



As the NUJ prepares to take on new challenges that lay ahead at the BBC, Michelle Stanistreet, reaffirms the union's commitment to strong workplace organisation and recruitment. With summer fast approaching she encourages branches to get active on student recruitment, help attract the next generation of activists and support those embarking on their first steps in the industry.



The impact of government's decision in January to freeze the BBC licence fee for two years has been felt widely by our members this month, with yet more cost-saving proposals from the broadcaster that could threaten journalistic jobs and content. NUJ reps, secondees and officials have already begun their work to question and engage in consultation with the BBC over their proposals to date, and to do all they can to come up with alternatives, protect jobs and journalism, and uphold the national MFoCs group position on opposing compulsory redundancies. Dedicated members are at the heart of the BBC and attacks to it will be hard-fought by the union, with support from our cross-party Parliamentary Group. Recruitment across the BBC will be stepped up as part of this work.

Branch activity continues across the union, with a range of meetings and events being held – some in person, some via zoom. London Freelance Branch had a discussion on nuclear weaponry and at their request, and in line with our existing union policy, the NUJ wrote to the Prime Minister seeking a government commitment to attend a meeting of state parties to the UN Treaty on the prohibition of nuclear weapons. Proposals to expand the UK's nuclear weapons programme as the world watches Russia's war on Ukraine will be alarming to many of our members – presenting a timely opportunity to urge him to ratify the treaty.

Our international work and solidarity has taken centre stage of late, and NUJ

delegates at the 31st International Federation of Journalists Congress in Oman did a sterling job. President Pierre Vicary chaired the body running Congress, ensuring core issues on journalists' safety and equal rights were put under the spotlight. Immediate past president Sian Jones spoke on a panel about the NUJ's work to fight for equal pay across the industry. NEC member Tim Dawson chaired the IFJ's panel on Pegasus and surveillance, and assistant general secretary Seamus Dooley made an important intervention on the need for action on LGBTQ rights in Oman. In testament to his longstanding work on the international stage, Jim Boumelha was re-elected as Treasurer of the IFJ.

Make a Donation

Make a donation to the George Viner Memorial Fund
<https://www.nuj.org.uk/about-us/nuj-charities/george-viner-memorial-fund.html>

We also supported the IFJ's decision, alongside our Palestinian sister union, to submit a new complaint to the International Criminal Court, following the killing of journalist Shireen Abu Akleh and the shooting of her colleague Ali Al-Samoudi by Israeli forces.

Some good news came as West Midlands Police confirmed they will not appeal the outcome of their production order case against Chris Mullin, requiring him to break a journalist's commitment

to the ethical code and reveal his source. I commend Chris' steadfast commitment to contesting the order brought under the Terrorism Act and am proud of members who rallied their full support behind him.

In this month's NUJ Branch, we highlight the impact of the George Viner Memorial Fund bursary on student journalists at the start of careers. Previous scholar Cheyenne Darko (page 5), shares how funding and support played a vital role in taking up her studies.

Professor Chris Frost (page 6) explains how legacy donations are a practical way of supporting other journalist colleagues who experience financial difficulty.

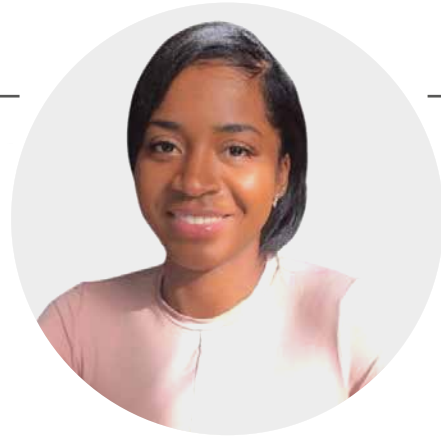
We're encouraging branches to put in place recruitment plans now – ensuring there are plans in place to reach out to all those students who will be getting their first foot on the journalistic ladder, and make sure they know the range of support the NUJ is there to provide as a student and in their onward career. Guidance on how branches can build a plan of action (page 2) that ensures reps are well equipped to embark on the recruitment of student cohorts starting this Autumn is provided.

In Solidarity

Michelle Stanistreet

CAMPAIGN

02



Recruitment action plans

Bea Adi outlines some useful steps to include when preparing student recruitment campaigns this year.

Start early! Whilst recruitment campaigns can run successfully throughout the year, a key period for the start of many courses is the Autumn, so ensuring the planning process for engagement starts in good time can help successful recruitment. Map out your local training courses and create a timeline of action so branch committees can maximise opportunities and build networks to promote the union to students.

