

National Council for the Training of Journalists

Annual Report

2016-17

Contents

NCTJ mission

To be recognised inside and outside the media industry as the body for developing qualified journalists

NCTJ objectives

- Strengthen the NCTJ's role and influence across all media sectors and related sectors where journalism skills are required
- Ensure there are effective products and services for all journalists and journalism trainers at all stages of their careers and foster a culture of continuing professional development
- Maintain a progressive, flexible and inclusive framework of respected 'gold standard' journalism qualifications that embrace digital and other changes in journalism practice
- Encourage high standards, quality and continuous improvement of education and training provided by accredited journalism courses for employability
- Continue to take action to achieve greater diversity of journalists in the media industry
- Monitor and take action to ensure high ethical standards of journalists and greater public confidence and trust in journalists
- Communicate effectively with all target audiences to increase awareness of the NCTJ's brand values, its role, value for money, agenda-setting activities and status as a charity

NCTJ values

To grow and develop the NCTJ our values are to:

- Be fair, accessible and transparent
- Show strong sustainable growth and diversity
- Have effective leadership, management and governance
- Ensure best use of resources
- Be high-profile, respected and influential
- Uphold high-quality and relevant standards
- Be open, receptive and responsive to change

Vital statistics	3
Chairman's report	4
Chief executive's review	5
Accreditation	6
Qualifications	10
Gold standard students	13
National Qualification in Journalism	15
Student Council and Diploma in Journalism awards	17
Journalism Skills Conference and Awards for Excellence	19
Journalism Diversity Fund	21
Careers, distance learning and developments	23
Short courses	25
Business and finance review	26
Who we are	28



Vital statistics

61 distance learners enrolled on the Certificate in Foundation Journalism

133 distance learners enrolled on the Diploma in Journalism

22 apprentices were registered with employers

A total of **13811** NCTJ examinations/assessments were taken throughout 2016-17

These comprised:

8108 diploma exams sat on course

1021 portfolio assessments

668 national exam sittings

4014 shorthand exam sittings

1366 students enrolled to sit Diploma in Journalism exams on one of:

77 accredited courses at **41** approved centres

272 candidates achieved the gold standard

348 students were enrolled on non-accredited courses and sat NCTJ exams

419 candidates sat NCTJ exams in national exam sittings

The total number of NQJ exams sat was **594**

169 trainees sat the National Qualification in Journalism

116 trainees passed the NQJ

There were **130** registrations for the NQJ

41 scheduled and in-house short training courses were run

Chairman's report



The last thing any journalist should complain about is change. It's always been one of the great attractions of the trade that no two days need ever be the same. We thrive on the unexpected, become addicted to the new, fret when things become predictable. Yet there are times even we crave a little stability. It's exciting to be forging new chapters in media, exploring new territories in tech, pushing new frontiers in instant communication. But there was an attraction too in being part of an industry that made a profit and paid a salary.

Now that media companies often fail to achieve either of those objectives, are we encouraging too many people into the trade? The queue to get into journalism seems as long as ever: a whole new generation of young talent is looking for its place in the game, discounting horror stories about money and happy to take its chances. Should we be encouraging so many applicants, or putting them off?

It's a question we ask ourselves a lot, particularly those of us who have watched the cheery cockiness of our youth give way to the sorry caution of middle age. Are we being irresponsible? We know those who are set on a role in media are unlikely to be put off. They trade linear advancement in a boring role for uncertainty in an interesting one. They scent mischief and excitement and – oh the folly of the young – glamour and celebrity. A satisfying number continue to believe that journalism plays an essential role as a watchdog on democracy.

I think our responsibility towards a new generation of journalists is not to put them off, but to equip them properly for the trade. As they head into a highly competitive industry, we offer them the chance to prove they have the skills to succeed. Think of us as the anxious parent: "Well if you are determined to go out in this storm, make sure you wear waterproof clothes and know where you are going and how you are going to get there."

We think it is good for young journalists to be able to show they have mastered the basics. We also think it is good for society – deluged with unsubstantiated stories on social media – to have journalists who have learned about objectivity, facts and ethics. Happily, employers – in traditional or new forms of media – seem to think as we do.

It is a good thing too to deepen the gene pool of journalism, for the industry needs more people who are close to the communities on which they report. That is why we are doing so much to promote the Journalism Diversity Fund, designed to give financial assistance to those who might not otherwise be able to afford journalism courses; why we are keen to see so many different styles of courses, from independent fast-track to postgraduate MA; why we are delighted by the initial success of apprenticeship schemes, connecting the media to a new generation of school leavers.

So yes, there is a lot of change as we work to keep NCTJ courses up with the latest technologies and newsroom demands – it's been fascinating to have the tech giants running workshops for us – and much to discuss as we develop our examinations and modernise accreditation systems. One thing doesn't change, which is our belief in high standards: you need to work hard to pass an NCTJ exam. Those who do discover this is an industry that still offers opportunity.

Kim Fletcher
Chairman

Chief executive's review



So much of our work this year has been about developing and investing in partnerships to build our capacity so we can help more people and achieve our objectives. The NCTJ can only be truly effective by working in partnership with the industry we represent and the stakeholders we support.

The comprehensive review of our accreditation scheme has involved all our stakeholders and has resulted in an ambitious strategy to change and enhance the way the charity and employers work together with the best course providers and students.

We've asked both our users and non-users about the future shape of the National Qualification in Journalism and as a result we have interesting new proposals in development to qualify more senior journalists.

The charity's work on continuing professional development and digital journalism skills has resulted in exciting new partnerships with Facebook and Google. More will follow.

A major project in partnership with Cirrus Assessment to transfer paper-based examinations to an online format for delivery and assessment began with the introduction of online exams in November 2016. We are committed to running as many of our examinations online as possible and we are at the forefront of using cutting-edge technology for our high-stakes assessments. The new essential journalism examination was recognised as the best use of summative assessment in the e-Assessment Association's international e-assessment awards. The regulation test, which all students on NCTJ-accredited courses must sit, added multiple choice assessment methods to our qualifications.

We continue to play a lead role for the journalism sector bringing all the leading employers together in a 'trailblazer' in the government's drive to reform apprenticeships. The introduction of the apprenticeship levy during the year has made this work even more important for our industry partners and it is right at the top of our list of priorities.

The success of the Journalism Skills Conference was the result of our partnership with Highbury College and the University of Portsmouth. The event featured a stellar line-up of guest speakers from all sectors of the media to discuss the digital skills revolution and a range of topical issues in journalism education and training. The awards for excellence were presented at a gala dinner at the Royal Navy Submarine Museum in Gosport by BBC deputy political correspondent John Pienaar.

The charity's on-going investment in professional research continued with the publication of an independent survey of the skill needs of freelance journalists. We've published new editions of Morrison's *Essential Public Affairs for Journalists* with Oxford University Press and our careers guide with Press Gazette.

The Journalism Diversity Fund has benefited from new donations and ideas from Bloomberg, the *Financial Times*, Google and The Printing Charity. We have been able to support the *Evening Standard* and *The Independent* diversity apprenticeship scheme and the Bureau for Investigative Journalism fellowship.

The industry and its needs continue to change dramatically. We have always had to adapt and move forward and will continue to do so. We have to understand the people who need our support and the industry we serve. We always strive to find the most relevant and effective ways to provide help as our industry becomes more complex. As the industry sector evolves and changes, we have to understand what that means for journalism skills and training.

Please help us achieve this understanding and get involved to benefit from our work. Only by working together can we innovate and ensure we have the resources and support to make a difference in the areas where our help is needed most.

Joanne Butcher
Chief executive



Accreditation seminar at BBC Birmingham

Accreditation

A focus of our work this year has been to implement the NCTJ's ambitious strategy to change and enhance the industry's long-established accreditation scheme and the way the charity and employers work together with the best universities, colleges and independent providers in the UK.

Our stakeholders have debated how the accreditation standard and approach should evolve to reflect the radical changes made last year to the structure and content of the Diploma in Journalism.

These changes were made to reflect the diversity of the media and the jobs NCTJ students are securing.

With the diploma becoming more flexible, more inclusive and more digital everyone has agreed we should not lose sight of teaching the fundamental skills of finding and telling stories accurately, which will remain at the heart of the accreditation standard.

Unsurprisingly, the main issue has been about shorthand, regarded by many as a journalist's sacrosanct skill but now an optional module in the qualification structure but not on news courses or eligibility for the National Qualification in Journalism.

