of all scorers in the local leagues.

"Now there is one newspaper, which has one part-time journalist based 10 miles away in Swansea," he noted.

He said that a key point was not when newspapers closed down but when local news was reported by journalists who were not embedded in that community.

Sheen praised several Welsh hyperlocal news sites such as the Caerphilly Observer, Wrexham.Com, Nation.Cymru and Cwmbran Life as well as the UK-wide Independent Community

Clockwise from top left: Michelle; Louise Elliot; Michael Sheen; Dr Ifan Morgan Jones; and Lee Waters.

Recording of the NUJ Town Hall meeting

<http://bit.ly/NUJtownHallMeeting>

Summary of the Welsh Media Recovery Plan

<http://bit.ly/SummaryOfWalesRecoveryPlan>

NUJ briefing on the impact of Covid-19 on the Welsh media

<http://bit.ly/NUJSelectCommitteeBriefing>

From health crisis to good news: NUJ news recovery plan

<http://bit.ly/NUJnewsRecoveryPlan>

Independent Community News Network

<http://bit.ly/aboutICNN>

News Network, administered by Cardiff University.

"I want to support, celebrate, expand and connect these local networks in a more powerful way and possibly set up a pan-Wales entity that grassroots journalism can feed into," he said.

Morgan Jones told the meeting that he believed the problem was not one of demand for local news but of supply.

"What we have seen is a big reduction in the number of journalists as we fail to replace the old advertising sales model with something that works as well online," he said.

"Number one is to move away from journalism being a business and a way to make money. It's a public service, as essential as a bin collection or running water. It's something that a community needs."

Elliot, who has worked as a journalist in Wales for 30 years, echoed the point about demand for local news and offered some salutary figures from ITV Wales.

"Fifty per cent more people were watching Wales at Six this September than they were in 2019 and online our coverage is reaching 31 million video views on Facebook and 20 million page views on the ITV Wales website," she said.

Elliot used the analogy of traditional media being like a black taxi with digital media akin to Uber: "Both are doing the same thing, but delivering in different ways."

Waters pointed to the central dilemma between Sheen's point about monetising hyperlocal news sites and Jones's about journalism as a public service.

"It's certainly true that people are interested in local news, but they are not interested in paying for it," he said.

"I think that's really what this discussion needs to be about – it's about finding a way towards a business model."

Waters said he was looking at ideas for a Senedd wire service to provide some scrutiny and coverage of the Welsh parliament.

He also told the meeting of the possible end of statutory public notices in Wales and how the money spent could be used to support journalism in a different way: "We know that's coming in 2023 so we have a couple of years to think about what replaces it."

The union is considering all the ideas discussed and will draw them together in a revised media recovery plan for Wales.

Ipsos failed on coverage of my Anisha's death



Accident video use was a gross intrusion, says **Mandy Garner**.

At 2am on February 20 last year, two police officers knocked on our door. They had come to inform us that our 20-year-old daughter Anisha had been killed in a hit-and-run incident.

By midday the next day, the Mailonline had published CCTV footage of the incident purchased from a local store under the headline 'EXCLUSIVE: Shocking moment young woman is killed by speeding hit-and-run driver escaping police – as she is flung 20 feet into the air and lands in front of horrified onlookers at London bus stop'.

The video played automatically if you clicked on the story. Two of my brothers saw that story. One of them rang the Mail to complain. The video was removed two days after it was posted, presumably after it had received all the clicks required.

Although my brother had not given his full name when he called, the Mail managed to trace him because he had put a note on some flowers next to where Anisha died. They rang him back and asked if he wanted to say something about Anisha. The video footage was clearly not enough. They wanted an interview too.

Despite our overwhelming shock and grief, I decided to file a complaint to Ipsos because I felt this was clearly a breach of any kind of press standards. To me, it was fairly evident that the Mail was exploiting my daughter's death for clickbait and that this was a clear case of intrusion into private grief.

My children could have seen that video. Images stick in the mind much more than words. It was wrong and I didn't want it to happen to anyone else.

I thought the process would be fairly straightforward. Instead, I was subjected to months of exchanges with the Mail, who tried to justify their actions. Every exchange reduced me to tears.

Apparently, the Mail's motive was to bring forward witnesses. This was despite the fact that there were many witnesses and, of course, CCTV footage.

The police were involved and an independent police investigation is going on – but that headline is clearly not about bringing witnesses forward. Why publish so quickly? If witnesses were required, surely that is something we, Anisha's family, would have supported. Why not ask us?

The main thrust of the Mail's defence, however, was to throw the blame onto someone else. They said they had given the police time to warn us the video was going up. In fact, the police had told them not to put it up and, when the Mail said they were going to anyway, the police had asked at least to be given time to let us know. The Mail gave the police one hour.

I maintain that we were not warned. I would have remembered. The Mail says we were. This is despite the fact that, warning or no warning, they would have posted it anyway. They also claimed to have edited the video 'sensitively' so it stopped just before the actual impact.

Although none of this had anything to do with my complaint about clickbait, it was enough for Ipsos to dismiss the claim. Ipsos added that the video was 'grainy' so you would not know who it was. My children all knew who it was. My children would know who it was. I checked how many cases had been successful in the last five years under 'clause 4 – intrusion into

grief' of the Ipsos editors' code. I found one, again involving the Mail and again involving video. This time, however, the Mail did not attempt to justify it.

I told Ipsos several times that the whole process had been very distressing. When I first mentioned this, they asked if I wanted to drop the case.

At the end, they asked if I might like to train them on how to improve the process. The only thing that would improve it is if they actually stood up for press standards. Instead, their ruling means the Mail – and perhaps others – will do the same thing again. Indeed, the Mail cited a previous ruling to back up their case.

I doubt many other people would put in a complaint to Ipsos under clause 4. It's not what you want to do when you are grieving and Ipsos told me few people had done this. But it's because I am a journalist that I think it matters. We can and must do better.

I have asked the Mail Online how many clicks they got on the story with the video compared to how many they got without it in there. They won't say, but it must make some form of commercial sense because it doesn't make any other kind of sense.

The police told me they had been on the scene of accidents where people who were filming the last moments of a victim on their phones complained when told to show a bit of respect. Surely, clickbait press reports only encourage this?

Mandy Garner is managing editor of workingmums.co.uk and was previously features editor at the Times Higher Education and a senior broadcast journalist at the BBC

Ipsos added that the video was 'grainy' so you would not know who it was. My brothers all knew who it was, as would my children

Glasgow

What is life like for journalists in Scotland's biggest city?

Waterproof jackets, bespoke bridalwear, golf, guns and gangland shootings – aside from Alex Salmond and indyref2, these are just some of the subjects you could be covering if you moved to Glasgow. Widely regarded as the centre of the Scottish media, the city has a longstanding history of strong newspapers and great opportunities for journalists.

One of the largest publishers is the Newsquest-owned Herald & Times Group, owner of The Herald (founded in 1783), the Sunday Herald and the Glasgow Times. It launched The National, which supports Scottish independence, in 2014, and its magazine division includes The Scottish Farmer and TGO (The Great Outdoors).

The city is home to the Daily Record, the Sunday Mail and Scottish Business Insider (published by Reach). The Sunday Post (DC Thomson) has an office there, as does The Scotsman and Scotland on Sunday (JPI Media) – along with Scottish editions of UK nationals including the Scottish Sun, the Scottish Daily Express, Daily Star of Scotland, Scottish Daily Mail and The Times Scotland.

Glasgow has also given rise to a number of independent titles, including crime weekly The Digger, which sees itself as 'a thorn in the side of the establishment'.

The Digger sold 100 copies when it was launched in 2004 and is now the most popular crime magazine in Glasgow.

Publisher James Cruickshank says there are opportunities for journalists who want to break big stories, but they can come at a price.

Cruickshank had a petrol bomb thrown at his car outside his home last October and said around 30 shops had been targeted by suspected gangland figures and told to stop selling the magazine or remove it from display.

The NUJ strongly condemned the attacks.

Cruickshank moved to Glasgow from New York in 2001 and started The Digger after becoming frustrated by crime coverage in nationals.

"I picked a difficult road to go down," he says. "I wish there were more independent journalists out there fighting to uncover what people don't want uncovered."