Work those contacts! Developing relationships with course leaders who can promote the NUJ to students is invaluable, and of course many journalism tutors are also engaged members of the union. If you haven't got existing links, the UCAS search tool can be used as a starting point for courses across the UK, with information on universities delivering relevant subjects: <https://digital.ucas.com/search>. Don't forget to include PR and communications courses as well as ones in journalism and publishing. Our crib sheet for making contact with journalism colleges includes a template letter to course departments and further advice on when to arrange talks.

New students at campuses are almost always keen to attend freshers' events to explore what's on offer. A well-decorated stand goes a long way here to capture the attention of students and share more about reasons to join. Nominate branch reps to attend events or offer volunteers to speak. If you're able to seize moments to share our offering to student members, it's no opportunity missed. You can download our recruitment materials including the 'reasons to join' poster highlighting the work the NUJ does on key areas such as pay and press freedom. www.nuj.org.uk/recruit/recruitment-resources.html. Our frequently asked questions tackling common queries from students is a handy one-pager for events: www.nuj.org.uk/resource/faqs-student-members-docx.html

Running a recruitment campaign is a great way to organise existing members. Ask them to get involved by providing quotes about their experiences of being an NUJ member that can be shared. This could highlight their involvement in training offered by the union, networking opportunities or ways in which the union has helped them in their work and career.

Tips for online access

- Encourage people to stay muted when others are speaking, to avoid background noise.
- Activate automatic captions as a default. These are not perfect and require people to speak clearly and not overlap, which is good practice for any meeting.
- Encourage those who can, to have their video on when speaking and ensure their faces are clearly seen and well-lit to support lipreading.
- Request that all contributions are made through the chair and summarise key contributions or points to support understanding.
- For larger meetings and public facing events where accurate captions are necessary, branches can consider booking a Speech To Text Reporter. BSL interpreters should be booked well in advance where attendees use British Sign Language.

Supporting students

NUJ resources and ideas for branches when engaging with prospective students



Student membership of the NUJ is a passport to a career in the industry, one that steers and supports journalists through their careers. The media industry can be a complex one to manoeuvre and the knowledge that students have the backing of the union as they navigate work and careers, with strong networks to support them, is a vital recruitment tool branches can use as part of a campaign. Branches can play a brilliant role in supporting students to become more active within the union, building our collective power across industries. Whilst it may seem the obvious choice that students join the NUJ, it may not always be clear to them they are eligible. Yet the NUJ's broad membership spanning photographers, reporters, communication officers and digital roles across the sector is what makes the union special. When planning engagement with student members, branches should ensure their materials and discussions reflect the extent of roles able to obtain membership.

All student NUJ members in the UK can apply for a student press card. An essential tool for any budding reporter covering events, the card

confirms the identity of members to authorities. We know from previous student members that this has proved a lifeline on many occasions, and it should form a big selling point for membership at fairs and events.

Our work fighting on equalities issues for members is one to share with prospective students too.. Journalism students will be interested in the work of councils to ensure our industry thrives, with quality journalism protected and all treated fairly. Don't forget about NUJ member only events open to students. Share the work of our ethics council, for example, recent webinars about dangerous action through SLAPPs from oligarchs to stymie reporting; government's alarming Bill of Rights undermining the rights of journalists; and our safety campaign to stamp out abuse, harassment and attacks on journalists. Our broader ethical work is a great vehicle to spark interest in the work we do as a union and how students can join and take part.

Retaining student members and helping them transition into full membership after

they finish their courses is equally important as their recruitment. Branches should consider planning template emails to send to members approaching the end of their studies, highlighting branch work and achievements over recent months, to serve as a reminder of local NUJ activity that has taken place. Access further information including the union's legal support for members, and how best to link our campaigning for freelancers to your student recruitment campaign. <https://www.nuj.org.uk/resource/student-recruitment-campaign.html>

Action

Download the NUJ student leaflet to use at events <https://www.nuj.org.uk/resource/nuj-student-leaflet.html>

Organise a branch meeting to discuss this year's student recruitment plans, creating a timetable of action that you can track.

AWARD STAR

04

2022 Journalism award finalist



NUJ student member Harry Goodwin shares his experience as runner-up in the column category in the Orwell Society/NUJ Young Journalist's Award.

Congratulations Harry! How did it feel to be selected as a finalist by judges?

Thank you. I was surprised because I know it's a prestigious competition and anonymous, which means you're judged on the strength of your article. I was absolutely delighted and found it heartening too. It's a great honour to receive an award in George Orwell's name, and in association with the NUJ, which Orwell was a member of. It also confirmed to me that this is a profession I want to do whatever it takes to get a career in.

