

*Annual Statement to the Independent Press
Standards Organisation*

Period covered: 1 January 2022 to 31 December
2022



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1. Foreword

This is the annual statement of Newsquest Media Group to the Independent Press Standards Organisation for the year 2022. It is made pursuant to clause 3.3.7 and Annex A of the Scheme Membership Agreement.

2. Overview

Newsquest Media Group Limited is one of the UK's leading news publishers, with the company now owning and distributing over 200 local news and magazine brands. Newsquest formed its first entity in 1995 when Reed Regional Newspapers were bought by its own management. Since 1995 the company has grown at a rapid rate and has acquired several large regional newspapers over the years such as Westminster Press. Recent structural changes mean that Newsquest Media Group is now the principal publisher with our registered office is at Loudwater Mill in High Wycombe with an office in central London. Newsquest's ultimate holding company in the UK is Gannett U.K Limited, which is a wholly-owned subsidiary of Gannett Co. Inc, a US company listed on the New York stock exchange who have 250 daily titles in circulation.

For a breakdown of the published newspaper and magazine titles and associated websites see appendix one. Circulation figures for these titles are available to the regulator on request.

3. Responsible Person

The Responsible Person (as defined in clause 3.3.9 of the Scheme Membership Agreement) is Simon Westrop, the Group Head of Legal and Company Secretary for Newsquest Media Group Limited.

4. Nature of the Regulated Entity

The fundamental role of our business is to deliver the news that matters to our readers. Never has the power and relevance of the local press been as important and appreciated by our readers as it has been over the past two years. Despite rapid and evolving commercial and technological changes in our society, and an increase in digital consumption of news, it is clear to us that regional press is still important to the public and that through our reporting on the events of daily life in addition to the unusual, we keep our communities and our readers connected.

At the time of writing, we currently have 24 daily newspapers and it is our role to record and report on the lives of the people who make up the communities we serve and those of our readers.

Our titles cover the whole country and we now have over six million readers a week purchasing copies in print and as at the end of 2022 we boast a digital following of around 34 million readers who log in and access our digital offering every month a figure that has increased over the past 12 months. Our titles include *The Northern Echo*, *The Strad*, *The Mail* and many, many more. Some of these titles have been in circulation for many years whilst others are new to the group following various acquisitions the company has made in recent years.

In addition to our regional newspapers we also publish several magazines ranging from *Living* a lifestyle magazine which has grown from 6 titles in 2017 to 26 titles at the end of 2022, to industry specific publications including *Insurance Times*.

5. Reflection on 2022

At the time of writing this annual statement, we have come to the end of another challenging year for businesses, for our readers and the country as whole. This year we, like many others, have continued to adapt to industry changes and the needs of our readers. It has been another tumultuous year with shocking events occurring both around the world and here at home. It has been a period of great difficulty, for businesses and for our readers and the general public.

The appetite for consumption of digital news has continued to grow and we have worked hard during the last 12 months to make our publications accessible to our readers on numerous platforms. The availability of their local newspaper continues to be of high importance to our readers. Particularly through periods of difficult challenges that are facing our readers, the country in general and others around the world during this period, especially where many are facing such difficult circumstances and ongoing uncertainty.

In each annual statement, we invite a local editor to give us a glimpse of the newspaper and the life of the community it represents. This year we have asked Kimberley Barber, Regional Editor for Hampshire and Wiltshire to reflect on the year and the challenges both current and anticipated in the year to come.

This year has seen unprecedented challenges placed on the local newspaper industry.

A combination of factors has seen record inflation rates leading to increased production costs which has also seen our readers and advertisers closely scrutinise what they are spending their money on. The cost of living crisis has been felt sharply, however Newsquest titles have remained alongside our readers, giving advice through its Money Matters campaign, championing the best deals and giving our readers discounts and savings on a range of items, as well as free to enter competitions.

In 2022, Newsquest titles also stood shoulder to shoulder with Ukraine as war broke out, raising thousands of pounds through its groupwide There With Ukraine campaign. Newsrooms across the country became collection points for donations, our reporters covered heart rendering stories of refugees and of community heroes who stepped up to coordinate and help a country in need.