"Look at how many crime reporters there are in Scotland – almost none. The police and the council don't want independent crime reporters because they're stepping on their patch. Crime in Glasgow is far worse than people know. I'm still writing about the same gangs 16-17 years on. If all the papers, broadcasters and BBC channels turned their attention to it, these gangs would be gone in six months."

Another Glasgow journalist specialising in crime stories is Norman Silvester, who has worked on newspapers for 40 years. He carried out a recent investigation into the Glasgow brothers behind Scotland's biggest crime gang, and an exposé on human trafficking. He was named Journalist of the Year and Reporter of the Year in the 2020 Scottish Press Awards for his investigation into the death of remand prisoner Allan Marshall.

Silvester started on the Sunday Post in 1979 and left the Sunday Mail after 25 years last March to 'pursue' freelance journalism.

"Glasgow is quite a good city to do crime reporting," he says. "Maybe it's the Glasgow stereotype – like being a crime reporter in Chicago. A lot of the Glasgow operators have a national and international connection, so it's interesting."

He says there is a huge market for crime stories, alongside the fascination for fiction such as The Sopranos and Line of Duty. "People love real-life crime even more," he says.

At The Herald, health correspondent Helen McArdle says work has never been busier: "It's a huge privilege to be in a role like this in the middle of a once in a generation pandemic event. It's been fascinating."

McArdle started as a trainee reporter on the Sunday Herald

Finding work

Crime stories

Journalist Norman Silvester says there is a market for real-life crime stories, including about historical figures and unsolved murders:

"Papers are looking for quality rather than quantity."

Photography

Photographer Elaine Livingstone has worked for

PR agencies and others wanting images to accompany press releases. "There's a lot of opportunity for creativity and lots of stories to be told," she says.

Independents

Glasgow has a growing

independent/hyperlocal media scene, which includes The Ferret, Source, Bella Caledonia, Glasgow West End Today and the Clydesider. Ian Marland, editor and publisher of Glasgow West End Today, says: "Opportunities still remain for journalists

who can multitask, are multiskilled and can think a little bit differently."

Entry Level

The Herald's Helen McArdle says: "Opportunities at newspapers and broadcasters are there if you're talented."

What they say:

Helen McArdle, health correspondent, The Herald

"The cost of living is pretty good (property is a bit cheaper than in Edinburgh), so you can get more bang for your buck even on a journalist's salary"

Elaine Livingstone, photographer

"Glasgow has everything you need but is not overwhelming. It's friendly, confident and deservedly proud, but down to earth and has a good sense of humour"

Rhiannon Davies, founder, Greater Govanhill

"There are opportunities to try something different and for new models of journalism to flourish"

writers from this city have fantastic stories to tell."

So what is Glasgow like as a place to live?

As well as having an international airport and rail links to London, Edinburgh and the Highlands, the city is brimming with culture – arts, music, theatre, galleries, a vibrant restaurant scene and independent shops.

"There's an area of Glasgow to suit every taste," says McArdle. Finnieston has undergone major transformation over the past 10 years and Dennistoun in the East End was ranked the eighth 'coolest neighbourhood in the world' in 2020 by Time Out.

The community spirit inspired photographer Elaine Livingstone to do the Glasgow Lives In Lockdown project for digital news site Glasgow Live. Livingstone, who grew up in the city's East End, used a laser to measure a two-metre distance between herself and the sitters to highlight the impact restrictions have had on vulnerable people.

Founder of hyperlocal Greater Govanhill Rhiannon Davies grew up in Derbyshire and moved to the city in 2016 to do a master's degree in media, communication and international journalism at the University of Glasgow.

"I saw a gap between the way that Govanhill was often covered in the media and the reality of living here," she says. "Govanhill is one of the most ethnically diverse areas of Scotland, with at least 88 languages being spoken on these streets. The first issue has articles written by people from 12 different nationalities."

Despite the closures, cuts and redundancies, the feeling among Glasgow's journalists is largely one of optimism.

McArdle says that demand for news has never been greater and the prospect of indyref2 would be another huge driver.

"I'd definitely recommend Glasgow," she says. "The world of Scottish journalism is quite a small one but, in my opinion, a friendly one and one with a very good sense of humour."

in 2008 and says the main change has been the focus on multimedia skills, clicks and page view targets.

"Driving traffic onto websites is a huge priority now," she says. "Understanding what works online is much more important."

One of her biggest stories was the revelation that NHS Tayside had transferred £2.7m of charity money into its general spending budget to fund a back-office computer system after running out of money. The chief executive and chairman resigned and McArdle won an award at the British Journalism Awards 2018.

Glasgow is also home to the Peebles Media Group, which produces B2B and consumer titles including the Scottish Grocer, Tie the Knot Scotland, Homes & Interiors Scotland and Project Plant, which covers demolition, cranes and site dumpers. There is also The List and golf magazine Bunkered.

In terms of broadcasting, BBC Scotland and Scottish ITV network STV are based at Pacific Quay, along with BBC Radio Scotland; The Hub at Pacific Quay attracts a creative community. Commercial radio stations include Clyde 1 and Clyde 2 (Bauer Media Group) and Real Radio Scotland.

Marelle Wilson, assistant producer at STV News at Six, grew up in Glasgow and says it is a great place to work. "It's a very welcoming city and a real melting pot – people who live here have a very strong Glaswegian identity."

Wilson has covered stories including the 2014 Commonwealth Games, the fire at the Glasgow School of Art, the Clutha helicopter crash and the Queen Street bin lorry crash.

"With the delayed COP26 climate conference coming to Glasgow in 2021, the eyes of the world will be on the city, so there will be plenty to cover," she says. "The 2020 Booker Prize winner Shuggie Bain, about life in 1980s Glasgow, written by Glasgow-born author Douglas Stuart, proves that



Climate chan

The media could do more to help protect the environment, says **Alex Morss**



Although attention is focused on the coronavirus pandemic, we should not forget the other crisis we are fighting – climate and ecological breakdown.

Is the media doing enough regarding its roles and responsibilities in leading and challenging power via journalism, educating the public and influencing behaviour? And is it looking in the mirror at what it does?

To find out, I canvassed journalists, media organisations and academics for their opinions. I also carried out a random search of a wide range of UK national and regional newspaper and magazine publishers' digital output to identify their internal and external efforts and policies on the environment and also their investments.

Both scientists and journalists are saying that, more than ever, they need the resources that have been stripped away for years to create a diverse, well-funded media with sufficient numbers of trained staff to address environmental issues.

My search highlighted mixed results on media-stated goals regarding environmental policies and corporate environmental responsibility. Editorial output similarly varied in terms of its quality and quantity and the amount of resources channeled into environmental coverage.

Many titles had no dedicated section for environmental reporting; some included it in science while others, including the BBC, The Guardian, The Daily Telegraph and some titles in the Mail group, had dedicated teams and sections, and set detailed environmental goals. The FT had climate as a banner section but not the environment. The Times' web banner did not give prominence to science or the environment.

The Guardian's 130 million readers were told how much carbon they burned reading every digital article. A reader

survey found that 58 per cent of 3,598 respondents believed the paper should actively campaign about climate change.

At The Sun, a full site search failed to find the terms 'eco', 'environment' or 'planet', but there was a section on 'climate change and the environment'. I found two recent climate stories.

The Daily Mirror gave little prominence to the environment on my visit, and the Daily Express had gone 20 days without any environment news in a 'Nature' section which, in the past, has been populated by pets, with no obvious sign of sustainability stories.

Express Newspapers is owned by Reach, which is Britain's largest newspaper, magazine and digital publisher, whose 150-plus titles and 80-plus websites are read by 45 million people in the UK each month. The company had launched a #Do1Thing campaign in 2019 to engage readers and staff in saving the planet, but staff said this had gone somewhat limp amid Covid and redundancies.

The BBC, ITV, Channel 4, UKTV, Sky and Netflix programmes follow Bafta's wearealbert.org guidance on auditing their sustainability in training and production.