The new accreditation approach

At our skills conference in Portsmouth in November 2016 and at our accreditation seminar at the BBC in Birmingham the following May, as many of our stakeholders as possible were given the opportunity to shape the overall strategy and the detailed proposals.

The result? A more streamlined, collaborative accreditation process is envisaged, enabling the NCTJ to respond quickly to centres' needs. Results will be monitored through an information log, with high-performing centres having longer term agreements and fewer accreditation visits, saving time and bureaucracy. Under the new proposals, resources – financial and human – will be diverted towards those centres needing the most support.

Centres will complete an annual self-assessment review of their performance against the accreditation standard and will be expected to report significant events to the NCTJ as they occur. A member of the NCTJ's industry team will be assigned to each accredited course to provide support and feedback.

There will be a major change in the way modules are approved: centres will be able to offer a mix-and-match selection of diploma options if there is a clear rationale for their choices that suit the journalism employment market. Those offering news courses will still be expected to offer the traditional NQJ subjects, including shorthand, court reporting and public affairs.

New performance standards

There has been much debate about the proposed new performance standards and measuring achievement: for example, how employability might be assessed; whether diversity criteria could realistically be applied fairly across the country; and whether results should be interpreted in a broader context.

The seven performance standards for accreditation are:

1. Quality journalism education and training and results
2. Close industry links and practical up-to-date journalism experience
3. Professional delivery of the Diploma in Journalism
4. Commitment to diversity
5. Innovation, ambition and continuous improvement
6. Employability
7. Communication, collaboration and contact

Top performing courses

Awards for the top NCTJ-accredited courses for 2016 were presented at our awards dinner held at the Royal Navy Submarine Museum in Gosport on Thursday, 24 November.

The journalism courses were presented with awards for the highest percentage of students achieving the NCTJ gold standard: A-C grade passes in all exams plus 100 words per minute shorthand.



News Associates London were awarded the best performing independent fast-track course for their multimedia journalism course.

City of Wolverhampton College continued its now five-year winning streak as best performing further education academic year course. The college more than doubled the number of students graduating with the gold standard.

Cornwall College won the performance award in the further education fast-track category.

Cardiff University's MA in news journalism was the top performing postgraduate course and Nottingham Trent's BA in news journalism topped the undergraduate table.

Accreditation in numbers

Centres:	41
Accredited courses:	77
Accreditation panel visits:	31
Panel members:	70
Monitoring visits:	6
Spot checks:	53
Advisory visits:	2

The work of our accreditation board

Our accreditation board brings representatives of leading employers and accredited course providers together to shape our strategy for accreditation and to oversee its implementation. Employers on the board are from the BBC, *Independent* and *Evening Standard*, *Financial Times*, Sky, Johnston Press and Newsquest. The four accredited course representatives are from News Associates London, Wolverhampton College, and the universities of Kent and Sheffield.

As well as overseeing the detailed work on the new accreditation approach and standard, the board has been taking action to improve diversity, encourage innovation and broker work experience placements for journalism tutors.





Innovation of the year award

In times of great change in the media industry, the NCTJ launched an award in 2017 to encourage and recognise innovation in journalism education and training.

The award recognises the unique contribution NCTJ centres make to the education and training of journalists on accredited courses. It is open to centres that have improved upon – or extended beyond – current expectations of best practice in education and training.

Andy Cairns, NCTJ trustee and chairman of the accreditation board and executive editor of Sky Sports News, says: “We’re constantly looking for ways to encourage centres to keep improving. This award, to recognise those who firstly have bright ideas and then successfully introduce them, shows how much importance we place on innovation.”

Entries can cover any new education and/or training initiative relating to journalism training and education, for example, a new approach to teaching and learning, curriculum development, apprenticeships, diversity, skills, digital developments, regulation and ethics, professional development or strategy.

The judges will consider evidence of how the innovation has been developed and applied to improve performance, operational effectiveness or learners’ experience, and brought something new to journalism education and training. In shortlisting and in making their choice of the winner the judges will look for originality, improvements in best practice and significant benefits or impacts.



Andy Cairns, executive editor, Sky Sports News

Innovators in 2016-17 were:

Bournemouth University
Brunel University
City of Wolverhampton College
Highbury College
Staffordshire University
UCFB Wembley

University of Brighton
University of Gloucestershire
University of Kent
University of Portsmouth
University of Sheffield
University of Sunderland

Accreditation panel members

The strength of the NCTJ's accreditation scheme is that it is based on a robust and rigorous industry standard. Employers play a vital role in our partnership with the colleges, universities and independent providers that run accredited courses. We are very grateful to all the industry professionals listed below who give up their time during the year to join accreditation panels and help with monitoring visits. They provide the NCTJ and our centres with valuable feedback and support.

Laura Adams, content director London, Kent, Herts & Cambs and Southwest Newspapers

Lynn Ashwell, head of content, *The Bolton News*

Perry Austin-Clarke, *Telegraph and Argus*, Newsquest

Steve Bell, editor, *Evening Telegraph*

James Bennett, feature writer & sub editor, *The Observer*

Richard Best, director, Straightshot PR

Maria Breslin, executive editor digital, *Liverpool Echo*

Martin Bright, columnist & documentary maker

Richard Brown, senior audience contact editor, *Harlow Star*

Kelly Brown, deputy content editor, Sussex Newspapers

Nicola Caines, deputy editor, Sussex Newspapers

Andy Cairns, Executive Editor, Sky Sports News

Kathleen Carragher, head of news, BBC Northern Ireland

Mark Carter, acting managing editor, BBC Sussex & Surrey

Marisa Cashill, group photographic manager, *The Star*

Colin Channon, editor, Oswestry and Border Counties Advertiser

Paul Coates, managing editor, *Manchester Evening News*

Steph Daley, deputy editor, *Barnsley Chronicle*

Liz Davies, editor, *Abergavenny Chronicle*

Diane Davies, deputy editor, *Express and Star*

Tim Dawson, president, NUJ

Chris Elliott, editorial consultant, NCTJ

Andy Elliott, uk media liason, UEFA

Brendan Gallagher, correspondent and columnist

Nicole Garnon, editor / head of content, *South Wales Argus*

Kevin Gopal, editor, *Big Issue North*

Will Gore, deputy managing editor, *The Evening Standard / Independent*

Ben Green, head of digital, *Sheffield Star*

Steve Hardy, Cornwall Correspondant, ITV

Paul Harrison, director, Paul Harrison Media

Jacqui Hodgson, current affairs editor, BBC Newcastle

Stephen Hull, editor in chief, Huffington Post

Colin Hume, editorial director, Scottish Weeklies

Andrew Jackson, digital editor, BBC Yorkshire

Julian Joyce, training lead, BBC digital and online

Stewart Kirkpatrick, digital consultant

Liana Kyparissis, freelance journalist

Faith Lee, external quality and assurance consultant, NCTJ

Stephanie Marshall, head of BBC West, BBC West

Lucy Mason, director, MasonMedia

Fiona McGarry, assistant editor, *The Irish News*

Joanna Mills, communications consultant

Jerzy Morkis, community content editor, Scottish Weeklies

Keith Morris, productions editor, Newsquest Cheshire

Steve Nelson, editorial trainer, Newsquest

Maggie Pagano, financial journalist

Gillian Parkinson, editor, *Lancashire Evening Post*

Frances Perraudin, north of England reporter, *The Guardian*

Gary Phelps, editorial director, Central Independent News & Media

Claire Pitcher, freelance editor

Lara Prendergast, online editor, *The Spectator*

Michael Purton, editor, *Gloucestershire Gazette*

Marc Reeves, editor in chief, *Birmingham Post*

Suzanne Roberts, editor, *Wrexham Leader*

Charles Runcie, broadcast and sports consultant

Abbie Scott, deputy managing editor, *Financial Times*

James Shaw, Scotland reporter, BBC Radio 5 live

Sarah Spiller, documentary maker, Al Jazeera / BBC

Blaise Tapp, communities content editor, *ETC Magazine*

David Thomas, editor, *West Briton*

Marja-Leena Toseland, Kingston editor, *Darling Magazine*

Laurie Tucker, day editor / head of training, Sky Sports News

Hayley Valentine, director of current affairs, Mentorn Media

Mark Waldron, editor, *The News*, Portsmouth

Lucy Ward, head of communications, Gonville & Caius College, Cambridge

Chas Watkin, editor, You and Yours, BBC Radio 4

Neil White, editorial consultant, NCTJ

Elaine Wilcox, deputy head of news, ITV Granada

John Wilson, deputy editor, *Cotswold Journal*

Roy Wright, editor, *Huddersfield Daily Examiner*



Students and apprentices at their certificate presentation at City of Wolverhampton College

Qualifications

Apprenticeships

Uptake for the level 3 junior journalist apprenticeship has steadily increased over the past year with more employers from different media sectors registering an interest in recruiting trainee journalists by this route.