It was a year of mixed highs and lows, as the country celebrated coming out of the pandemic and returning to normality, as well as the Queen's Jubilee. Newsquest ran special editions, competitions, sent reporters to cover street parties, and acted as a guide for the once in a lifetime celebration.

We were also there when the Queen died. One of the largest and saddest news stories of our lifetimes. We helped our communities mourn as we covered the nation's grief. Throughout everything, reporters have remained at the heart of their communities, with local newsrooms moving back into their cities and towns with a physical office presence, such as in Southampton. Staff have been able to work from offices, in environments that foster creativity and build relationships.

Newsquest has invested in training, from offering pioneering apprenticeships for 16-year-olds, through to its Meta-funded community roles that have enabled people who would not otherwise been able to study for a job in journalism to get their dream career as well as fully funding their training. Progression has also been given to others who have joined the company with

qualifications, with the company working with the University of Darlington to ensure all reporters are equipped with a full skillset and helping them to pass senior qualifications.

The company has focused on becoming a digital first business, with staff leading the way with breaking news coverage. Its teams have been the source for countless national stories. All titles work with a multitude of social media platforms, bringing the news to a wide and ever-growing audience.

Print products have not been forgotten about, as new more efficient ways of working have been developed with print hubs enabling staff to work across numerous titles to ensure the traditional newspaper is still top quality and incredibly good value for money.

What makes Newsquest stand out from all the other voices online is the fact that it is a trusted brand, one that has provided verified and substantiated local news for hundreds of years. It runs some of the longest-standing newspapers in the country – the Hampshire Chronicle marked its 250th anniversary this year. Even more remarkable than that, the Hampshire Chronicle is not the oldest newspaper in Newsquest’s stable – its sister the Salisbury Journal turned 294.

As Newsquest looks to the future, and to the next 300 years, subscriptions and new technology will be explored more. Online consumption of news will be greater than ever, and finding ways to make that sustainable will be a growing priority, while also finding ways to enhance the reader's experience. Online competition from the likes of the BBC is a threat, but one that needs to be met head on with quality, trusted journalism. Other possible challenges come with the rise of AI.

Automation will no doubt make the news slicker and more efficient, but more importantly it must be used as a tool to free up reporters to spend more time where they belong – at the heart of their communities.

6. Editorial Standards

The maintenance of high editorial standards is at the core of our business and all staff are obligated to adhere to the Editor’s Code of Practice (“The Code”).

For the purposes of this statement to IPSO, we attach at Appendix 2 internal guidance entitled “Principles of Ethical Newsgathering”, which is specific to the work of journalists. It is compiled drawing from the experiences of our colleagues in the US. It is intended for guidance only and has no binding effect, but we use it to help journalists to follow the Editors’ Code and good practice generally. These guidelines are reviewed regularly and updated when appropriate to take account of regulatory requirements, changes to the legislation and the like.

Newsquest editors are receptive to non-binding pre-publication discussions with IPSO where a person affected by a proposed story has raised concerns. However, in practice the public use of this facility has been low, in the case of regional newspapers in any event. We have experienced very few approaches of this kind and we are not aware of any in 2022. If, however, a story is presented that we believe may provoke confrontation or controversy we consider and refer to the rulings and guidance that IPSO publish to guide the way in which the story is written through use of precepts before publication. Where necessary, editors and journalists will seek advice from IPSO in advance of publishing articles to consider matters of compliance with the Editors’ Code of Practice. This advice is then considered by

senior editorial staff and with reference to the public interest when refining and publishing any articles.

In respect of story verification, Newsquest's approach to verification is discussed variously in the Newsquest guidance entitled "Principles of Ethical Newsgathering" at Appendix 2.

7. Training Process

Newsquest has policies on numerous matters pertinent to the work of both its employees and the interests of our readers. Although many policies are required by statute and are also published on our corporate website such as modern slavery, anti-harassment and GDPR policies, many others are produced and circulated internally to departments and can include policies on competition issues, commercial practices and copyright infringement. These policies are reviewed and updated regularly within the company and communicated to staff.

Staff are regularly required to partake in online training to ensure they are familiar and compliant with Newsquest's internal policies as well as those policies mentioned above. The training is mandatory and regularly reviewed.