I reviewed a sample of staff handbooks and found one book publisher's 90-plus page guidance failed to mention any environmental policy; this was also the case in a 20-page policy for a trade magazine and for a 50-page handbook for a financial publisher. A 40-page handbook for a religious publisher included one line committing the company 'to be good stewards of our environment'. There was nothing in a travel magazine staff handbook either. A 32-page code of conduct for one big broadcaster stated only that 'each of us must perform our jobs in a safe and environmentally responsible manner'. Some companies were not prepared to open their policies up to public scrutiny.

A Reach journalist commended: "There has not been any training on science and environment, no specialist editors. The websites are all about hits. Having dedicated environment reporters would be a good commitment."

58%

of Guardian readers say the paper should campaign about climate change

Global news for the planet

COVERING Climate Now (CCN) was founded in the US in 2019. Its executive director Mark Hertsgaard said the driving force was that what "we knew of the climate crisis and its solutions had to improve, fast."

Hertsgaard, an environmental journalist, says it was feared that, without changes within the media, "there simply wouldn't be sufficient public awareness and therefore political

pressure on governments and corporations.

"A critical mass of journalists knew our profession was failing on this story and they wanted to do better.

"We thought if we could highlight this

critical mass, we could grow it, which is exactly what's happened over the past 18 months."

CCN has 460 partners, including news agencies, broadcasters, national newspapers and magazines, with a combined audience of roughly 2 billion people.

Among them are Reuters, Bloomberg, Agence France Presse, The Guardian, the Daily Mirror, CBS News, NBC News, PBS NewsHour, Vice, Al Jazeera, Times of India, El Pais and Asahi Shimbun, There seems to be

little evidence on how people respond to news stories as citizens, voters and consumers, he says,

However, he adds that people around the world want more climate coverage, especially local stories and on how problems can be tackled.

gers?



Newsquest, which publishes more than 200 regional titles and whose websites are visited by 30 million people a month, gives full details of its environmental policy.

This variation in commitment seems to reflect wider society. The Guardian reported on a 2019 study of almost 3,000 publicly listed companies that found fewer than one in five (18 per cent) had disclosed plans that were in line with the targets in the Paris climate agreement.

However, some are leading the charge. Wolfgang Blau, a research fellow at the Reuters Institute for the Study of Journalism at the University of Oxford, is working with experts globally to create training programmes to support journalists to cover climate competently.

He said: "While covering climate change requires basic scientific knowledge, climate change is far more than a science story or a topic only for the politics or the business desk. The climate crisis is changing tourism, culture, architecture, medicine, transportation, agriculture, food and even sports.

"Today's climate journalism has similarities with the technology journalism of the early 2000s, when a few digital experts in each newsroom tried to cover the transformative effects of the internet on all areas of society. The accelerating climate emergency requires a similar upskilling of newsrooms now."

There is evidence that knowledge gaps in the media are affecting conservation too. Endangered bats have been persecuted in some countries due to "reaction born out of misplaced fear" and misinformation because of the origin of Covid-19, says Lisa Worledge, head of conservation at the Bat Conservation Trust.

Following several culls of the Mauritian fruit bat in 2019, research fellow Ewan Macdonald at the University of Oxford checked 700 claims in 90 news articles and found only five per cent relied solely on verifiable facts. He said that most contained false information.

He is researching how the less cuddly species get a much harder time in the media: "Many people have a preference for large, charismatic and often rare species such as tigers, lions and elephants. However, it is equally important to protect the myriad small, obscure species that garner less attention but are fundamental to ecosystem functioning."

Adam Hart, author and professor of science



There's been no training on science and environment, no specialist editors. The websites are all about hits



communication at the University of Gloucestershire, says: "I study the bugs no one loves – spiders, flying ants, wasps – and every year it is the same merry-go-round of nonsense in the popular media. Spiders are invading our homes, wasps are ruining summer, even harmless jellyfish are forming hostile armadas.

"It is an uphill struggle against the surefire clickbait story of dangerous wildlife. When people are bombarded with simple messages confirming their pre-existing biases, those aspects of nature that aren't cute and cuddly end up being demonised and despised. It may be actively harmful."

He adds that the media's coverage of trophy hunting, led by celebrities and campaigners, could prove harmful to the conservation of species and habitats over millions of acres. He argues that trophy hunting can preserve natural habitats but environmentalists such as Sir David Attenborough contend that it destroys them.

There may be some hope for the funding of environmental and climate change reporting. A House of Lords communications and digital committee report, *Breaking News? The Future of UK Journalism*, has called for urgent action and a new digital markets unit to be set up to help fund the UK media and this is expected to be launched in April 2021. With luck, any extra resources may find their way to environmental coverage.



There's no place for abuse at work

Bullying and harassment, whether overt or subtle, damages health and careers. **Ruth Addicott** finds out what can be done

The photographers' pit can be a brutal place at the best of times but, for one photojournalist covering a demo in Westminster, things took a darker turn.

Amid the chaos, a male photographer standing behind her suddenly started pushing himself against her more aggressively.

"I turned around and asked him to stop and he just laughed," she says. "The next moment he pushed his camera lens between my legs – it was so violent, I was terrified. I told him to stop or I'd report him to security. He leaned into my ear and said, 'Welcome to the world of photojournalism.'"

It was not her first experience of harassment, but it did make her question her safety. "There are way fewer female photographers than male in London and I think there's a reason for that," she says.

Natasha Hirst, chair of the NUJ equality council, says bullying and harassment are more widespread than people realise and often go unchallenged because people fear losing work. In an NUJ survey last year, 78 per cent of members agreed that "abuse and harassment have become normalised and seen as part of the job" and 64 per cent had not reported abuse to their employer.

In 2018, the TUC revealed bullying was the second biggest workplace issue after stress. Although women, black and Asian employees and people with a disability are more at risk, it can affect anyone.

While online attacks are a massive problem, bullying can occur in many forms, including constant criticism, having promotion blocked and responsibilities removed, being given trivial tasks, setting a person up to fail by overloading them with work and setting impossible deadlines.

An NUJ freelance survey in 2019 showed nearly 27 per cent of members had been subjected to bullying/harassment or ill treatment. One member reported being sacked for being pregnant. Demands for copyright, non-payment and rates being cut are common and people are being made to feel it is their own fault.

Pamela Morton, national organiser, freelance and Wales, says freelancers are vulnerable because they are more isolated and do not have employment protection.

"It can have a devastating impact," says Pamela. "We've had

members saying that it has affected their mental and physical health."

One member says her boss encouraged a 'climate of fear'. "The boss would humiliate colleagues in meetings, badmouth them in their absence – then be lovely to their face," she says. "He pitted staff against each other. So there was no trust. He talked loudly and casually about firing staff, even naming and shaming. I was constantly spoken over in meetings; projects I'd worked on for weeks were taken away without explanation."

She ended up working 19 hours a day and, when she complained, was given an informal warning.

"My confidence was wrecked," she says. "No one spoke up – so, when I did, I was made out to be 'difficult'."

HR suggested she quit and said the culture would not change, but she wanted the job.

"I was breaking down almost every day on my commute," she says. "I was feeling incredible sadness or nothing at all, and began to imagine ending my life. It's hard for people who've not been there to understand the mental damage that sort of culture can inflict."

Tips on how to deal with bullying

Get another perspective

Talk to a trusted colleague or union rep as soon as possible. One of the biggest mistakes people make is ignoring it and thinking they are to blame. Talk to friends and family for support.

Keep a record

Keep a detailed record of times, dates and witnesses as well as your feelings and response to situations. If there is a phone call, summarise the conversation and, where possible, get witness statements. Without

a record, cases are hard to stand up. Keep all emails.

Make a complaint

Talk to your rep about how you should proceed. If the complaint is serious, use the formal process such as the grievance procedure, or bullying and harassment/dignity at work procedure. Be objective and try to stay calm. "Time and again, I've been told by members that they are astonished at the change in attitude from their boss when there is a union rep in the room," says Brighton branch secretary Brian Williams.

Stand firm

"Don't doubt yourself," says one member. "I kept thinking it was all in my head and maybe I was blowing it out of proportion. But bullying isn't just physical abuse – it's emotional, manipulative, undermining patterns of behaviour. I doubt the people I worked for would ever see themselves as bullies – but the behaviours were textbook and they propped up that culture."