This year also saw a number of apprentices successfully complete the new end-point assessment (EPA). This is the final assessment that apprentices take, consisting of a work-related project and the employer's assessment of the apprentice's qualities.

The NCTJ is an approved assessment organisation (AAO), recognised by the Education and Skills Funding Agency (ESFA) to deliver independent assessments which are reliable, valid and quality assured for the junior journalist apprenticeship standard. Our high standards and recognised awarding organisation status ensures robust assessment procedures are delivered by highly-trained examiners with current industry knowledge and experience.

Higher-level apprenticeships

The journalism 'trailblazer' apprenticeship employer group started work in June 2017 on the development of a higher-level apprenticeship for a senior journalist. Supported by a number of employers including: Archant; BBC; dmg media: Johnston Press; KM Media Group; *London Evening Standard & Independent*; MNA Media; Mark Allen Group; Newsquest; Sky News; Sky

Sports News; *The Telegraph* and Trinity Mirror, a postgraduate apprenticeship is being designed to meet the needs of senior journalists across all media sectors including PR and communications. Tailored by design, the new standard may be introduced through industry graduate training schemes and CPD programmes.

Diploma in Journalism

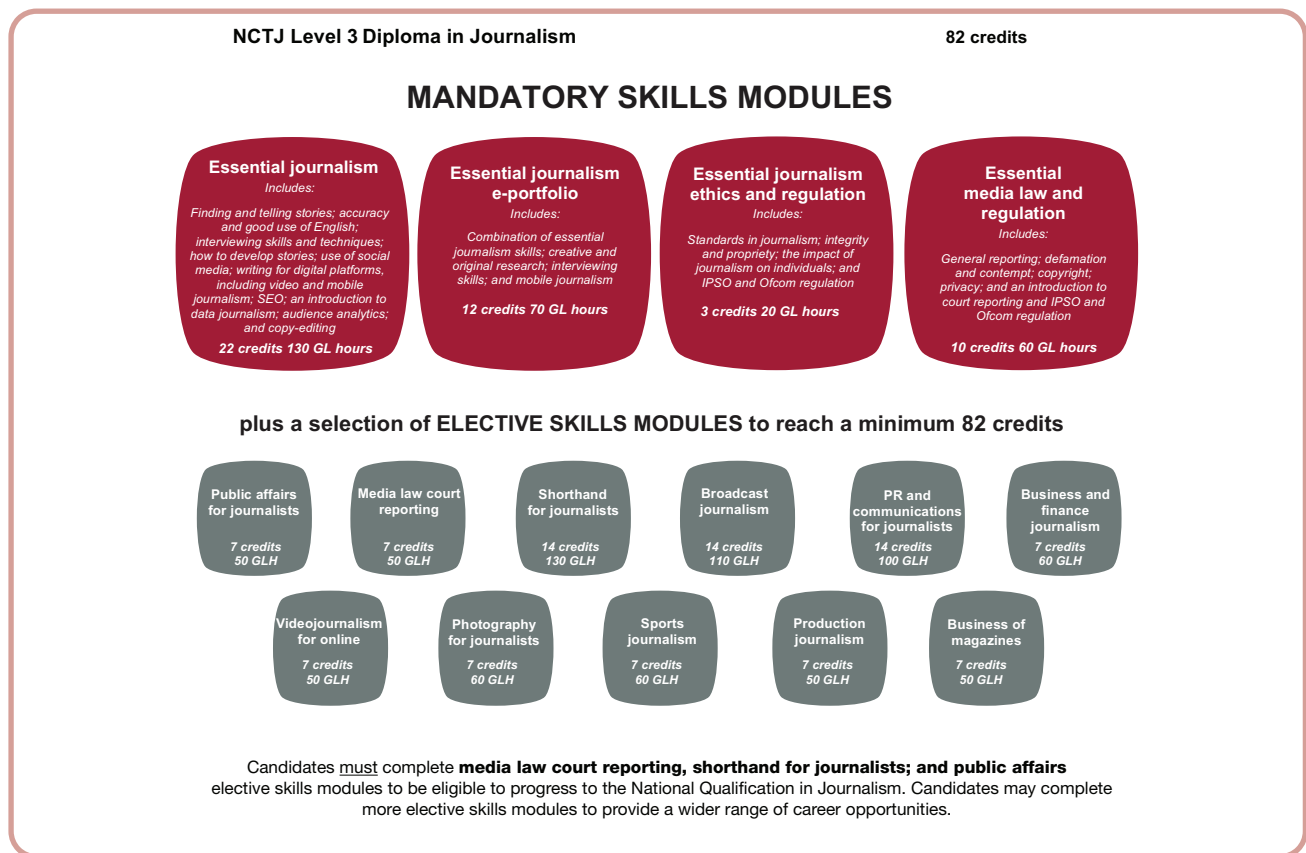
In September 2016, a more flexible diploma qualification structure was introduced to the NCTJ's qualification provision. With the introduction of four mandatory subjects: essential journalism; essential journalism e-portfolio; essential ethics and regulation and essential media law and regulation, the heart of the qualification includes essential digital and core journalism skills. The choice of elective options to complete the diploma is wide and varied, ensuring there are no barriers for learners wishing to complete the qualification. The flexibility also allows course providers to choose which options they can deliver as long as they can provide evidence of market demand for the chosen skills. The strength of the qualification is its validity across the industry and the NCTJ continues to work with employers to ensure it delivers the most up-to-date digital and practical skills required by trainee journalists in today's newsrooms.

The essential journalism module introduced a new online assessment, testing candidates' news sense, online writing skills and ability to use social media when breaking and developing a story online. It also tests their ability to operate ethically and within the regulators' codes of conduct. The new

platform allows the use of video and audio, resulting in a more realistic and interactive exam.

Candidates were also introduced to a new multiple-choice regulation test delivered through the Cirrus online exams portal.

All candidates training to be news journalists are tested on their knowledge and application of IPSO and the Editors' Code and/or the Ofcom code in a broadcast regulation exam.



PR and communications for journalists

A new elective option was introduced in the diploma in September 2016 and piloted with two NCTJ-accredited courses during 2016-17. The aim of this double module is to enable trainee journalists to understand the objectives, strategies and tactics employed by PR staff with whom they will come into contact with and to prepare them to work at a junior level in a PR and communications environment.

Online assessment

Plans to move to a fully integrated online examination system and to eliminate paper-based assessments is underway. The NCTJ currently have two assessments operating on the online assessment portal (Cirrus) – essential journalism and the newspaper magazine regulation test.

The main reason for the move to online assessments is to acknowledge the importance of assessing journalism knowledge, understanding and skills in an online, digital format. The move will also ensure that NCTJ exams are delivered securely, reducing the risk of malpractice and maladministration.

Plans to introduce more exams to Cirrus are underway. The next modules due to be introduced to the Cirrus platform are essential media law, media law court reporting, public affairs and PR & communications (double module). The target for full Cirrus transition for these subjects for all centres is September 2018.

Certificate in Foundation Journalism

The Certificate in Foundation Journalism continues to offer candidates the opportunity to gain an introduction to journalism skills, and is popular with distance learners. The qualification is suitable for anyone aged 16+ with an interest in journalism and can be used as a stepping stone to progress to studying the level 3 Diploma in Journalism or possibly the junior journalist apprenticeship.

National Qualification in Journalism review

The NCTJ has conducted a review of the National Qualification in Journalism (NQJ) to bring it up-to-date and reflect changes to the Diploma in Journalism and apprenticeships, as well as making it appropriate for journalists working in different media sectors such as newspapers, magazines, broadcast, PR and communications and online.



The Sunday Times and The Sun send journalism apprentices to News Associates

It has been proposed that the NQJ exams should be tailored by sector, creating flexible pathways for journalists and employers:

1. **Mandatory for all:** media law and practice exam and an e-logbook of evidence
2. **Optional assessments depending on sector:** news reporting exam, broadcast show reel, magazine project or a PR campaign.

