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Nub News Ltd
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London
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April 23 2021

Annual Statement

Please find below the Annual Statement for Nub News Ltd, for the year 2020. I have prepared this statement on behalf of Karl Hancock, CEO of Nub News.

Introduction:

Nub News is an online-only news company, with more than 60 titles across England and Wales. A full list of titles can be found in the document sent with this statement, or by visiting our corporate website here: <https://nub.news/index.html>

The Nub News responsible person for liaising with IPSO is Karl Hancock, CEO, and he can be contacted via email at karl.hancock@nub.news or 0208 123 6591.

Nub News has existed as a news organisation for just over two years, following its creation by Mr Hancock and Chief Technology Officer Dean Waghorn. Our mission is to put “your town in your pocket”. We want to make local news easily accessible on all devices, particularly mobile, without intrusive pop-up advertising, enforced surveys or clickbait. We ensure that our content remains truly local. We provide local news, community news, what’s on, local business listings, classifieds, jobs, property and obituaries – all the staples of a good local newspaper. We have sites across England and Wales, from Falmouth up to Crewe.

Our editorial standards:

At Nub News, we insist that the work produced by our journalists complies with the Editors’ Code. In terms of complaint handling, complaints are initially logged by the Regional Editor responsible for the site, who responds to the complainant and if a correction or apology needs to be made, handles this directly, while informing Mr Hancock when necessary. If further action is needed on top of this, the Regional Editor will liaise directly with Mr Hancock to formulate the best way forward. The IPSO logo is displayed at the bottom of all of our sites, complete with statement about us abiding to the Editors’ Code, and what to do if you have a complaint, complete with direct links.

Fact-checking of articles is done by all Regional Editors before publication of any articles they write, and we operate of a model of checking first to get everything right before publishing, rather than publish and correct afterwards. For articles submitted directly on to the site, or Nubbed, these are checked over by the Regional Editors before they are made live on the site, for grammatical, factual and legal issues. We have a range of journalists working for Nub News, from newly-trained reporters to experienced former editors, and the excellent team spirit means ideas and issues are regularly checked among ourselves, if someone is unsure and would like guidance.

We have a weekly company-wide virtual meeting in which all aspects of the business are discussed, including any legal issues or changes to procedure. We also have an editorial panel who would review or adjust editorial practices, if required. All Regional Editors keep detailed notes of interviews they undertake, either in shorthand or on recording, and all new starters receive a copy of IPSO guidelines. Any updates to these guidelines are circulated to all editorial employees of the company. We have a Conflict of Interest policy, and this can be found attached to this email, along with this statement.

Our record on compliance:

We have had one adverse finding by IPSO against one of our sites, Thurrock Nub News, with regards to invasion of privacy. The complaint against us was upheld.

Thurrock Nub News published the IPSO adjudication in full on the website, a link to which can be found here: <https://thurrock.nub.news/n/ipso-upholds-complaint-against-thurrock-nub-news-by-refugee-that-story-and-picture-referring-to-his-status-and-hookah-smoking-activities-were-breaches-of-accuracy-and-privacy>

All of our editors have since been briefed on the judgment, and advised of the ruling and the reasons behind it.

Our training process:

We regularly hold in-house training sessions for our journalists. We have specialists in a variety of fields, from social media to covering court, and these Regional Editors provide training sessions for the other editorial staff to keep them up to speed.

A number of our team have also attended external training courses, for example a Facebook seminar with the BBC, and they then pass on the new knowledge to other editorial staff through our own in-house training sessions.

We intend to expand this approach to training in 2021 as we learn new social media channels, and keep ourselves up-to-date with the latest developments in media law and socially-responsible reporting.

Appendix:

Please find attached to this email, along with this Annual Statement, a list of the websites run by Nub News, and a copy of our Conflict of Interest policy.

If you require any further information with regards to this Annual Statement, please do not hesitate to get in touch.

Many thanks,

Tim Lethaby

Regional Editor (South West), Nub News



Nub News Conflict of Interest Policy

Conflict of Interest Policy Nub News

I. Purpose

The purpose of this policy is to protect the interests of Nub News. In the regular course of business, agents and employees of Nub News may have the opportunity to advance their own personal interests with or against the interests of Nub News. Acting in such a manner is unacceptable and any party who acts outside of Nub News's best interest may be subject to disciplinary action.

II. Definitions

- a. Employee – any person who is employed by Nub News in a part or full-time capacity and in accordance with the employment laws of the United Kingdom.
- b. Agent – an owner, director, stakeholder, contractor or other third-party that is in the position to act on behalf of Nub News.
- c. Financial Interest – The interest that any individual may have in the monetary transactions of Nub News. In particular, any interest that could have a direct bearing on the financial gain/loss of said individual.

III. Procedure

a. Duty to disclose

Every employee/agent of Nub News is obligated to disclose any known or potential conflicts of interest as soon as they arise. Failure to do so could result in termination of employment.

b. Investigating potential conflicts

When a possible conflict of interest arises, the senior management will collect of the pertinent information and may question any concerned parties. If the management determines that a conflict exists, steps will be taken to address to conflict. If no conflict exists, the inquiry may be documented but no further action will be taken.

c. **Addressing conflicts of interest**

When an actual conflict of interest is found, any transactions that may have been affected will be reviewed retroactively. Affected parties both within and outside of the business, including shareholders, directors, employees, and contractors will be notified. An investigation will also be conducted by the senior management to determine the extent of the conflict and the intentions of the parties involved.

If the conflict in question involves a member or members of the senior management, such a member will be excused from the deliberations.

d. **Disciplinary action**

As all conflicts of interest will be reviewed on a case-by-case basis, a review may result in disciplinary action. The senior management has full discretion to deem what disciplinary action is both fitting and necessary, including suspension and/or termination of employment.

IV. Acknowledgement

The employee/agent named below understands the procedure for conflicts of interest with Nub News, including their duty to disclose any known or potential conflicts.

Furthermore, the employee/agent agrees to abide by the procedures outlined in this policy for the duration of their professional relationship with Nub News.

Employee Name

Date

Signature

Nub News Titles

ashby.nub.news

atherstone.nub.news

axminster.nub.news

Barry.nub.news

bedworth.nub.news

biddulph.nub.news

bourne.nub.news

cheddar.nub.news

coalville.nub.news

congleton.nub.news

conwy.nub.news

cowbridge.nub.news

crewe.nub.news

deepings.nub.news

dorchester.nub.news

exmouth.nub.news

falmouth.nub.news

felixstowe.nub.news

frome.nub.news

glastonbury.nub.news

godalming.nub.news

grantham.nub.news

hadleigh.nub.news

helston.nub.news

hitchin.nub.news

honoraton.nub.news

kenilworth.nub.news

macclesfield.nub.news

maldon.nub.news

midsomernorton.nub.news
oakham.nub.news
penarth.nub.news
radstock.nub.news
richmond.nub.news
seaton.nub.news
sheptonmallet.nub.news
shotleypeninsula.nub.news
sidmouth.nub.news
stamford.nub.news
street.nub.news
swadlincote.nub.news
teddington.nub.news
thurrock.nub.news
trowbridge.nub.news
truro.nub.news
wells.nub.news
rhyl.nub.news
sandbach.nub.news
dawlish.nub.news
heswall.nub.news
twickenham.nub.news
frodsham.nub.news
brentford.nub.news
mumbles.nub.news
basildon.nub.news
leek.nub.news
bridport.nub.news
cullompton.nub.news
burnhamanddengie.nub.news
alsager.nub.news

tooting.nub.news

ealing.nub.news

kingston.nub.news