Be realistic

A settlement may be preferable to a protracted legal battle.

"I managed to secure a partial victory but nothing like what it should have been," says one member.

After 18 months, she could stand no more and offered to resign. She was immediately issued with a termination notice with no reason given. Fortunately, she had kept records and, after receiving support from the union, was offered a substantial sum to sign a non-disclosure agreement (NDA) – the only way she could secure a good reference.

“I don’t care about working for the big names or climbing the ladder any more, and I feel freer for it,” she says. “I have a job I enjoy, great management and a better life.”

Paul Breeden, Bristol NUJ chair, says it is rare for an employer to accept that bullying has happened and members usually end up achieving a settlement without admission of liability.

“Often it can be subtle and hard to prove,” he says. “I’ve never had a case where it’s overt and people are really threatened – it’s more about insidious undermining, people being belittled.”

One member says his boss presented as ‘very caring’. “He tried to make out that he was my best friend and only cared about what he could do to support my mental health,” he says.

“It was a constant, clear and sustained PR exercise to be seen to be saying all the right things but, the moment there was any attempt to explore what that could mean to support me, it was either refusal or mis-representation of the employer’s corporate policy.”

He suffered insomnia and anxiety so severe that he could not eat. When he challenged his employer about his rights, his boss started “shouting and slamming tables” – always in private meetings where no one else was present.

“My boss was very skilful,” he says. “There were never any conversations on email or in public where any of the stuff he was telling me that was clearly wrong could have been referred to. The world is a sophisticated place now and bullying is sophisticated.”

His advice is to keep notes and contact the NUJ straight away. “I have now left that team and that itself has been the best healing process,” he says.

His former boss, meanwhile, is still in place,



Bullying can be subtle and hard to prove. I’ve never had a case where it’s overt - it’s more about insidious undermining, people being belittled



Brian Williams, Brighton branch secretary, represents members where there is no chapel, often in books, magazines or PR. He says the NUJ often has no idea bullying is taking place until a member gets singled out for redundancy. “The boss spends the first few months undermining the victim, before deciding they are surplus to requirements and will jump at a redundancy payment – even if it’s statutory.”

While some journalists embark on a successful freelance career, some lose so much confidence that they end up retiring or leaving the industry altogether.

“It changes lives,” says the Bristol branch chair. “I can think of people who will not work at the same level again.”

One member managed to resolve the situation herself after being bombarded day and night with messages from her employer. “I had panic attacks and became afraid to open my emails, I felt like everything was crushing me,” she says.

After attending an NUJ coaching and mentoring course, she decided to get to know her boss better which helped her to manage her own reactions and diffuse tensions.

So what more can be done to protect members?

The NUJ has led a long-running campaign, encompassing the Leveson inquiry testimony and the Rose review at the BBC, and is working with the Federation of Entertainment Unions and International Press Institute.

The Bristol branch chair calls for improved legislation and higher penalties to deter employers and Pamela calls for fairer contracts and grievance procedures for freelancers.

Some members feel that time restrictions (having to make a claim within three months of employment ending or the problem occurring) pose a disadvantage and say Acas could have a stronger role. One member calls for tougher actions on organisations that use NDAs and ‘wellness’ initiatives to ‘plaster over bad culture’.

Ultimately, there seems to be a need for greater transparency and understanding of what bullying actually looks like.

“We need more people to back each other up and challenge inappropriate behaviour when they see it,” says Hirst.

JOHN DEVOLLE



QUICK ON THE DRAW

Sketches of city urchins rapidly evolved into cartoons that publications fought over, says **Jonathan Sale**

The Yellow Kid, who featured in the first-ever newspaper strip, was not at first yellow nor in a newspaper nor in a comic strip. “The kid who started the comics” soon managed all that – in fact twice over – as he appeared in two papers on opposite sides of the same circulation war.

This downmarket forerunner of Charlie Brown was fathered by Richard F Outcault, a technical illustrator who, fascinated by the tough kids hanging about in New York’s slums, in 1895 began a series of humorous, detailed sketches for *Truth* magazine. Sometimes, these included a small boy with his head shaved to discourage lice, ears at 90 degrees to his skull and a ragged nightshirt. This child had initially a walk-on – or loaf-on – part.

New York World proprietor Joseph Pulitzer (as in the prize) soon spotted the artist’s talents and signed him up. On February 17 1895, his paper reprinted from *Truth* a black-and-white single-panel sketch, after which Outcault’s lively work became a regular feature in the *World*. In May the cartoon entitled “At the circus in Hogan’s Alley”, with shabby children aping the antics of the big top, was glorified with colour printing.

According to legend, the lad owed his colour and hence his name to the fact that Pulitzer’s new printing press had trouble with the yellow register and needed an image on which it could experiment – such as the boy’s large nightshirt. The snag with this theory is that the garment in question was, in the first colour outing,

definitely blue. But hey – in those evocative words uttered by Orson Welles in *Citizen Kane*: “Print the legend.” Which I have just done. In the same spirit, I can pass on another legend that some say is only a myth: it was the Yellow Kid who inspired the use of the term ‘yellow journalism’ as a shorthand way of referring to the popular press.

In due course, the nightshirt definitely was printed in what a critic called ‘a jaundiced ochre’ and its wearer was promoted to become the star of Hogan’s Alley, as the series was named. Readers loved its comically violent escapades, its Dickensian depictions of urban slum life (in one cartoon, the Kid’s family get evicted from their home) and its inspirational slogans spelled out in large letters on the trademark nightwear.

October 25 1896 was a great day for the Yellow Kid and for cartooning. Instead of being confined to a single, large frame, in “The Yellow Kid and his new phonograph”, he was given a sequence – a strip cartoon plus speech bubbles. Spoiler alert: the wise words emanating from the newfangled device turned out to come from a parrot inside it.

So great was his popularity that a rival proprietor, William Randolph Hearst of the *New York Journal* (on whom *Citizen Kane* was based) made Outcault an offer, which he accepted, to bring the Yellow Kid over to his newspaper. Pulitzer then bought the cartoonist back with more cash, whereupon Hearst made an even higher and finally successful bid.

Pulitzer then moved to his plan B; he had lost the cartoonist but not the bitter battle in the gutter press over a guttersnipe. He still owned the copyright to Hogan’s Alley, so hired another artist to continue drawing the Yellow Kid for his *New York World*. (Do keep up!) For a while, there were two ochre urchins leaping around in the two feuding papers. Outcault had the last chortle, as he had retained the copyright to the actual character – and hence the commercial rights.

Cartooning makes a sharp political point

“I STILL treasure the rejection strip from the *Beano*,” says cartoonist and NUJ member Steve Bell.

As a kid, Steve was a fan of the comic, but as a grown-up illustrator, his offerings didn’t make it to those wacky pages.

He had to console himself with *Time Out*, *City Limits*, the *New Statesman* and now ‘If’ in *The Guardian*, where he also does big political cartoons. Not to mention

The *Journalist* for which he does *The Owners*.

“I start the week’s If strip not knowing where the story is going to go,” he says.

“I do the Monday panel on the previous

Thursday, then on the Monday I do strips for the rest of the week.”

‘If’ is in its 40th satirical year.

“The fax made a huge difference. In the early days, when I did six panels, I would bike down to Brighton station on Thursdays and send them Red Star to *The Guardian* in London. Then they would be sent to the Manchester office, which handled the feature pages.

The Falklands war gave Bell some wonderful characters: talking penguins, chatty sheep, an albatross and Kipling the dissident sailor. As readers of *The Journalist* will remember: “Murdoch has been a constant feature since my early days – not in a good way.”

A recent PG Wodehouse theme will run and run: “Somebody sent me an email saying ‘Starmer reminds me of a butler.’ I don’t want to damage Starmer and he, ie Jeeves, comes off best. I can rip the shit out of ‘Wooster!’” That is, Boris Johnson. Top hole, Steve!



STEVE BELL

Strange to relate, the Kid has been described as a casualty of a real as opposed to a press war – the Spanish-American war of 1898. First to be spiked was Pulitzer's version in his *World*, followed by his identical twin in Hearst's *Journal*. In 'R.F. Outcault's the Yellow Kid', Bill Blackbeard (great name for a chronicler of comics) states that the anti-Spanish feeling, which Hearst himself helped to foster, included a hatred of yellow, one of the colours in the Spanish flag, and that went for the Yellow Kid too.