Design and development work on the proposed assessments will continue through 2017-18 including testing before launching the new-look professional qualification for all journalists.

Regulators

The NCTJ is a recognised awarding organisation regulated by Ofqual, Qualifications Wales and the Council for the Curriculum, Examinations and Assessment (CCEA) in Northern Ireland. NCTJ qualifications are listed on the government's register of regulated qualifications. The NCTJ ensures its qualifications are valid, reliable and deliverable and we confirm our compliance with each regulator's conditions of recognition by submission of an annual statement of compliance. Ofqual, Qualifications Wales and CCEA take a risk-based approach to monitoring awarding organisations and during 2016-17 the NCTJ confirmed it was fully compliant with all three regulators' conditions of recognition.

Qualifications levels review

The NCTJ will conduct a review of the levels applied to its regulated qualifications during 2018. With the introduction of apprenticeships and the government's apprenticeship levy scheme we must ensure that NCTJ qualifications remain achievable through all training routes for students, trainees and senior journalists.

Looking ahead

There are a number of exciting new projects in development which will come to fruition during the 2017-18 academic year:

Advanced digital journalism elective diploma

option: content for this new elective module is focused on social media and related analytics. We aim to have the module ready to pilot in the New Year. Further research could lead to the development of other advanced digital skills including data, apps, and content management systems.

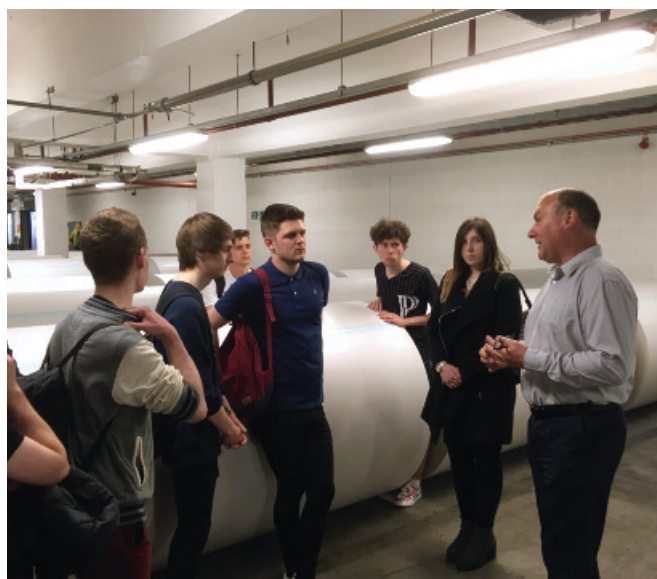
Practical magazine journalism elective diploma

option: a programme of study and assessment has been developed for a double module after extensive research and wide consultation with the magazine industry. It will be tested and piloted during 2017-18.

An introduction to public relations elective diploma

option: a single introductory module using content drawn from the PR and communications for journalists' syllabus will be offered during 2017-18.

Diploma in International Journalism: we will research and develop a new qualification in international journalism planning to be ready to pilot by September 2018. The target market for this project is international students studying journalism in the UK, but it could also be open to UK students intending to work abroad.



Highbury College students enjoyed a tour of Johnston Press print hall

Gold Standard students

The following 272 students achieved the NCTJ gold standard in the Diploma in Journalism: A-C grades in all modules and 100wpm shorthand.

Bournemouth University

Alice Bird
Katie Victoria Boyden
Charlotte Louise Brown
Alice Fiancet
Jessica Foster
Hannah Louise Jackson
Lois Faith Shearing
Charlotte Souter-Phillips
Kassia Hope Wordley

Brighton Journalist Works

Jack Arscott
Rosie Blunt
Hannah Burley
David Cook
Katie Garrett
Annie Hopkins
Jenny Richards
Aidan Williams

Brunel University

Dilinna Aniebonam
Siobhan Cannell
April Clayton
Charlotte Davis
Daiana-Patricia Lungu

City of Wolverhampton College

Tanzila Ali
Christian Joseph Barnett
Imogen Buller

Sean Eric Crutchley
Laura Victoria Hunt
Alex Lawlor
Jordan Elizabeth Reynolds
Chantal Stewart-Jones
Thomas Oliver Tracey

Darlington College

Stacey-Lee Christon
Michael Andrew Mutch

De Montfort University (Leicester)

Mollie Mansfield
Olivia Whaley

Distance learners

Jennifer Lynn Brown
Freya Findlay
Rebecca Loton
Jamie McKenzie
Matt Smart
Sarah Waddington

Falmouth University

Anne Mary Thorn

Glasgow Caledonian University

Rebecca Day
Owen Thomas
Stewart Ward
Sarah Williamson

Highbury College

Olivia Meades

Kingston University

Andrea Marchiano
Alistair Ross

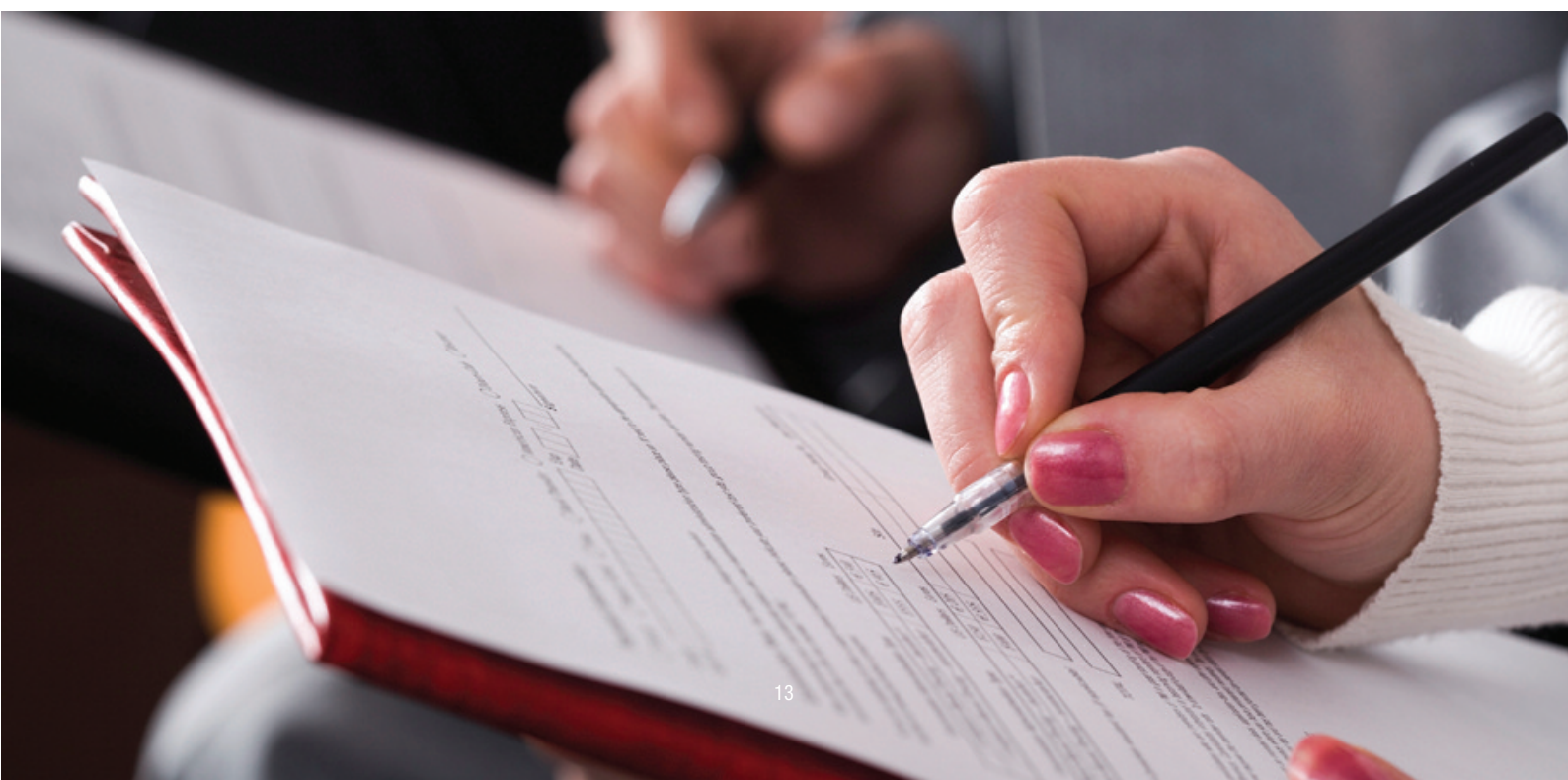
Lambeth College

Rudi Abdallah
John Asher
Josie Hannett
James Kilpatrick
Angel Lambo
Adam Offord
Lindy Van Den Boomen