All trainee journalists are entered for the National Journalism Qualification from the National Council for the Training of Journalists. An external trainer prepares trainees for the qualification. Each course contains an introduction to IPSO, including case studies. In addition, the trainees undertake three practical tests in which they are asked to consider scenarios that might involve breaches of the Editors' Code.

The in-house legal team provides editorial training for Newsquest regions during the course of the year and the format will range from updates on legal matters, briefing on any new developments with IPSO and will continue to highlight the importance of compliance with the Code to ensure any new joiners are up to speed as well as providing refresher training for those who require it. Wherever staff request specific training on legal or other matters, the in-house legal team will provide training via video conferencing or in person, whichever is appropriate.

Staff are supplied with physical copies of the Code and are encouraged to contact the in-house legal team if any issues or queries arise at any stage.

This year our legal team has again focused on delivering online training to staff via video conferencing in areas such as copyright and court reporting. This has allowed us to revisit how training has traditionally been delivered and adapt it to work for our employees and the hybrid working environment in which we are in.

8. Complaints Handling Process

Editors understand that IPSO's own complaints process emphasises the requirement that complainants should first try to resolve the issue with the newspaper before going to the regulator. Therefore all our local titles advertise the existence of IPSO and the Editors' Code, as enforced by IPSO, as well as our complaints process, in both the print and online editions

of all titles. Readers will find a templated piece about press complaints in our printed newspapers and on our websites. For example:

Press complaints: The Whitehaven News abides by the Independent Press Standards Organisation Editors' Code of Practice. Readers who wish to make representations should write in the first instance to The Editor, The Whitehaven News 1 Dalston Road, Carlisle, Cumbria CA2 5AU or vanessa.sims@newsquest.co.uk. If not satisfied, complainants can then contact the IPSO at Gate House, 1 Farringdon Street, London, EC4M 7LG. Email inquiries@ipso.co.uk Tel 03001232220 Website: www.ipso.co.uk

Furthermore, on the footer of all of our group websites we have included the below statement:

IPSO regulated: This website and associated newspapers adhere to the Independent Press Standards Organisation's Editors' Code of Practice. If you have a complaint about the editorial content which relates to inaccuracy or intrusion, then please contact the editor [here](#). If you are dissatisfied with the response provided you can contact IPSO [here](#).

Complaints under the Editors' Code are handled personally by Editors, Group Editors (in charge of a series of titles) or Digital Content Editors (in the case of online story complaints). Subject to any relevant internal advisory policies, our complaints handlers are not restricted in their conduct of the process or the discretion they may use. Flexibility is encouraged in order to achieve a resolution. If agreement cannot be achieved or has not been achieved within 28 days, complainants are reminded of their right to take the matter to IPSO. Legal claims are referred to Newsquest Media Group Legal.

Published corrections and apologies, follow-ups, deletions or annotations to archived online stories, private letters and personal meetings are some of the various resolutions which may be offered to complainants where appropriate, however these will not be offered if the Editor believes such story is justified under the Code and by statute.

9. GDPR

Across the Group we receive numerous requests from individuals requesting that published articles from our online editorial archives, which are publicly available, are permanently erased. The argument for deletion relies on the concept of "the right to be forgotten" and the vast majority of these requests directly relate to published reports of criminal convictions and the volume of such complaints eclipses the number of complaints that we receive relating to the Editor's Code.

Often these requests will be understood as applications under Article 17 GDPR and Section 47 of the Data Protection Act 2018, which confer certain rights of erasure on data subjects. All these communications are passed to Newsquest Media Group's Data Protection Office ("DPO") at its dedicated email address: privacy@newsquest.co.uk. Some applicants, however, do raise arguments that the archived articles contain factually inaccurate information and that articles should be deleted from archive on this basis. The approach of the DPO in the majority of cases is to assess these archived articles and, in the few instances that it applies, any inaccuracies will be corrected and reflected in the archives under the principle of accuracy of processed data, as set out in Article 5 GDPR.

10. IPSO Adjudications

There were **11** complaints upheld against Newsquest publications in 2022:

Fellows v warringtonguardian.co.uk. This saw a breach under Clause 1 (accuracy) of the Code of Practice and led to the publication of a correction.

Jain v nwemail.co.uk. This saw a breach under Clause 1 (accuracy) of the Code of Practice and led to the publication of an adjudication.

van Dijk v The National. This saw a breach under Clause 1 (accuracy) of the Code of Practice and led to the publication of a correction.