Hearst found a non-yellow replacement in the *Journal* in the shape of The Katzenjammer Kids, a sparkling new strip by a cartoonist who, like Outcault, walked out and took his strip elsewhere, leaving someone else to carry on with the theme at the original paper. The curse of the doppelgänger had struck again, with the same characters facing each other off in different strips in different papers.

Outcault, who had kicked off all these shenanigans both on and off the page, was now on the *New York Herald*, creating a radical strip named *Pore Li'l Mose*, starring a seven-year-old black kid who lived alone with his monkey, bear and cat buddies. The black theme did not work in 1902 *New York*, so Outcault switched to a new strip about a small, velvet-suited white boy named Buster Brown who, despite being upmarket, was up for violent mischief which endeared him to generations. He too had a doggy pal, as did a 1951 arrival, Dennis the Menace. (Dennis-es, in fact: there were two separate characters with the same name, launched by chance on the same day, one in US papers and the other here in the *Beano*.)

The Yellow Kid(s) had lasted scarcely four years, a fraction of Buster Brown's life, but was hailed as 'the first great newspaper comic character in history'. He blazed a trail followed by *Peanuts* and a host of comic youngsters, many of them aimed,

like the delinquent boys above, at older readers.

The first British newspaper strip, was *Teddy Tail*, a child-friendly mouse that in 1915 scampered into the *Daily Mail*. In 1919, the *Daily Mirror* responded with *Pip, Squeak and Wilfred*, a dog, a penguin and a rabbit and, in 1959, *The Perishers*, with a dog and children. The *Daily Express* brought us *Rupert*, the famous bear, in 1920.

'Quite unique and the most brilliant' is how the *Flook* strip was described during its time, which was from 1949 to 1984. Lord Rothermere of the *Daily Mail* wanted 'a strip cartoon that would amuse parents as well as children', in the words of my neighbour Wally Fawkes, alias cartoonist Trog, who was told to deliver it.

Compton Mackenzie, Humphrey Lyttelton, George Melly plus the Barrys Norman and Took, fed Wally with scripts and plots starring a little boy named Rufus and *Flook*, a bear-like creature with a small trunk. The pair wandered round 20th century society, sending up everyone from Harold Wilson ('Mr Muckybrass', the no-nonsense prime minister) to the Royal Yacht Squadron (who bought the original artwork for their clubhouse). Particularly enjoyable for me was the sarky portrayal of my then boss, the brilliant, bullying Jocelyn Stevens of *Queen* (later *Harper's & Queen*). Despite its child-friendly drawings, the themes became, Fawkes recalls, rather more tilted towards adults than youngsters.

At one point, the new editor of the *Mail* had a clear-out of lefties. David English told Fawkes that he wanted satire but it should be right-wing satire. However, Trog kept trogging along as before. Cartoonists, like the Yellow Kid, don't necessarily do what they are told.

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The terrible dilemma of Murdoch's about turn



Shifting further right carries its own risks, says **Raymond Snoddy**

For some, Rupert Murdoch's reputation hadn't much further to fall after the phone hacking scandal and the 'humblest day' of his life.

Now there still seems some way down to go as Murdoch comes under attack in both the US and Australia.

Although the other American networks helped, at least at the outset, Rupert Murdoch and his Fox News did more than anyone else to create the phenomenon that was Donald J Trump.

In what was probably pure opportunism, Murdoch backed the twice-impeached, worst president the US has ever had. Fox News supported Trump almost to the end, even getting rid of those responsible for the network calling Arizona for Biden – correctly but too soon for Fox viewers.

Murdoch made the cardinal error of ultimately backing a loser when his *modus operandi* has always been based on picking political winners in the hope of gaining favours in return.

So it was that when it has become clear to all but the conspiracy theorists that Trump had lost the election, the Murdoch empire did a rapid, if ragged, about turn.

This has now created a terrible if amusing dilemma. Suddenly Fox News isn't right wing enough for its loyal viewers, who have been deserting the channel in droves.

The millions who still think, without any evidence, that Joe Biden 'stole' the election have now pushed off to more extreme 'news' outlets such as Newsmax TV and OAN.

After decades of being the most popular American news channel, Fox has now slumped into third place

behind both CNN and MSNBC. The new ratings hierarchy is unlikely to change any time soon.

In a sign of growing desperation in January, it pushed aside one of its more serious news programmes at 7pm and replaced it with Primetime, a show devoted to right-wing opinion or, as one commentator put it, "pumping out a treadmill of lies and misinformation".

Primetime has been thrashed in the ratings night after night.

Turmoil at Fox has continued with the axeing of the Lou Dobbs Tonight show, Fox Business Network's highest-rated programme.

Throughout January, Dobbs was supporting baseless conspiracy theories about voting fraud while still admitting that no tangible evidence had been found.

In Australia, Murdoch's Sky News Australia has broadcast increasingly right-wing conspiracy theories on everything from Trump and the pandemic to the cause of Australia's devastating forest fires.

When James Murdoch left News Corporation last year, citing "disagreements over certain editorial content", it is believed the main issue was the 'climate change denial' informing Sky News Australia's coverage.

More than 500,000 Australians have signed a petition calling for a royal commission into the Murdoch media monopoly – a record. Its organiser, former Australian prime minister Kevin Rudd, described the monopoly as "a cancer on democracy".

There seems to be no political appetite for such a commission, which is unlikely to happen despite the huge public support.

As Murdoch prepares to launch his News UK TV this spring, could anything like Fox News or Sky News Australia happen here? Probably not. We still have, at least for now, a regulated system with requirements for impartiality.

Sky News obeyed such rules during the years of Murdoch control and Fox News, when it was broadcast in the UK, had little impact.

News UK TV does, however, promise that it will be opinionated and to the right of centre in the hope of attracting viewers put off by the BBC.

It is in a race to get to air before another right-of-centre TV channel – GB News, chaired by Andrew Neil. There is a danger they will try to out-Fox each other in a battle to attract conservative viewers.

Meanwhile, Murdoch may have become an increasingly controversial figure but, so far at least, it is not proving bad for business.

Despite the pandemic, in the quarter to the end of December, net income at Murdoch's News Corporation rose to \$261 million from \$103 million.

In newspaper terms, in pushing towards digital subscriptions, Murdoch has backed the right horse and, at papers such as The Wall Street Journal and The Times, the growth in digital subscriptions has outpaced declines in advertising revenue.

In terms of reputation, however, Murdoch has taken a nosedive.

From backing Trump to at least acquiescing in the views of those who would deny the impact of climate change in Australia and elsewhere, Rupert Murdoch has placed himself on the wrong side of history.

Increasingly, that could turn toxic in personal and, ultimately, business terms.

Murdoch backed a loser when his *modus operandi* has always been based on picking political winners in the hope of gaining favours

by **Tim Lezard** arts

Theatre and Music >

If 2020 was a bad year for the arts, 2021 looks like it's determined to make up for lost time.

All listings are dependent on Covid, of course, but London's West End is hoping to return to normal (see <https://www.london-theatreland.co.uk>) and music wants to return us to the last century with UK tours planned by Lionel Richie, Bryan Adams, Crowded House, the Beach Boys, Suzi Quatro, New Order, Paul Weller, Erasure, the Red Hot Chili Peppers, Van Morrison, Guns N' Roses, Queen and Chris De Burgh.



Film >

Minamata

Johnny Depp ('bottom left') stars as war photographer Eugene Smith, who travels back to Japan where he documents the devastating effect of mercury poisoning in coastal communities.

On release from February.

<https://tinyurl.com/yxgrf7r8>

Comedy >

Siobhan Phillips – Live and Unhinged

Described as 'the love child of Peter Kay and Victoria Wood', Siobhan Phillips performs songs covering subjects from becoming a first-time mum at 40, tantrum-throwing toddlers and the frustrations of mother-daughter relationships.

www.siobhanphillips.co.uk/gigs

Mark Thomas – 50 Things About Us

Arts favourite Mark Thomas is hoping to be back with a new show, 50 Things About Us, combining his trademark mix of storytelling, stand-up and mischief to examine how we have come to inhabit the divided wasteland that is the UK. He also has a book along the same lines.