Can you share the motivation behind your piece 'New Caledonia: Metal and Mourning'?

After reading a passing reference to New Caledonia being one of the world's most important resources for nickel and not knowing exactly where it was, I decided to find out for myself. That gave me the inspiration to write my article. My angle was on the sanctions going on, but also the French election itself. I've written about the French record in North Africa for The Cambridge Student, and I think France is an interesting country in terms of its appeal as one

a holiday destination, and equally as a country with its past and present shady reputation.

It sounds as though you may have a wider interest in human rights?

I've studied human rights as part of my degree so find it interesting to consider them from various angles. I've written about Burma, India and the treatment of students by the Chinese government. I've also previously raised concerns about China's financial ties with my university, Cambridge, and so I do have an interest in human rights. British politics is immensely important especially if you live in Britain, and one of the great things about journalism is that you can get to see the world. If I could do that, I'd like to write about parts of the world where people are facing injustices. I think journalism can assist their struggle.

Where did you first hear about the award?

I was an NUJ student member before hearing about the award, but as I'm a big reader of Orwell I can't recall exactly where I first found out. As

soon as I saw it, I knew it would be something worth doing. I had no idea on numbers entering or my chances, but I wanted to give it a go. I saw it's the first year of the award partnership with the NUJ which made it more appealing for me to apply.

Have you been involved with your NUJ chapel or branch?

The main source of support the NUJ has been for me since joining as a student member before the Orwell prize, is solace in knowing I have formidable resources to support me. I've had university officials request I retract an article I wrote previously, and I successfully defended my article as it was accurate. I think I would have been less confident doing so if I hadn't known I had the backing of one of the world's most formidable institutions in the NUJ, known for supporting journalists. Hoping to have journalism as a career, I'll use the NUJ's support for journalists starting out in the industry.

What advice would you give to students thinking about joining the NUJ?

The who's who of great modern British journalists have been members and so if you want to be a great modern journalist, you should join the NUJ.

DIVERSITY

George Viner Memorial fund

Cheyenne Darko shares how receiving support from the fund shaped her first steps into journalism.

Honestly, I can't stress enough how the George Viner Memorial Fund has changed my life.

When I applied for this bursary, I had just moved to London by myself with a place on the MA Newspaper Journalism course at City, University of London.

I had just graduated from a Politics Degree at the University of Warwick, and my mum was unable to support me due to the financial hit of the lockdowns at her hair salon. My dad had a stroke and was declared unfit to work, so I was unsure of how I could support myself moving to London and if I could go this academic year given the situation at home. Although I had savings from my summer internship at the FT, I didn't have enough money to put food on the table for a year or pay my bills, let alone fund the course. Through the bursary, I have been able to get on with my studies without financial stresses.

Coming to the end of my course, I can also say that without the fund, I

also would not have been able to build such a fantastic network of journalists in my fields of interest. I am currently a week away from handing in my final project, and I'm reflecting on all of the practical skills and knowledge that I have been given for free through this bursary as I'm writing. The legal and ethical knowledge has proven particularly valuable, but my favourite module has been the lifestyle specialism module.

Looking back on the year, I have been able to attend London Fashion Week and travel to Milan as a journalist through the contacts I have made

moving to the city. Before, I knew nobody, and now, if someone asks me for a contact in a field that I might not know much about, I always know someone, or know someone who knows someone.

I am pleased to say that I will be going on to working sub-editing and reporting shifts at national papers after graduation and am hopeful for my future in this industry. I am so thankful not only to the board of trustees who interviewed and selected

me for this bursary, but to every journalist both in and outside of my course along the way who has made my start in journalism fast paced, stretching and fun! I hope that every beneficiary after me really seizes the opportunities available with this bursary.

BBC journalist Monika Plaha is also full of praise for the experience she received as a previous scholar: "Not only did they give me a brilliant scholarship to study the course of my dreams, they also gave me this brilliant two weeks of work experience at the BBC." It's these links that help spark the passion for our student members at the start of their journey into journalism. Watch Monika share her thoughts, acknowledging it's unlikely she would have been able to afford the fees without the help of the NUJ's George Viner Memorial Fund: <https://www.nuj.org.uk/resource/george-viner-memorial-fund-2022.html>

Share her video on social media and tag local colleges/universities to help us raise awareness. <https://bit.ly/3tmqobJ>



The NUJ's George Viner Memorial Fund aims to improve the diversity of journalists working in the British and Irish media, by providing bursaries to help with studies and subsistence. Thanks to donations, the NUJ has helped over 150 Black and minority ethnic students obtain the training needed to start careers in journalism.