A man v Lancashire Telegraph. This saw a breach under Clause 2 (privacy) of the Code of Practice and led to the publication of an adjudication. Staff were given additional training to ensure that they fully understand the issues in this matter.

A man v asianimage.co.uk. This saw a breach under Clause 2 (privacy) of the Code of Practice and led to the publication of an adjudication. Staff were given additional training and briefed on the points of this ruling to ensure that they fully understand the issues and to ensure this does not happen going forwards.

Longstaff v The Northern Echo. This saw a breach under Clause 1 (accuracy) of the Code of Practice and led to the publication of an adjudication.

Smith v thisislocallondon.co.uk. This saw a breach under Clause 1 (accuracy) of the Code of Practice and led to the publication of a correction.

Worrall v Wisbech Standard. This saw a breach under Clause 1 (accuracy) of the Code of Practice and led to the publication of a correction.

Worrall v Cambs Times. This saw a breach under Clause 1 (accuracy) of the Code of Practice and led to the publication of a correction.

Worrall v elystandard24.co.uk. This saw a breach under Clause 1 (accuracy) of the Code of Practice and led to the publication of a correction.

Raeburn v southwalesguardian.co.uk. This saw a breach under Clause 1 (accuracy) of the Code of Practice and led to the publication of a correction.

As a result of the adjudications Newsquest staff were reminded of the IPSO guidance on researching and reporting stories, the importance of accuracy in articles and the importance of using multiple sources for verification where appropriate.

Full details of the rulings can be found here:

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=02966-21>

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=03088-21>

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=09293-21>

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=12346-21>

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=12371-21>

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=00640-22>

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=01794-22>

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=02621-22>

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=09470-22>

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=10486-22>

<https://www.ipso.co.uk/rulings-and-resolution-statements/ruling/?id=10780-22>

Appendix 1

NEWSQUEST MEDIA GROUP TITLES 2022

Alloa & Hillfoots Advertiser
Amersham & Chesham Free Press
Andover Advertiser
Ardrossan & Saltcoats Herald
Ascot News
Asian Image
Ayr Advertiser
Barnet & Potters Bar Times
Barrhead News
Barry & District News
Basildon Echo
Basingstoke Gazette
Berrow's Worcester Journal
Bexley News Shopper
Bicester Advertiser
BNFL Energize
Border Telegraph
Bracknell News
Braintree & Witham Times
Bridgwater Mercury
Bridport and Lyme Regis News
Bromley News Shopper
Bromsgrove Advertiser
Bucks Free Press
Burnham & Highbridge Weekly News
Bury Times (Thursday)
Carrick Herald
Central Fife Times & Advertiser
Chard and Ilminster News
Chester Evening Leader
Clacton Gazette
Clydebank Post
Colchester Gazette
Community Guide
Cotswold Journal
Craven Herald & Pioneer
Cumbrian Gazette
Cumnock Chronicle
Daily Echo (Bournemouth)
Daily Gazette (Essex)
Darlington & Stockton Times (Cleveland)

Darlington & Stockton Times (County Durham)
Darlington & Stockton Times (Richmond and Dales)
Dorset Echo
Droitwich Spa Advertiser
Dumbarton & Vale of Leven Reporter
Dunfermline Press
Durham Advertiser
East Lothian Courier
Energy Cumbria
Enfield Independent
Epping Forest Guardian
Essential Arb
Essex County Standard
Evening Mail
Evening Mail Barrow and Furness
Evening Mail Ulverston and South Lakes
Evening Times
Evesham Journal
Falmouth Packet
Forest Journal
Forestry Journal
Frinton & Waldon Gazette
Gazette & Herald
Gazette & Herald (Chippenham)
Gazette & Herald (Devizes)
Gazette & Herald (Marlborough)
Gazette Gloucestershire
Gazette Thornbury Edition
Gazette Yate and Sodbury Edition
Greenock Telegraph
Halesowen News
Hampshire Chronicle (Winchester)
Hampshire Living
Harrow Times
Harwich and Manningtree Standard
Helensburgh Advertiser
Helston Packet
Hereford Admag
Hereford Times
Hexham Courant
House and Home
In-Cumbria
Irvine Times
Isle Of Wight County Press
Keighley News
Knutsford Guardian
Lancashire Telegraph (Burnley)
Largs & Millport Weekly News