Dates and venues will be confirmed as soon as possible.

<https://markthomasinfo.co.uk>

Mark Steel

Another Arts favourite is planning to hit the road with an optimistic show entitled Every Little Thing's Gonna Be Alright. Let's hope he's correct.

<https://marksteelinfo.com>

Books >

The War Against the BBC by Patrick Barnwise and Peter York

The BBC is in peril as never before, facing increasing competition, attacks from political opponents and deep funding cuts. This book is a powerful wake-up call that if the BBC is destroyed it will be almost impossible to rebuild.

<https://tinyurl.com/y2h79yhf>

Rebel Women Between The Wars by Sarah Lonsdale

This tome traces the struggles, passions and achievements of fearlessly determined women, including journalists Sheila Grant Duff, Una Marson, Alison Settle and Edith Shackleton.

<https://tinyurl.com/wqzphdr>

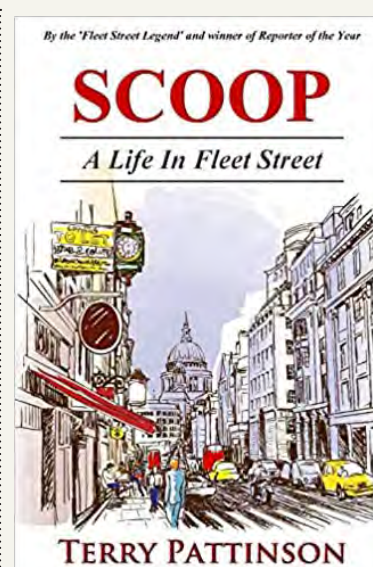
Scoop – a Life In Fleet Street by Terry Pattinson

Former Daily Mirror industrial editor Terry Pattinson reflects on his career, telling the inside story of many big news events and celebrity encounters. There's even a chapter on fake news. He is selling signed copies for £15 to raise money for food banks and homeless charity Slough Homeless Our Concern. Email him at terrywpattinson@gmail.com or buy an unsigned copy from Amazon.

<https://tinyurl.com/yyxwj529>

Asylum For Sale edited by Siobhan McGurk and Adrienne Pine

Journalists are among the contributors to this exploration of



profit and protest in the migration industry, challenging readers to move beyond the questions of legal, moral and humanitarian obligations that dominate national debate.

<https://tinyurl.com/y6ldqwq8>

Imagining Orwell in Three Continents by Julio Etchart

This beautiful photographic travelogue explores NUJ member George Orwell's journey of discovery from his time as an imperial policeman in Burma to his fight against fascism. Excerpts of his writings and journals accompany the stunning images.

<https://tinyurl.com/yyanahmh>

The Free Speech Wars edited by Charlotte Lydia Riley

Who gets to exercise free speech? Focusing on universities and the internet, this provocative book encourages readers to be suspicious of the way the topic is framed in the media.

<https://tinyurl.com/y5m7aooos>

Spotlight >

Film aims for justice for Khashoggi

You've read the book – Jonathan Rugman's *The Killing in the Consulate* – now see the film – Bryan Fogel's *The Dissident*.

This documentary thriller tells the untold story of the murder of Jamal Khashoggi.

He entered the Saudi Embassy in Istanbul to collect some paperwork in October 2018 and was never seen again.

Khashoggi was a dissident journalist who frequently used his *Washington Post*

columns to criticise the Saudi royal family.

His death was described by the Office of the United Nations High Commissioner for Human Rights as a 'premeditated extrajudicial execution'.

However, no one has been found guilty of his murder, prompting claims of an international cover-up at the highest levels of power.

The Dissident boasts a wealth of footage that has never been seen before and gives unprecedented access to those closest to the story.

It is intended to help bring justice for Khashoggi while supporting those seeking to share truth through journalism.

www.thedissident.com





TechDownload

Nicholas Fearn on technology for journalists

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If you work remotely or travel frequently for work, D-Link's DWR-933 4G LTE mobile router will provide you with high-speed wi-fi wherever you are. The router can provide speeds of 300mbps for up to 10 devices and there's a SIM card tray so you can use any wireless provider. With a 3000mAh battery, it will provide a connection throughout the day.

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Grammarly uses AI technology to highlight spelling, grammatical and punctuation errors. If you install Grammarly on a web browser, it can check everything from emails to online documents. The free version will check spelling, grammar and punctuation and the premium and business plans provide more advanced features.

www.grammarly.com

SPEED UP VIDEO PRODUCTION

Just like proofreading, editing videos can take time and effort. Kamua is using AI to speed up the process. The browser-based platform can automatically edit videos so they are in a suitable format for social media, identify people and objects, as well as add subtitles in more than 60 languages. According to the London-based tech firm, the app is intended to help media professionals 'dramatically reduce video and social media production times'. Both free and paid-for versions are available.

www.kamua.com

PRO AND MINI IPHONES

If you're looking for a smartphone, Apple's latest iPhones are worthy of your attention. The American tech giant's newest four phones are the iPhone 12, 12 Mini, 12 Pro and 12 Pro Max.

The biggest change of the iPhone 12 line-up is that Apple has returned to the box design from earlier handsets such as the iPhone 4 and iPhone 5. All four smartphones sport 5G, A14 Bionic processors, face ID, MagSafe technology for magnetic accessories and OLED displays with Super Retina XDR.

Apple has kitted out the 12 and 12 Mini with dual-camera systems, but their screen sizes are different; the 12 Mini has a 5.4-inch screen and the 12 has

a 6.1-inch display. Both devices come in white, black, blue, green and red.

Meanwhile, the iPhone 12 Pro range has a triple-camera system and a stainless steel finish. The standard iPhone 12 Pro has a 6.1-inch screen, while, the Max boasts a 6.7-inch display. The Pro models are available in silver, graphite, gold and Pacific blue.

The cheapest iPhone is the 12 Mini at £699, and the 12 Pro retails at £999.

www.apple.com/uk/iphone/



> Portable power pack

The one thing tech companies haven't cracked yet is battery life. We all know how frustrating it is when our smart devices don't make it

through a busy day, and that's why getting a portable charger is a good idea.

The Juice Powerbank 7 is a great option, boasting a humongous 20,000mAh

battery. Its makers say the device can deliver seven whole charges, so you won't need to worry about your phone dying.

It sports two USB A ports and a USB C port, allowing you to charge three devices.

LED lights show when your device is charged and how much power is left in the powerbank. The battery will take 11.5 hours to recharge, so you can charge it overnight.

£34.99, www.juice.co.uk/shop/power/portable/

CHARGE ON A CLEAR DESK

If you're an Apple fan, you probably own an iPhone, Apple Watch and AirPods. When it comes to charging all of these devices, they can quickly clutter your desk.

With Charge Tree from tech accessories manufacturer STM, you can keep them all organised.

This three-in-one wireless charging stand will charge your iPhone, Apple Watch and AirPods at the same time.

Your iPhone sits at the front, while your Watch is placed at the top and your AirPods at the bottom.

The device can also be used as a stand for streaming movies and video calling.

£69.95 Available through many retailers



Roving camera rig

Like many journalists, you may take a lot of photos and videos to illustrate your stories. If so, you might find the GorillaPod Rig from Joby useful. It provides a mount for mics, lights and any other accessories you would use with a DSLR.

The GorillaPod Rig, which has a ball and socket design, will support a single camera and two accessories. Joby describes it as 'flexible, portable and easy to use', so you'll be able to take it everywhere you go. Currently, the Rig

retails at £188.95.

<https://joby.com/uk-en/>

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Print is our strongest link

As honorary general treasurer during one of the NUJ's previous bouts of financial difficulty, I know from experience that any attempt to save money generates opposition. Savings are sometimes essential, but even so the possibility of abandoning the print version of The Journalist worries me.

The fact that The Journalist has always arrived by post in members' homes is, I believe, as important as the content of the magazine. No one has ever had to remember to go to the NUJ website looking for it, or rely on noticing a digital version alongside the flow of online marketing material which, at busy times, is often just glanced at or ignored. A printed copy of The Journalist sent to your home is the closest the NUJ can get to the personal touch. It is a link between the union and each member.