News Associates – London

Meena Alexander
Dianne Apen-Sadler
Rebecca Banovic
Claire Benktander
Daniel Blackham
George Cairns
Louisa Chender
Joe Coleman
George Dabby
Jordan Davies
Jennifer Desborough
Sean Doherty
Richard Dore
William Dotson
Daniel Falvey
Laura Fox

Andrew Gerlis
Robert Godmon
Becky Grey
Robert Guest
Sam Hawthorn
William Holderness
Alasdair Hooper
Tom Horton
Anahita Hossein-Pour
Harry Howes
Ross Ibbetson
Tessa Jones
Josh Kitto
Rose Knight
Jessica Labhart
Edward Leahy
Tara Lepore
Izzy Lyons
Anna MacSwan
Edward Martin
Henry Martin
Robert Middleton
Michael Morris
William Moulton
Constantine Mourselas
Edward Nightingale
Kyle O'Sullivan
David Pittam
Chris Reidy
Anna Schaverien
George Shankar
Hannah Solel
Phoebe Southworth
Marina Stephens
Arielle Tchiprout
Adam Theofilatos
Nicholas Tyrrell



Martin Voller
Aaron Walawalkar
Joe Wallen
Fay Watson

News Associates – Manchester

Marta Emilia Bona
Sebastian Ellis
Thomas George
Katherine Giddins
Naomi Loh-Baxter
Francesca Marshall
Seamus McDonnell
Brendan McFadden
Joshua Mines
Sophie Norris
Alex Ritchie
Eleanor Simmons
Joshua Steele
Sam Wright

Nottingham Trent University

Jodie Armstrong
Jamie Barlow
James Bavin
Rebecca Calderwood
Melissa Craddock
Lucy Dean
Liam England
Daniella Gray
Jessica Hay
Bethany Johns
Jenny Lee
Elizabeth Charlotte McIntyre
Chloe McNab
Robin Murray
Jemma Page
Max Qayyum
Bradley Rose
Jodie Sharpe
Holly Skelton
Stewart Thorpe
Emily Thursfield
Sophie Turrill
Ella Walker
Bianca Wilding

Press Association Training – London

Faima Bakar
Lewis Berrill
Kenza Bryan
George Collard
Daniel Crowther
Zosia Eyres
Christopher Flanagan
Callum Jamieson

Sara Kamouni
George Martin
Christopher McKeon
Sophie Morris
Tome Morrissey-Swan
Becky Morton
Azadeh Moshiri
Nabihah Parkar
Eleanor Pringle
Grace Rahman
Megan Revell
Thomas Seaward
Zoe Shackleton
Jessica Taylor

Press Association Training – Newcastle

Katie Carabine
Katy Clifton
Richard Duggan
Rachael McMenemy
Arunita Praharaj
Olivia Tobin
Scott Trotter
Jasmine Watkiss
Fraser Whieldon

St Mary's University

Alys Bowen
William Brittain
Ben Carter
Guy Giles
Warren Muggleton
Chris Pepper
Daldeep Poonia
Katherine Ratcliffe

Staffordshire University

Flora Byatt

Teesside University

Emily Conyard
Samuel Jones
Melissa Major
Iona Peers

The City of Liverpool College

Feargal Brennan
Thomas Cavilla
Hannah Gosset
Jennifer Sarah Jones
Jennifer Little
Jodi McGowan
Ellie Jane Rosenfield Phillips
Alice Singleton
Jennifer Stout

The Sheffield College

Jack Lenton

UCFB Education Ltd – Wembley

Nathan Louis

Ulster University

Aine O'Donnell
Richard O'Reilly

University of Brighton

Thomas Ardener
Jordan Seward

University of Central Lancashire

Emmi Bowles
Laura Creighton

University of Kent

Duarte Dias
Evangeline Dryden
Boglarka Kosztolanyi
Harry Peet
Monica Samia
Leah Wood

University of Lincoln

Rebecca Lancashire

University of Portsmouth

Robbie Bryson
Charlotte Elizabeth Evans
Holly Lauren Morgan
Rowan Nevin
David Page
Thomas Rogers
Emma Rossiter
Megan Wilman

University of Salford

Rosalind Haffner

University of Sheffield

Mojo Abidi
Emma Louise Bowden
Sian Bradley
Lewis Catchpole
Sophie Cockett
Isabel Dobinson
Joanna Fawcett-Jones
Michael Alexander Fenn

Eliza Frost
Reina Fujimoto
Hannah Galtress
Chloe Gray
Fionnuala Joy Hainey
Harrison Nicholas Jones
Nitya Kanoria
Samuel Koster
Jasmine Lee-Zogbessou
Kimberley Levey
Rachel Lewis
Rhoda Ferguson Morrison
Laura Mullan
Joshua Peachey
Daniel Rawley
Faith Louise May Ridler
Ellena Rowlin
Joshua Shreeve
Timothy Paul Stickings
Daniel Sutherland
Henry Edmond Bulmer Taylor
Stacey Turnbull
Samuele Raymond Volpe

University of Sunderland

Pamela Bilalova
Joe Cooper
Karl Maguire
Hannah Mayer
Kieran Murray
Nathan Orr
Lyndsay Oxley
John Ridley
James Rutherford
Laura Wilson
Ryan Young