Applications for this year are open and branches are encouraged to promote the fund as the **8 July deadline** is fast-approaching.

SUPPORT

06

Giving back to the NUJ

Professor Chris Frost asks members to remember the NUJ through legacy donations to the union

The Trustees of NUJ Extra, the union's charitable arm that aims to help journalists or their dependents who have fallen on hard times, paid tribute at their last meeting to Ms Kay Tanny who left a sizable legacy in her will to the charity.

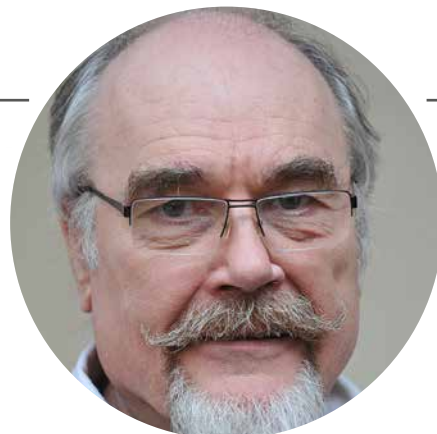
Ms Tanny was not herself a journalist but her father, Arthur Tanny, was a well-respected reporter in Ireland and with no remaining family she decided to honour her

father's profession in her will. When she died in 2019, she left more than £35,000 to help union members or their dependants in their hour of need.

Her father worked for several newspapers in Ireland during his career and was believed to have worked in London for a while although no one can remember if he worked for the UK nationals or as a correspondent for an Irish paper. His grave is in Ireland near to his family home.

This generous gesture shows how you can help fellow journalists or their dependants in times of need by leaving a bequest in your will.

Whilst the law in the UK is clear about what happens if you die intestate the law is very de-tailed and identifies very strictly who is entitled to what, which may not be what you expect or want. www.Gov.uk explains that if you are married, then your spouse is only entitled to half the estate, the rest being kept in trust for the children. If you are not married or in a civil partnership but are living with someone then your partner is not entitled to anything and the estate will go entirely to any children, or if there are none then to the parents or if they are deceased, then any siblings. Many people



assume that their estate will go to a partner with whom they have lived for years but have not married, but they are wrong. The same may also be true of any pension scheme.

Drawing up a will is a sensible step at any age, once you have anything worth leaving. Making a will is easy to do and relatively cheap. You can do it yourself with a form downloaded from the internet or purchased from a stationer. If you prefer, or your choices of how to leave your estate are more complex, you can go to a solicitor where it will probably cost you from £100 to £200.

When drawing up your will you should clearly identify your beneficiaries and who you want as an executor, who will carry out your wishes. If there are special items that you want to leave to particular people then this is the place to do it, to prevent arguments after your death. Detailed advice on wills is available on www.gov.uk.

Most people will want to leave most of their estate to their family but many want to support a charity by identifying the amount they wish to leave. Ms Tanny was extraordinarily generous but all bequests, large or small, go to help fellow journalists or their dependents who fall on hard times and none of us ever know when we will need that helping hand. If you've made it to the end with a little cash to spare, why not help out a colleague who has not been so lucky?

NUJ extra

Action

Consider leaving a legacy donation to the NUJ, and set time aside to review your will to make your wishes clear

Share the impact NUJ Extra has, and let colleagues and friends know they can make legacy donations too

<https://www.nuj.org.uk/about-us/nuj-charities/nuj-extra.html>

USEFUL STUFF

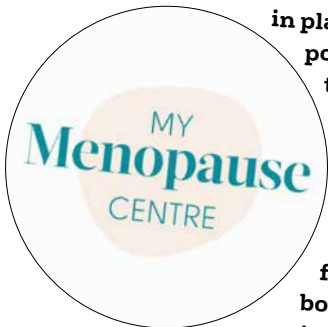
07



NUJ training and upcoming events you need in your diary.

Menopause workshop for members and reps

We've partnered with My Menopause Centre co-founders Dr Clare Spencer and Helen Normoyle to run an interactive and informative online workshop on 28 June. The lunchtime session from 12-1pm will explore how NUJ reps and members can put in place workplace policies to improve the experience of women going through the menopause while at work. Places are free and can be booked at: www.nuj.org.uk/learn/ems-event-calendar/menopause-workshop-for-all-nuj-reps-and-members.html



First steps in freelancing

Thinking about freelancing but unsure how to start? Our one-day course covers taking care of your health, setting up an office, marketing, pensions and more detail. Find out more and book a place on the website. www.nuj.org.uk/learn/ems-event-calendar/first-steps-in-freelancing-8-july-2022.html You can also access the NUJ's #FairDealForFreelancers campaign <https://www.nuj.org.uk/resource/fair-deal-for-freelancers.html>