The union is not just an insurance company where customers pay their premiums and then, unless they run into trouble and need to make a claim, may not even remember the name of the insurer. Part of the NUJ's strength relies on everyone, including those who never become activists, regarding their membership and the work of the union as a bit more significant than that.

The cost of printing and distributing individually addressed copies of The Journalist is an investment in reinforcing every member's own connection with the NUJ. For the money, the union gets a print magazine which, because it does not have to compete with the ceaseless pressure for people's time from other online material, stands a chance of being more thoroughly read.

My greatest worry is that the disappearance of the printed magazine would leave those members who are already least involved with the union feeling even more distanced from it.

Alan Pike

Life member and former national executive council member

NUJ should show it still has faith in print media...

I was disappointed to read that The Journalist is to remain a digital-only publication for the time being (news, December).

First, the publication was reduced from monthly to bi-monthly frequency, and now you have removed what for many members will be their only tangible communication with the NUJ.

As it happens, I earn the bulk of my income writing for a website. Yet I simply don't find reading from a screen a relaxing experience, particularly when I'm stuck in front of one all day writing. I skim quickly through the PDF of The Journalist, whereas I used to

spend several tea breaks and lunches reading the printed magazine. That doesn't bode well for advertisers, who I note you need more of.

It's understandable the union must make savings in the current climate. But perhaps the NUJ could take a lead from another association I belong to. It asks members to opt in for print; otherwise, they get digital. That saves some costs and keeps everyone happy.

Reinstating the printed edition would also be a vote of confidence for members still making their living from print. If the union can't demonstrate its faith in such a medium, who can?

**Owen Ralph
Manchester**

... an ulterior motive is suspected...

I am in some difficulty to work out the status of The Journalist. The last delegate meeting ruled that it should appear in print six times a year. It seems that this has already been discontinued – if members were informed, I certainly didn't get the email.

To access The Journalist, we now have to go to the NUJ website and see whether a new edition is displayed down at the bottom of the home page.

I wonder how many NUJ members regularly search the union's website – a union that was interested in advertising its services to members would email

the membership every time a new issue of the online Journalist is published.

To increase the confusion, there are two regular emails – NUJ Branch having joined NUJ Informed – containing much that would often have appeared in The Journalist. Are these being developed as replacements? Certainly, they are both sent out regularly – no need to check the website for them.

It is almost as if the upper reaches of the union wish to get rid of The Journalist, so that a small number of people could control exactly what information leaves the building.

I recall being a delegate at an ADM – Whitley Bay, I think – where a passionate debate ended with a motion endorsing the direct election of the editor of the Journalist to ensure an independent channel of information for members and a forum for their views.

I assume that the excuse for ending print publication is cost at a time when the NUJ is saving enormous amounts of money because people don't have to travel to attend meetings. In lockdown, where chapel members as well as freelancers are often working in isolation, The Journalist is an important connection with the union.

Perhaps the union's laudable efforts to help save threatened publications could start with its own.

Tom Lynch

Edinburgh Freelance Branch

... a unique snapshot in the history of words is lost...

I look forward to the return of The Journalist in print soon. When Julia Bell writes in her book *Radical Attention* about being "zombified by the machine" and the trap of "doomscrolling" she is alerting us to the need for choices in how we engage with the world.

Print still offers a snapshot of events and, as Sven Birkerts suggests in the online *Atlantic Monthly Unbound*: "A word on the page at some level partakes of – participates in – the whole history of words on pages, plays

in that arena. Reading it, we accept certain implicit notions... The word on the screen is not opaque, does not dead-end; it is emergent, manifests itself physically from a somewhere inaccessible to the reader."

There is an unmatched pleasure in opening an envelope, extracting the magazine, and engaging with the editor's choice of what, at a particular moment, was worth its place in the pages, unfiltered by the hubbub of below-the-line comments or ill-mannered tweets.

This is not some Luddite opposition to online communication from the NUJ, but a plea for continued variety in conversation that includes print, online, podcasts, vlogging and whatever next emerges to catch our attention.

Paul Nettleton

Burgh-by-Sands, Cumbria

... and it's a step on the road to print extinction

Since my retirement, the one link I have retained with the world of us journalists (as opposed to The Press) was the regular arrival of The Journalist.

Imagine my dismay when it suddenly stopped midway through last year. I wondered if life members had suddenly been struck from the list. Then I discovered belatedly (in December) that it had ceased in print form.

I'm sure it was for hard-headed reasons that the decision was made to turn to digital only. Sadly, it is just

another step on the cold road to print extinction.

Peter Deeley
Life member

Séamus Dooley, assistant general secretary, writes:

The reluctant decision to suspend the printing of The Journalist was a response to the Covid-19 pandemic, which could not have been anticipated by the delegate meeting. The decision to suspend printing for the current financial year is subject to review in the event of an improved financial situation.

Faced with a crisis of unprecedented complexity, it was necessary to take immediate steps to ensure the financial viability of the union and the maintenance of our services to members. We are glad that we have been able to do so.

NUJ staff agreed to reduced working, with a consequent reduction in pay, on the same basis.

The Journalist remains one of a number of valued means by which we communicate with members.

Thanks to hardworking staff for salary sacrifice

NUJ Brussels branch has learned that the staff group at Headland House last year agreed to a reduction of their working week to four days.

Members at the last branch meeting wished to record their gratitude to the staff for the sacrifice they are making on behalf of the union and to



acknowledge how hard they have been working for members under very difficult circumstances in this past year.

We would be grateful if you could pass on our thanks and very best wishes. We hope we have the chance to meet you all again in person soon.

Sara Lewis

Chair, Brussels Branch

Were you at NUJ equality event in 1980?

Does anybody recognise herself in this photo, taken in 1980, possibly October or November, at an NUJ equality course in Manchester?

I believe those attending were each sent a copy – I am third from right on the back row.

It was interesting and eye-opening about other people's experience of discrimination in the newsroom, and

great fun – especially the evenings in the bar!

I was seconded by my local branch, Derby and Burton, where I was equality officer. I went on to hold other posts in the branch and be mother of chapel at the Derby Evening Telegraph, where I trained and then went on to become a crime reporter.

I later worked on newspapers in Chester, Liverpool and North Wales, as well as in PR across the region, plus running my own online news site.

I'm now retired and an NUJ life member. I hope that our efforts 40 years ago in highlighting and challenging discrimination helped others to progress in the newsroom, although I fear it's still not a profession that's equal for all.

Sarah Batley

North Wales Coastal Branch

STEVE BELL



THE OWNERS

BOBBIE HARVEY



Mickey McPhillips

Mickey McPhillips, who tragically took his own life at the end of November in his 55th year, possessed multiple skills.

Before entering journalism, he worked as a carpenter. In that work he had been a perfectionist, making kitchens, grandfather clocks and pieces of furniture that are still used in his home area around Newtownbutler in Co Fermanagh.

As a photographer, he has left a huge archive of photographs and videos. Most of these are of his home area, but he also left pictures of New York. These included images of the firefighters who took part in the rescue efforts on 9/11.

Another of his abilities was research. He traced the roots of Scott Fitzgerald in the Newtownbutler area. The writer's maternal grandfather, Philip McQuillan, had emigrated to America from there in the early 1840s. Mickey found a record of Fitzgerald's great-grandfather and located family graves and the ruins of the family home.

A few years ago, he showed Fitzgerald's grand-daughter and grandson around the area. Grand-daughter Eleanor Lanahan said: "Mickey was extremely generous with his time and he made our ancestors come alive."

He was steeped in the history of his home area, being the driving force behind Newtownbutler History Society. On most days, he walked around Galloon Island in Upper Lough Erne. Among its attractions for him were the ruins of a monastery.

He was committed to helping his community, once saying: "The village of Newtownbutler means everything to me."

Personally, he held a deep Christian faith and happily accepted being ribbed about it. An outgoing individual, he had a gift for friendship.

The lockdown had cut him off from people. He lived with his elderly mother. Never physically robust, he developed symptoms similar to those of Covid, and feared infecting her. Tragically, the pressures overwhelmed him. On the day after his death, his test result came back clear of Covid.