Ledbury Reporter
Leigh Journal
Life
Living Dorset
Ludlow Advertiser
Malvern Gazette
Marlow Free Press
Monmouthshire Free Press (Chepstow)
Musselburgh Courier
News & Star
News & Star East
NHS
Northwest Evening Mail
Northwich & Winsford Guardian
Oswestry & Border Counties Advertiser
Oxford Herald (Abingdon)
Oxford Herald (Didcot)
Oxford Herald (Wallingford)
Oxford Herald (Wantage)
Oxford Mail
Oxford Times
Peeblesshire News
Penarth Times
Pontypool Free Press
Powys County Times & Express (Montgomeryshire)
Powys County Times & Express (Newtown)
Powys County Times & Gazette
Powys County Times & Gazette (Radnorshire)
Prudhoe Local
Redditch and Alcester Advertiser
Rhyl Prestatyn & Abergele Journal
Richmond & Twickenham Times
Romsey Advertiser
Royal Borough Observer
Salisbury Journal
Shrewsbury Admag
Slough & South Bucks Observer
Somerset County Gazette (Taunton)
Somerset County Gazette (West Somerset)
South Wales Argus
South Wales Guardian
South West Farmer
Southend Echo
Southern Daily Echo
St Helens Star
Stourbridge News
Stroud News & Journal
Surrey Comet

Sutton & Croydon Guardian
Swanage & Wareham Advertiser
Swindon Advertiser
Taste of Northumberland
Telegraph & Argus
Tenbury Wells Advertiser
The Advertiser (Barrow)
The Argus (Brighton)
The Argus (Mid Sussex and Worthing)
The Bolton News
The Chester & District Standard
The Cumberland News
The Ellesmere Port Standard
The Free Press (Corwen, Bala & Llangollen)
The Free Press (Denbighshire)
The Gazette (Johnstone and Renfrewshire)
The Herald
The Impartial Reporter
The Leader (Chester)
The Leader (Flintshire)
The Leader (Wrexham)
The Messenger
The National
The Northern Echo
The Oldham Times
The Press (York)
The Reading Chronicle
The Shuttle
The Way
The West Cumberland Times & Star
The Whitehaven News
Thurrock Gazette
Times and Star
Times and Star Cockermouth
Times and Star Maryport
Tivyside Advertiser
Troon & Prestwick Times
Tynedale Life
Tynedale Visitor
Wales Farmer
Warrington Guardian
Watford Observer
Western Telegraph
Westmorland Gazette
Wharfedale Observer
Whitchurch Herald
Wilts & Glos Standard Cotswold
Wilts & Glos Standard North Wilts

Wiltshire Times
Wimbledon and Wandsworth Times
Wirral Globe (Birkenhead and Wallasey)
Witney Gazette
Wokingham News
Woodley & Earley Chronicle
Worcester News
<https://www.alloaadvertiser.com>
<https://www.andoveradvertiser.co.uk>
<https://www.ardrossanherald.com>
<https://www.asianimage.co.uk>
<https://www.ayradvertiser.com>
<https://www.barkinganddagenhampost.co.uk>
<https://www.barrheadnews.com>
<https://www.barryanddistrictnews.co.uk>
<https://www.basingstokegazette.co.uk>
<https://www.becclesandbungayjournal.co.uk>
<https://www.bicesteradvertiser.net>
<https://www.bordercountiesadvertiser.co.uk>
<https://www.bordertelegraph.com>
<https://www.borehamwoodtimes.co.uk>
<https://www.bournemouthcho.co.uk>
<https://www.bracknellnews.co.uk>
<https://www.thetelegraphandargus.co.uk>
<https://www.braintreeandwithamtimes.co.uk>
<https://www.kilburntimes.co.uk>
<https://www.brentwoodlive.co.uk>
<https://www.bridgwatermercury.co.uk>
<https://www.bridportnews.co.uk>
<https://www.bromsgroveadvertiser.co.uk>
<https://www.bucksfreepress.co.uk>
<https://www.burnhamandhighbridgeweeklynnews.co.uk>
<https://www.burymercury.co.uk>
<https://www.burytimes.co.uk>
<https://www.cambstimes.co.uk>
<https://www.celticway.co.uk>
<https://www.centralfifetimes.com>
<https://www.chardandilminsternews.co.uk>
<https://www.chelmsfordweeklynews.co.uk>
<https://www.chesterstandard.co.uk>
<https://www.clactonandfrintongazette.co.uk>
<https://www.clydebankpost.co.uk>
<https://www.cotswoldjournal.co.uk>
<https://www.countrylifestylescotland.co.uk>
<https://www.countytimes.co.uk>
<https://www.cravenherald.co.uk>
<https://www.cwgazette.co.uk>
<https://www.cumnockchronicle.com>