University of Sussex

Rebecca Chilvers



National Qualification in Journalism

The following trainees passed the NQJ between July 2016 and March 2017

Ann-Marie Abbasah *Ilford Recorder*

Joel Adams *The Argus*

Naomi Agius *Bracknell News*

Polly Albany-Ward *Croydon Advertiser*

Philippa Allen-Kinross *Wimbledon Guardian*

Jack Averty *Express & Star*

Lucy Ball *Buxton Advertiser*

Alexander Ballinger *Get West London*

Samuel Balls *Essex Chronicle*

Thomas Barnes *Waltham Forest Guardian*

Rochelle Barrand *Doncaster Free Press*

Federica Bedendo *Times & Star*

Guy Bell *Brentwood Gazette*

Jessica Bell *News Shopper*

Emma Kate Billingham *Maidenhead Advertiser*

Ralph Blackburn *Ilford Recorder*

Benjamin Blossie *Hull Daily Mail*

John Blow *Wakefield Express*

Jordan Bluer *Dover Express*

Jonny Bonell *North Devon Journal*

Enfys Bosworth *Tivyside Advertiser*

Stephanie Brawn *Lancashire Telegraph*

Richard Brown *Essex Chronicle*

Eve Buckland *Swindon Advertiser*

Rachael Burford *Surrey Comet*

Iain Burns *Newham Recorder*

Clare Butler *Express & Star*

Loughlan Campbell *The News, Portsmouth*

Georgina Campbell *Oxford Mail*

Stewart Carr *Luton Herald & Post*

Michael Carr *Southern Daily Echo*

Victoria Castle *Kentish Express*

Nick Charity *Mansfield Chad*

Rebecca Choules *Hemel Hempstead Gazette*

Saul Cooke-Black *Stroud News & Journal*

Dan Cooper *Newbury Weekly News*

Michael Cox *Yellow Advertiser*

Richard Craig *Epsom Guardian*

Isaac Anthony Crowson *Derby Evening Telegraph*

Thomas Dalby *Harwich & Manningtree Standard*

Elaine Davies *Lincolnshire Echo*

Sophie Day *Hunts Post*

Arandeep Singh Dhillon *Warrington Guardian*

Matthew Discombe *The Gloucester Citizen*

Alexander Drury *Bracknell News*

Grace Earl *Weston Worle & Somerset Mercury*

Dayna Louise Farrington *Kidderminster Shuttle*

Rosaleen Fenton *Ilford Recorder*

Freya Findlay *The Cumberland News*

Christopher Flanagan *Welwyn & Hatfield Times*

Joshua Fordham *The Western Gazette*

Isobel Frodsham *Leicester Mercury*

David Gazet *Kent Messenger*

Alistair Grant *Edinburgh Evening News*

Jordan Stuart Harris *Express & Star*

James Harrison *Maidenhead Advertiser*

Daniel Heald *Border Counties Advertiser*

Ben Hendry *Press & Journal, Aberdeen*

Tom Herbert *Buckinghamshire Advertiser*

Naomi Herring *Oxford Mail*

Amber Hicks *Swindon Advertiser*

Louise Hill *Bracknell News*

Daniel Holland *The Bolton News*

Michael Holmes *Blackpool Gazette*

Rachel Howarth *Knutsford Guardian*

Maria Hudd *Eastbourne Gazette*

Amani Hughes *Surrey Advertiser*

Charlotte Jones *Lincolnshire Echo*

Joseph Keith *Yorkshire Evening Post*

Lucy Kenderdine *Oldham Evening Chronicle*

Joel Lamy *Peterborough Evening Telegraph*

Robert Langley *Retford Times*

Callum Lawton *Midweek Herald*

David Lee *Windsor & Eton Express*

Simon Leonard *Scunthorpe Evening Telegraph*

Kenneth Lomas *Middlewich Guardian*

Erin Lyons *The Chronicle Series*

David Mackie *The Press, York*

Stefan Mackley *Gazette & Herald*

Felicity MacNamara *Halifax Evening Courier*

Bodhi Maia *Central Somerset Gazette*

Thomas Malina *Diss Express*

Sarah Marshall *Doncaster Free Press*

William Mata *Harlow Star*

Tom Matthews *Croydon Advertiser*

Libby McBride *Brentwood Gazette*

Connor McLoughlin *Henley Standard*

Kate McMullin *The Bolton News*

Samuel Meadows *Hertfordshire Mercury*

Hannah Mirsky *Cambridge News*

Gemma Mitchell *East Anglian Daily Times*

Simon Mulligan *St Helens Star*

Rebecca Murphy *Eastern Daily Press*

Kieran Murray *Bridlington Free Press*

Ajay Nair *Ilford Recorder*

Amy Nickalls *Folkestone Herald*

Jason Noble *Ipswich Star & East Anglian Daily Times*

Tara O'Connor *Baylis Media*

Christopher Ord *Newbury Weekly News*

Jemma Page *Nottingham Evening Post*

Katherine Palmer *Braintree & Witham Times*

Alistair Stewart Paterson *Bridlington Free Press*

Alex Peace *Dorset Echo*

James Peck *Retford Times*

Lewis Pennock *Bristol Evening Post*

Sam Petherick *Bath Chronicle*

Jack Pitts *South Wales Evening Post*

Clarissa Place *Sidmouth Herald*

Daniel Prince *Sunderland Echo*

Michael Race *Oxford Mail*

Iram Ramzan *Oldham Evening Chronicle*

Matt Reason *East Anglian Daily Times*

Candice Ritchie *Surrey Advertiser*

David Rivers *Ealing Gazette*

James Robinson *Andover Advertiser*

Connie Rusk *Surrey Advertiser*

George Ryan *Eastern Daily Press*

Kit Sandeman *Burton Mail*

Geraldine Scott *Eastern Daily Press*

Bethany Sharp *Southern Daily Echo*

Daniel Jonathan Sharp *Stourbridge News*

Gemma Sherlock *Lancaster Guardian*

Hannah Somerville *Oxford Mail*

Caleb Spencer *Cambrian News*

David Spereall *Hull Daily Mail*

Michael Steward *Saffron Walden Reporter*

Matthew Stott *Ipswich Star & East Anglian Daily Times*

Joshua Thomas *Cambridge News*

Alexander Thorp *Grimsby Telegraph*

Liam Waite *Times & Star*

Huw Wales *Hertfordshire Mercury*

Stephanie Danika *Wareham Bucks Free Press*

Bethany Whymark *Eastern Daily Press*

Andrew Wilkins *Slough Observer*

Daniel Wilkins *Exmouth Journal*

Daniel Windham *Harrogate Advertiser*

Philip Winter *Goole Times*

Ashleigh Withall-Prince *Ripley & Heanor News*

James Woolven *Isle of Wight County Press*

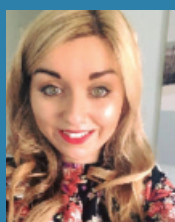
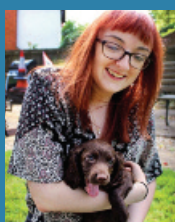
Tanya Yilmaz *Wiltshire Times*

The following trainee passed the National Qualification in Journalism for Press Photographers

Leanne Bagnall *The Sentinel*

NQJ awards

The following awards were awarded to the best performing journalists from the three NQJ exams between July 2016 and March 2017.



Ted Bottomley award for the best performance in the media law and practice exam:

Jessica Bell, *News Shopper*
Rosaleen Fenton, *Ilford Recorder*
Rachel Howarth, *Knutsford Guardian*



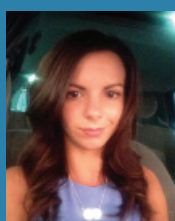
The Esso award for the best performance in the news report exam:

Alistair Grant, *Edinburgh Evening News*
Hannah Mirsky, *Cambridge News*
Geraldine Scott, *Eastern Daily Press*



Society of Editors' award for the best performance in the news interview exam:

Rebecca Choules, *Hemel Hempstead Gazette*
Alistair Grant, *Edinburgh Evening News*
Robert Langley, *Retford Times*



Newsquest award for the best logbook:

Kieran Murray, *Bridlington Free Press*
Michael Race, *Oxford Mail*
Ashleigh Withall-Prince, *Ripley & Heanor News*

Journalism Skills Conference and Awards for Excellence

On 24 and 25 November 2016, journalism professionals from across the UK journeyed to Portsmouth for the 2016 Journalism Skills Conference, home to two of the NCTJ's leading accredited course providers: Highbury College and the University of Portsmouth.

The two-day event was co-hosted by the two centres, which boast high-quality journalism training with Highbury College winning the award for best performing further education fast-track course in 2015 while the University of Portsmouth has risen up the results table of the best performing degree course.



New journalism products and skills were explored at the Journalism Skills Conference

The conference, which is a fantastic opportunity to explore new technologies and discuss the ever-evolving skillsets journalists need to succeed in the industry, began at Highbury College.

NCTJ chairman Kim Fletcher welcomed delegates, saying: "Fake news and post-truth tell us something about our world now."

He told the audience that, in a fast-moving media landscape, the public needed to be able to turn to journalists they can trust. Kim vowed that, while the NCTJ is moving quickly to keep pace with change: "One thing we are not moving on is standards."

Stella Mbubaegbu, principal of Highbury College, shared in her welcoming address: "The standards of the NCTJ are precious at this time."

Views on fake news were echoed by Richard Frediani, senior programme editor at ITV News, who said it was "impossible to regulate the internet." His thoughts came as part of a panel discussion on whether ethics were taming the media. The panel, chaired by Paul Foster, journalism programme leader for Highbury College, also included Niall Duffy, director of external affairs at IPSO.

The next panel discussion was chaired by Mark Waldron, editor of *The News, Portsmouth*, who was joined by James Baggott, chief executive office of Baize Group, Sarah Cheverton, editor-in-chief of the *Star & Crescent* and Amar Singh, chief content officer at Squawka. The panel discussed new journalism products and skills, particularly touching on the digital skills needed by journalists in a changing media landscape.

Amar Singh said: "The industry is moving to a digital era and we have to embrace it", while also emphasising that while skills are changing, passion for truth and accuracy haven't gone away.

Andy Cairns, executive editor of Sky Sports News and chair of the NCTJ accreditation board, led the final session of the day which saw a presentation by Neil White, editorial consultant of the NCTJ on the debate about how the accreditation standard continues to evolve. This session then broke out into discussion groups and reports before the day finished.

Students, trainees and course providers were then honoured at the NCTJ Awards for Excellence ceremony, which took place at the Royal Navy Submarine Museum in Gosport.



BBC deputy political editor John Pienaar hosted the Awards for Excellence ceremony

Over 40 journalists representing 13 categories were in attendance at the gala dinner, which was hosted by BBC deputy political editor, John Pienaar, who announced the winners to a host of journalists and educators.

Pienaar said: "Behind the success of each of those winning students and trainees will be a team of dedicated trainers and educators. All of those who teach on accredited courses should be congratulated on achieving the high standards the NCTJ sets on behalf of the industry."

The winners were presented with certificates by Kim Fletcher, NCTJ chairman. The categories included news journalism,

sports journalism, features, top scoop/exclusive, multimedia story/campaign and best student project.