Edinburgh Fringe is taking place from 5-29 August

The 75th anniversary of Edinburgh fringe festival is here! Photography exhibitions, comedy and spoken word all feature in the summer festival. Further detail and tickets: <https://tickets.edfringe.com/>

Ukraine safety fund

Please donate to the safety fund created by the International Federation of Journalists and the European Federation of Journalists providing emergency assistance and support to journalists covering the war. <https://donorbox.org/donation-to-the-ifj-safety-fund-for-journalists-in-ukraine>

Claudia Jones Memorial Lecture

This year marks the 20th year anniversary of the NUJ's Claudia Jones memorial lectures. To celebrate the milestone, planning is underway for this year's event. In the meantime,

watch past speakers in clips compiled using footage from our archives. <https://www.nuj.org.uk/about-us/equality-diversity-and-inclusion/black-members/claudia-jones-memorial-lecture.html>

TUC National Cost of Living Demonstration

The trade union movement is marching on Saturday 18 June in London to demand action on the cost of living. Be part of the movement by joining thousands taking to the streets and ending with a rally at Parliament Square. Sign up to stay updated. <https://www.tuc.org.uk/DemandBetter>

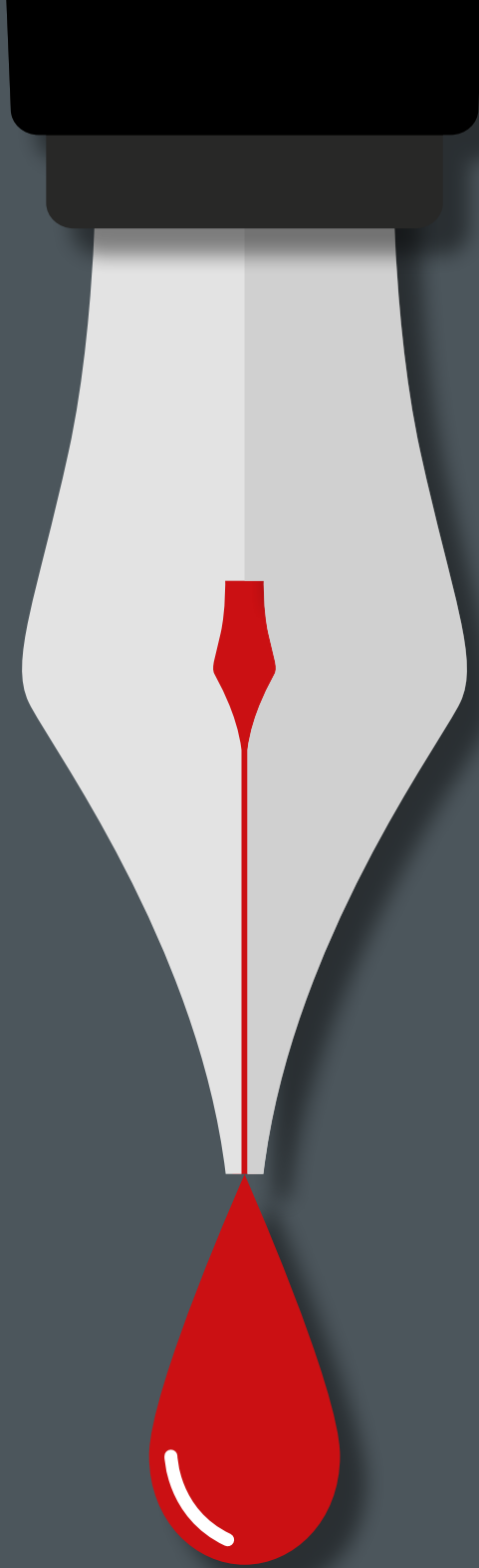


Action

Donate to the IFJ/EFJ safety fund to support journalists on the frontline in Ukraine <https://donorbox.org/donation-to-the-ifj-safety-fund-for-journalists-in-ukraine>

Volunteer as a steward at the TUC's march and rally on 18 June <https://www.tuc.org.uk/stewarding-day>

**REASONS
TO JOIN**



Journalist's Rights

The NUJ fights for journalists' rights, freedom of expression and ethical journalism. We support reporters in protecting their sources, photographers from having their footage taken by the authorities and media workers from surveillance. The union's cross-party parliamentary group gives the NUJ a voice on legislation which affects its members.

Are you keeping good company?

Join the NUJ today at

nuj.org.uk/join

NUJ
NATIONAL UNION
OF
JOURNALISTS

www.nuj.org.uk