<https://www.dailyecho.co.uk>
<https://www.darlingtonandstocktontimes.co.uk>
<https://www.denbighshirefreepress.co.uk>
<https://www.derehamtimes.co.uk>
<https://www.dissmercury.co.uk>
<https://www.dorsetecho.co.uk>
<https://www.dudleynews.co.uk>
<https://www.dumbartonreporter.co.uk>
<https://www.dunfermlinepress.com>
<https://www.dunmowbroadcast.co.uk>
<https://www.ealingtimes.co.uk>
<https://www.eadt.co.uk>
<https://www.eastkilbrideconnect.co.uk>
<https://www.eastlondonadvertiser.co.uk>
<https://www.guardian-series.co.uk>
<https://www.eastlothiancourier.com>
<https://www.edp24.co.uk>
<https://www.echo-news.co.uk>
<https://www.elystandard.co.uk>
<https://www.enfieldindependent.co.uk>
<https://www.eppingforestguardian.co.uk>
<https://www.eveshamjournal.co.uk>
<https://www.exmouthjournal.co.uk>
<https://www.fakenhamtimes.co.uk>
<https://www.falmouthpacket.co.uk>
<https://www.forestryjournal.co.uk>
<https://www.freepressseries.co.uk>
<https://www.gazette-news.co.uk>
<https://www.gazetteherald.co.uk>
<https://www.gazetteseries.co.uk>
<https://www.glasgowtimes.co.uk>
<https://www.greatbritishlife.co.uk>
<https://www.greatyarmouthmercury.co.uk>
<https://www.greenocktelegraph.co.uk>
<https://www.hackneygazette.co.uk>
<https://www.halesowennews.co.uk>
<https://www.halsteadgazette.co.uk>
<https://www.hamhigh.co.uk>
<https://www.hampshirechronicle.co.uk>
<https://www.harrowtimes.co.uk>
<https://www.harwichandmanningtreestandard.co.uk>
<https://www.helensburghadvertiser.co.uk>
<https://www.heraldseries.co.uk>
<https://www.heraldscotland.com>
<https://www.herefordtimes.com>
<https://www.hertsad.co.uk>
<https://www.hexham-courant.co.uk>
<https://www.hillingdontimes.co.uk>

<https://www.ilfordrecorder.co.uk>
<https://www.ilkeygazette.co.uk>
<https://www.impartialreporter.com>
<https://www.in-cumbria.com>
<https://www.ipswichstar.co.uk>
<https://www.irvinetimes.com>
<https://www.countypress.co.uk>
<https://www.islingtongazette.co.uk>
<https://www.keighleynews.co.uk>
<https://www.kidderminstershuttle.co.uk>
<https://www.knutsfordguardian.co.uk>
<https://www.lancashiretelegraph.co.uk>
<https://www.largsandmillportnews.com>
<https://www.ledburyreporter.co.uk>
<https://www.leighjournal.co.uk>
<https://martini.living-magazines.co.uk>
<https://www.lowestoftjournal.co.uk>
<https://www.ludlowadvertiser.co.uk>
<https://www.maldonandburnhamstandard.co.uk>
<https://www.malverngazette.co.uk>
<https://www.messengernewspapers.co.uk>
<https://www.midweekherald.co.uk>
<https://www.milfordmercury.co.uk>
<https://www.newhamrecorder.co.uk>
<https://www.newsandstar.co.uk>
<https://www.newsshopper.co.uk>
<https://www.northnorfolknews.co.uk>
<https://www.northsomerstimes.co.uk>
<https://www.northwaleschronicle.co.uk>
<https://www.northwalespioneer.co.uk>
<https://www.northwichguardian.co.uk>
<https://www.eveningnews24.co.uk>
<https://www.oxfordmail.co.uk>
<https://www.peebleshirenews.com>
<https://www.penarthtimes.co.uk>
<https://www.peterboroughmatters.co.uk>
<https://www.rangersreview.co.uk>
<https://www.readingchronicle.co.uk>
<https://www.redditchadvertiser.co.uk>
<https://www.redhillandreigatelife.co.uk>
<https://www.rhyljournal.co.uk>
<https://www.richmondandtwickenhamtimes.co.uk>
<https://www.romfordrecorder.co.uk>
<https://www.windsorobserver.co.uk>
<https://www.royston-crow.co.uk>
<https://www.runcornandwidnesworld.co.uk>
<https://www.saffronwaldenreporter.co.uk>
<https://www.salisburyjournal.co.uk>