Mickey is survived by his mother Peggy, sister Cora and brothers Richard, Eamonn, Jimmy and Tony.

Anton McCabe



David Lorimer

One of the real characters of Teesside journalism, proud Yorkshireman and former Evening Gazette chief reporter and news editor David Lorimer has died after a long battle with chronic obstructive pulmonary disease.

Born in 1945 and educated at Leeds Grammar School, Lorimer – as he was known – formed a long association with the Green Howards, now part of the Yorkshire Regiment. He reported from their tours of duty, including during the Troubles in Northern Ireland and received a North East Press Award for his coverage from Kosovo. He continued his links with the Green Howards after leaving the Gazette in 2001, visiting the battalion in Afghanistan in 2004 and Bosnia in 2006.

General Lord Nick Houghton of Richmond said: "All Green Howards will be saddened by the news of David Lorimer's death. He was, for 50 years, a loyal and intimate supporter and reporter of our regimental fortunes."

There have been many tributes from old colleagues. Ex-Gazette chief photographer and former father of the chapel Dave Jamieson said: "He was a first-class reporter and a great NUJ stalwart who was always there when we had our Gazette strikes."

Martin Gould, another former Gazette father of chapel (now working for the Daily Mail in New York), recalled on Facebook how Lorimer had sought him out after 30 years as he knew his time was nearly up and wanted to make contact before 'stumps were drawn'.

He was described as 'a cracking journalist' by another former Gazette colleague, Paul Frost, who said: "The inky trade has lost a great character and a wonderful raconteur."

One of his proudest moments was being presented with honorary membership of the Green Howards and receiving a statuette from the Green Howards Association during a regimental reunion in Middlesbrough in 2015.

David died peacefully at home in Redcar on December 2 and is survived by his wife Helen, children Victoria, James and Nicky, and grandson Atlas.

Nic Mitchell



Guy Thornton

Veteran NUJ activist Guy Thornton, who helped organise the union in Europe, died suddenly on January 20.

In 1994, I'd not been in Holland long before this garrulous Yorkshireman phoned out of the blue. He was trying to reach Dutch NUJers. His enthusiasm and energy were irresistible and, dare I say, overbearing. Within months, he, I and Belinda Stratton had met and, with the help of Bob Norris, then the assistant general secretary, NUJ Netherlands was born. Then, the NUJ's continental European council (CEC) was set up. Neither would have happened, I believe, without Guy.

Born in Thornton-Le-Dale in North Yorkshire, Guy attended the University of Leeds, writing for the student paper alongside Paul Dacre, later Daily Mail editor. He moved to Denmark before settling in Amsterdam to a life of freelance writing about the Netherlands, politics and beer among other issues for outlets such as the New Statesman, The Guardian and the BBC. He was a keen member of the British Guild of Beer Writers and the Dutch Foreign Press Association. A major press event in the Netherlands was not quite complete until he arrived.

Guy, the first Netherlands branch chair, would call me almost every week for 27 years with a question about the NUJ or his beloved Leeds United. He never missed a branch meeting, even chairing meetings from a rehabilitation centre after he was knocked off his bike by a tram and seriously injured. Nor did he ever miss a delegate meeting. The NUJ was, in many ways, his life.

When I thought it time to challenge him for the post of chair, I was worried how he'd take it. He asked me if it would be better if he disappeared into the sunset. I insisted he had a lot more to offer. I'm glad he chose not to sulk. We had eight more years of Guy and his knowledge and experience have been invaluable.

It seems strange he will no longer regale me for the umpteenth time about attending the 1966 World Cup Final. There were times, of course, when he drove me screaming round the bend, but I loved him dearly and will miss him.

Tony Sheldon

It's not all gloom and doom... is it?



Chris Proctor searches for a bit of optimism in the daily news

Sometimes I look at the papers and think we could do away with the media and hand out free depressants to the populace instead. We'd have the same results and save trees at the same time.

My partner Amanda scans the headlines each morning and hides the paper from me. She is pandering to the needs of an instinctive misery-avoider. The news is no place for me these days. It starts bad and gets diabolic.

Don't get me wrong. I am aware that a global pandemic that devastates family, social and economic relations is not a joyful phenomenon. But an endless chronicle of gloom only adds to the all-pervading national despond.

There are positive and encouraging stories out there but, in general, they are deemed dull. They are not newsworthy.

Why is this? Do editors think all their readers are morose, pessimistic, bleak self-flagellants who enjoy nothing more than a wallow in melancholy? Or do they have a point?

Every now and then, someone starts a mag that will be devoted to good news. Not fake good news like 'City centre explosion: good news for glaziers'. Real stories of everyday heroism and altruism, human bonds and generosity. It is a marvellously positive and bright idea that seldom makes a second edition.

Even in these bleak times, there are tales of enormous courage shown by underpaid shop workers, hospital volunteers, organisers of food banks,

tube drivers and midwives. Local volunteer corps have sprung up, offering to pick up groceries and prescriptions and take dogs for walks.

And there was that marvellous story of a nurse at Birmingham's Queen Elizabeth Hospital who bought a caravan so she could live in the driveway of her 84-year-old mother's house so she could stay close and avoid infecting her. Nine months she was there until her mum got the vaccine.

It's a beautiful story that, unfortunately, doesn't cut the mustard when we're faced with a devastating new strain of coronavirus that is (potentially) warming up in Mongolia.

An endless diet of misery really doesn't help in a country already beset by plague. We're all low, missing one thing or another, and then we're spoon fed dire warnings to sit alongside our daily sad facts.

Weakened, we're drip-fed failures, shortages and gatherings of the unmasked. If you're not on your way towards depression by now, you're not a well person.

We become more helpless as we see and read stories of pending disasters we can do nothing about. When the government says intensive care beds might run out in a fortnight, it doesn't make people say: "Oh well, I'll put off having the virus for a couple of months." It's not like it's a decision.

Then, we, the media, add to the problem. We get news that a vaccine has been developed.

Immediately, we seek out experts who doubt it will work, despair at how long it will take to produce and bewail a potential needle shortage.

Anyway, the virus might mutate so the vaccine wouldn't work. It can only get worse.

How are you feeling now, reader?

Even when editors get bad news they're not happy. There's always room for more torment, like that story about teenagers who 'trashed' All Saints Church in East Horndon, Essex, as they revelled in an illegal rave. Top story: plague, youth, rebellion and heresy.

What the story didn't mention was that no religious service had been held in All Saints Church since 1970. It's been used as a community centre for the past 50 years. And the devastating damage came to a grand.

On the positive side, it was good news for church commissioners. Within a few days of the incident, people reacting to the 'destroyed church' story had donated 10 times the cost of the repairs.

So we start with the bad news of an irresponsible gathering and then add on more misery and devastation of our own making. As if things weren't bad enough.

I'm not saying we should hide the facts about the virus or censor bad news to stiffen the nation's upper lip. Far from it. But constant dejection is bad for us.

And it's not the whole picture. It isn't balanced. For every illegal gathering there are a tens of thousands of decent, caring brave people offering kinship, friendliness and fraternity. People who can inspire us.

It would be good for us all if we gave them more coverage. The only alternative I can see is handing out free Prozac.

Every now and then someone starts a mag devoted to good news. It is a marvellously bright idea that seldom makes a second edition



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NUJ General Secretary Election 2021

The National Union of Journalists is inviting applications for the post of NUJ General Secretary.

The post is subject to election by ballot of the NUJ membership every five years. It is a full-time post based at the Union's London Head Office working exclusively for the Union. The Union is currently operating a 4-day week working pattern until the end of September 2021, when it will return to 5 days.

The application form, including details of the terms and conditions of employment, will be available from 23rd February 2021 and may be obtained from personnel@nuj.org.uk.

The closing date for receipt of completed applications is **noon, Monday 3rd May 2021**.

You are advised to check that your membership details are up to date in order to avoid delays in receiving a ballot paper. You can do this at the NUJ website www.nuj.org.uk or by contacting the membership department at membership@nuj.org.uk.

Application Forms available from:
personnel@nuj.org.uk

Closing Date:
 Monday 3rd May 2021

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