Performance awards were given to the student journalist of the year and trainee journalist of the year who achieved the best results in their diploma and NQJ exams, respectively. Now in its second year, the apprentice of the year award was also presented following nominations from employers and trainers.

The University of Portsmouth hosted the final day of the conference, which began with a welcome from Joanne Butcher, chief executive of the NCTJ and an address from Matthew Weait, dean of the faculty of humanities at the University of Portsmouth.

The first session of the day came from Dougal Shaw, video innovation journalist at BBC News, who gave delegates a masterclass in video journalism.

Following the masterclass, Dougal then participated in a panel discussion, which explored new strategies and skills for 24-hour journalism. Mary Williams, principal lecturer in journalism at the University of Portsmouth chaired the panel, and was also joined by Martin Belam, social and new formats editor, *The Guardian*; Adrian Drummond, former assistant sports editor, *The Times* and Brogan Kay-Jessop, social media journalist, Sky Sports.

Social media was explored at length, with the panel discussing the relationship between audiences and the newsroom getting ever closer.

The next panel discussion, chaired by Bernie Saunders, senior lecturer in media law and journalism at the University of Portsmouth, centred on digital reporting in the courts and copyright chaos.

In this session, media lawyer Tony Jaffa warned about copyright issues surrounding lifting photographs from social media. He quoted the case of the viral picture of a dress that appeared to have different colours depending on who was viewing it. He said the photo had been seen by millions, but two websites were successfully sued for breach of copyright.

Mr Jaffa warned: "There is no safety in numbers. They may well mean you are ok, but there is no guarantee, and publishers must remember that professional photographers do value copyright."

The final panel discussion of the conference welcomed editors to discuss the future of journalism. Laura Adams, editorial director of Archant, chaired the panel and was joined by Joanne Cayford, digital development editor of Newshour, BBC World Service and Radio as well as Mike Gilson, editor of *The Argus* and Mark Payton, editorial director of Haymarket Consumer. Joanne told delegates that the idea of being a single platform journalist has gone. Addressing the audience, she said that while the ability to tell engaging stories was still fundamental, employers are now looking for people who have digital skills and the ability to visualise radio.

Mark agreed, saying: "We still need very good writers, but they also need an understanding of audiences and to be very good at packaging material. Those who rise to the top have a flexible mind."

The conference ended with a digital skills masterclass from James Dennis, senior lecturer in journalism at the University of Portsmouth and investigative journalist Mark Williams-Thomas.

Mark addressed the huge reliance on the internet in journalism, which can lead journalists to neglect the value of leaving their desks to go and talk to people. He told delegates: "If you're new to journalism be hungry and ask the hard questions, but don't get tunnel-vision."



Chairman's award

Paul Jones, head of diploma training at Press Association Training, was honoured with the 2016 NCTJ chairman's award for his outstanding contribution to journalism training and education.

NCTJ chairman Kim Fletcher presented the award to Paul at the Awards for Excellence gala dinner at Gosport's Royal Navy Submarine Museum on Thursday, 24 November 2016.

During the presentation, Kim praised Paul as "a very special person who is a first-class trainer. He has made an enormous contribution to journalism training over many years."

Kim added: "Paul Jones has trained and inspired more than 2,000 trainees over the last 20 years at the training centre in Newcastle."

"Paul has been constant and steadfast in his best-practice approach to training and his insistence on high journalistic standards."

Before his move into training, Paul worked for the *Evening Chronicle's* news desk. He was the industrial editor and ran the paper's biggest district office team. He moved to the North East after working for newspapers in Greater Manchester and Lancashire.

Student Council and Diploma in Journalism awards

Essential qualities sought by editors were revealed to students from across the UK at the Student Council held at Sky in Osterley, London.

An audience of over 40 journalism student representatives from NCTJ-accredited course providers were told that curiosity, commitment, integrity, honesty, persistence and the right attitude were key at the tenth annual Student Council meeting, which took place on Friday, 3 February 2017.

The event was opened by NCTJ chairman, Kim Fletcher, who explained why the organisation's work is important. Kim told the audience that the purpose of the NCTJ boiled down to one thing, which was equipping, encouraging and ultimately examining people so the public could have trust in students who had come through the training scheme.

He told the students they could do things that were unthinkable twenty or even five years ago: "You are the new generation and understand so much more about what is going on, what people are doing, how people are communicating, what they are reading, looking at, watching." He told the audience that their ability to come in with a 'can-do' philosophy will hold them in great strength.

During the morning, a range of issues, including examinations, were covered in an NCTJ Q&A session chaired by Joanne Butcher, chief executive, with Amanda Ball, principal examiner; Lyn Jones, head of qualifications; and Katherine Whitbourn, head of accreditation, on the panel.

Student presentations then followed, after group discussions about the current training and resources available from the NCTJ and ideas on improvements that could be made. The student representatives who presented the feedback from their group discussions were invited to attend and present their ideas at a main board meeting later in the year.

Joanne Butcher said: "*Students are at the heart of what we do, and I want your messages to be heard and properly considered.*"



Student council representatives at Sky News HQ

Finally, a 'meet the editors' panel consisting of Laura Adams, editorial director of Archant London, Herts and Cambs; Caroline Bannock, UGC community coordinator, GuardianWitness; Sandra Parsons, literary editor, *Daily Mail*; John Wilson, editorial learning and development manager, Johnston Press; and Andy Cairns, executive editor, Sky Sports News; answered a wide range of questions from students. The questions asked included ethical dilemmas, regulation, the future of print and where journalism jobs can be found.

After the conference, Andy Cairns, chairman of the NCTJ accreditation board, said: "I always love this day, because the students are so enthusiastic. There are so many high-achieving people here, so ambitious for the future, with such a fresh outlook on journalism as a whole.

"You can see that they recognise the benefits of having an NCTJ certificate, and how that is going to give them an edge in this business."



A student representative presents her ideas to the NCTJ panel



Diploma in Journalism awards

The top-performing students across the UK were rewarded for their hard work in the Diploma in Journalism awards, which were presented at the 2017 Student Council on Friday, 3 February.

Ten NCTJ students were presented with their awards in front of their peers at the ceremony, which was hosted by Sky Sports News presenter, Rob Wotton.

Notably, University of Sheffield student Alice Evans, who now works for MailOnline, did the 'double' by winning the prize for essential media law and regulation as well as the media law court reporting.

Award winners received a certificate and a cheque for £250.

Oxford University Press media law award

Alice Evans, University of Sheffield

Oxford University Press public affairs award

Matthew Burton, News Associates, London

Johnston Press court reporting award

Alice Evans, University of Sheffield

NCTJ production journalism award

Luke Hastings, Bournemouth University

Society of Editors shorthand award (100 words per minute)

Rachel Clark, North East Scotland College

ITV News broadcast journalism award

Eleanor Layhe, University of Salford

Mark Allen Group business of magazines award

Jodie Armstrong, Nottingham Trent University

Archant reporting award

Matthew Reynolds, News Associates, Manchester

Sky Sports News shorthand award (110/120 words per minute)

Rosalyn Roden, News Associates, Manchester

Premier League sports journalism award

Paul McNamara, News Associates, London

Journalism Diversity Fund



2017-18 JDF recipients

Since its launch in 2005, the Journalism Diversity Fund has awarded 248 bursaries to financially support the NCTJ training of students from diverse backgrounds, thanks to donations from the fund's sponsors.

The Journalism Diversity Fund is supported by those in the industry who want to make newsrooms better reflect the communities they serve by encouraging people from ethnically and socially diverse backgrounds to train as journalists. The aim is to action real change and ensure that diversity is at the top of the agenda throughout our industry.

Current sponsors include NLA media access, Associated Newspapers, Bloomberg, *Financial Times*, Google News Lab, Press Association, The Printing Charity, Thomson Reuters and Sky.

The fund is aimed at people without the financial means to attend NCTJ-accredited journalism courses who can show they are either socially or ethnically diverse and have a genuine commitment to journalism and the potential to be successful.

Each application is sent to a panel of editors and senior journalists for shortlisting, and those shortlisted are invited to attend an interview with industry professionals in the final stage of the process. This year, interviews have been held at the *Financial Times*, Press Association and the *Evening Standard* and *Independent*.

In the 2016/17 academic year, £178,848 was spent on supporting bursary recipients, an increase of £13,877 from the previous year. Three out of four cohorts have been completed for the 2016/17 academic year. A total of 48 people applied for a bursary, 34 were invited for interview and 23 were awarded a bursary.