<https://www.scottishgardener.co.uk>
<https://www.scottishwalksandcycling.co.uk>
<https://www.sidmouthherald.co.uk>
<https://www.sloughobserver.co.uk>
<https://www.somersetcountygazette.co.uk>
<https://www.southwalesargus.co.uk>
<https://www.southwalesguardian.co.uk>
<https://www.southwestfarmer.co.uk>
<https://www.stalbansreview.co.uk>
<https://www.sthelensstar.co.uk>
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<https://www.theresident.co.uk>
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<https://www.yourlocalguardian.co.uk>

Newsquest Specialist Media:

Boxing News

Country Lifestyle Scotland

Engaged Investor

Family Focus Scotland

Fighting fit

Global Reinsurance Insurance Times

Pensions insight

Reward

Scottish Cycling

Scottish Gardener

Scottish Mountaineer

Scottish Review of Books

Scottish walks

The Strad

Strategic Risk

The Scottish Farmer

www.boxingnewsonline.net

www.countrylifestylescotland.co.uk

www.engagedinvestor.co.uk

www.familyfocus.scot

www.globalreinsurance.com

www.insurancetimes.co.uk

www.pensions-insight.co.uk

www.reward-guide.co.uk

www.scottishcyclingmag.co.uk

www.scottishgardener.co.uk

www.scottishhorse.co.uk

www.scottishwalks.com

www.strategic-risk.eu

www.strategic-risk-global.com

www.thescottishfarmer.co.uk

www.thestrad.com

Appendix 2

Newsquest Media Group – Code of Conduct – Ethics Policy

This code is designed to establish guidelines to the behaviour and responsibilities of journalists employed by Newsquest Media Group.

Every Newsquest title must strive to be the 'bible' for its local area. Reliability, accuracy and integrity are essential and help us deliver excellence.

Therefore, in all matters editorial, the highest professional standards must be practised. At all times all necessary safeguards must be maintained to prevent any action or association that might reflect adversely, directly or indirectly, upon Newsquest.

All Newsquest journalists are expected to present their own original work for inclusion in the newspapers. Newsquest Media Group will not tolerate the passing off of material sourced from other media, including TV, radio and the Internet as a journalist's own work.

Any researched material used in copy must state the source.

All Newsquest titles adhere to the Independent Press Standards Organisation (IPSO) Code of Practice.

Every journalist in the group is given a copy of the Code on joining the company, and every editor is expected to ensure rigorously that not only their staff but anyone who contributes to their papers observes the Code. Every paper carries the statement "We adhere to the Independent Press Standards Organisation Code of Practice."

The Code covers:

- Accuracy
- Right of reply
- Privacy
- Harassment
- Intrusion into Grief or Shock
- Children
- Children in sex cases
- Reporting on Crime
- Listening Devices
- Misrepresentation
- Victims of sexual assault
- Discrimination

Financial Journalism

Confidential Sources

Payment for stories. (This relates to payment for stories from witnesses or potential witnesses in 'live' criminal proceedings)

Public Interest Reporting

In addition the Code is published on Newsquest OnLine (NOL). Also on NOL for continual reference and updating are copies of:

1. A Best Practice Guidelines for financial/business journalists.
2. Best Practice Guidelines to ensure impartiality when reporting on elections, both local and general.



Editorial- Standard Employment Contract for Current Employees Updated – January 2022