Celebratory reception

Each year, journalists, editors, industry professionals and recent bursary recipients are invited to attend a celebratory lunch reception to mark the success of the fund. The 2017 event was hosted by Google News Lab, and took place on Wednesday, 18 October at their offices in Kings Cross, London.

For the first time, a diversity in journalism seminar took place before the lunch reception, to highlight the importance of encouraging and welcoming diversity in journalism. Industry figures came together to address a range of topics including attracting and retaining journalists from all walks of life, journalism and disability, journalism and mental health and unconscious bias in recruitment and reporting.

Jacqueline Simmons, executive editor at Bloomberg, took part in the first panel discussion of the day. She said: "When you're talking about diversity in the newsroom, it's about how hiring managers think, which can be hard to change, but something many newsrooms are working towards."

NCTJ trustee Abu Bundu-Kamara chaired the event, and Joanne Butcher, chief executive of the NCTJ, accepted a cheque for £100,000 from Andrew Hughes, international director of NLA media access, bringing the organisation's total contribution to the fund to £1.2 million.

Previous JDF recipient Charlotte Ryan, who now works as a reporter for Bloomberg, addressed the current bursary recipients in the audience. She said: "When you finish your course and join a news organisation, you will see immediately the benefit your diverse experiences can bring." A promotional video, produced by Sky Sports News apprentice Daniel Boswell, was also played to attendees during the celebratory reception.

The Claire Prosser bursary

Established in 2016, the Claire Prosser bursary was set up in memory of diversity champion Claire Prosser, founder and former director of the BBC Journalism Trainee Scheme, who died suddenly in 2014.

The bursary is awarded each year to a successful Journalism Diversity Fund applicant who has indicated a preference for a career as a broadcast or digital journalist.

The award winner receives a £5000 contribution to their funding, from Claire's husband and daughter, Paul and Ellen Clabburn, and also receives work experience opportunities with BBC News, Press Association and WireFree Productions.

The 2017 bursary recipient, Shamaan Freeman-Powell, began her news reporting course at Press Association Training in September.

The Thomas Read bursary

The Thomas Read bursary is awarded each year to a successful Journalism Diversity Fund applicant who has a long-term illness, health problem or disability.

The bursary was set up by the Read family in memory of their son and brother, Thomas, who died unexpectedly in 2015, aged just 25. Thomas was an inspirational young journalist who, in spite of his cerebral palsy, achieved a substantial amount in the field of journalism in a short space of time.

As well as receiving funding from the Thomas Read Foundation, the award winner also receives a work experience opportunity at Sky Sports News, where Thomas used to work.

Two recipients were awarded for 2017: Rory Claydon, who has recently began his MA in news journalism at Cardiff University, and Connor Parker, who is studying for his journalism MA at the University of Sheffield.



The Read family presenting Connor Parker and Rory Claydon with their awards

2016/17 recipients: where are they now?



Faima Bakar is no stranger to hard work, having respectively juggled various internships with The Conversation, Guestlist and Creative Access before completing her studies with Press Association Training.

Having previously worked for The South London Press, Faima now works as a sub-editor at *The Sun*.

Course: News reporting full time
Centre: Press Association Training London



Emilia Bona discovered her passion for journalism through her involvement in student media while she studied for a BA in politics at the University of Edinburgh. Her enthusiasm led to work experience placements at a number of regional newspapers as well as freelance work for VICE and The Huffington Post.

Emilia is now city centre reporter for the *Liverpool Echo*.

Course: Fast track course
Centre: News Associates Manchester



Keane Duncan has a strong interest in politics and has previously undertaken a work placement for a political party in the run up to the General Election. Kean gained journalism experience by contributing stories to Yorkshire Regional Newspapers, including their flagship title *The Scarborough News*.

Keane now works as a reporter for *The Gazette* in Teesside.

Course: Fast track course
Centre: Press Association Training Newcastle



Jasmine Andersson has worked extensively as a freelance journalist, contributing on politics and lifestyle to publications including *The Guardian*, *The Independent*, VICE, *The Telegraph*, *The Stylist* and *Metro*.

Alongside her freelance work, Jasmine is currently working as an investigative journalist at The Bureau of Investigative Journalism, which began with a placement set up with the Journalism Diversity Fund.

Course: Fast track course
Centre: News Associates London

Careers, distance learning and developments

Careers information

Students from five local sixth form colleges were given the chance to visit the NCTJ offices for a journalism careers seminar in Newport, Essex in March 2017.

The sixth formers from Saffron Walden County High School, Joyce Frankland Academy, Herts and Essex High School, Bishop's Stortford High School and Birchwood High School were given advice on qualifications and training courses and heard how stories are chosen by media outlets for different audiences.

Michael Steward of *The Saffron Walden Reporter* spoke to the students, telling them that although the newspaper industry had been affected by the explosion of new media, there were still jobs available for young journalists who showed dedication and determination.



Sixth formers welcomed to NCTJ offices for journalism careers event

Journalism training guide

For the fourth year in a row, the NCTJ partnered with Press Gazette to produce a training guide for aspiring journalists.

The publication includes an overview of the different routes to achieving an NCTJ qualification, top tips from journalists and interviews with apprentices and Journalism Diversity Fund recipients. A complete listing of NCTJ-accredited courses is also included within the guide.

Over 4000 sixth form, college and university career libraries across the UK receive printed copies of the training guide, with further copies being sent to additional institutions on request. A digital version is also available on the Press Gazette and NCTJ websites.

The NCTJ also distribute copies of the training guide at careers fairs, such as the Saffron Walden County High School, which is part of our commitment to support our local community.

Shine School Media Awards

For the second year running, the NCTJ lent its support to the annual Shine School Media Awards, a national competition that aims to encourage and recognise young creative talent in secondary schools.



Felix Robertson, winner of Best Feature Article at the Shine School Media Awards

As well as assisting with the final round of judging, the NCTJ provided three prizes to the winners of the Best Original Photograph, Best Feature Article and Best Overall Editorial Content categories.

The winning students were able to choose a unit from the NCTJ Certificate in Foundation Journalism as their prize.

Speaking after the ceremony in June 2017, NCTJ chairman Kim Fletcher said: "The talent on show was incredibly impressive, and I would like to praise the astonishing enthusiasm of the schools for their projects."

Strategic Partnership Scheme

The NCTJ has introduced a new system to encourage and recognise the charity's strategic partners. Those in the industry that actively support the charity should be given recognition and the opportunity to play a lead role in shaping the strategy and future development of the NCTJ.

The Strategic Partnership scheme supersedes the Per Capita scheme which was originally intended to spread the cost of running the NCTJ fairly across regional press owners. The industry and its needs have changed dramatically since the NCTJ was established and as it aims to be a charity for all media companies, editors, trainers and aspiring and professional journalists, we have introduced this scheme to ensure we evolve with the times. The criteria for recognising a strategic partner includes a financial donation to the NCTJ, the Journalism Diversity Fund or other NCTJ funds or projects, regular in-kind contributions, and a financial donation to and significant and regular purchases of NCTJ products and services. Strategic partners will uphold the NCTJ's journalism values in an age of fake news, citizen journalism, and social media.

Distance learning

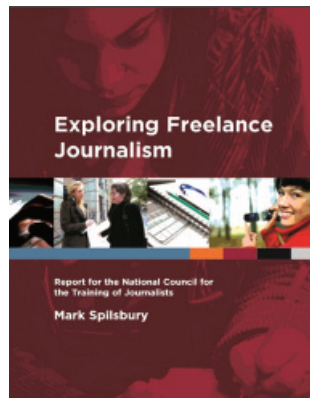
The NCTJ distance learning programmes remain popular with those who wish to achieve either the Certificate in Foundation Journalism or Diploma in Journalism via independent study.

The Diploma in Journalism remains a popular choice for career changers and school leavers who do not wish to study at a centre, with 133 people registering on the programme between July 2016 and June 2017.

The NCTJ has also been working with The Prisoners' Education Trust, who provide educational opportunities for prisoners, to adapt the Certificate in Foundation Journalism programme to suit their needs. The PET advised the NCTJ that they can no longer offer distance learning courses that require internet access. By developing a tailored package for the Prisoners' Education Trust, we are enabling prisoners to study for the Certificate in Foundation Journalism without the need for internet access.

Research

The NCTJ has commissioned and published a 52-page report, *Exploring Freelance Journalism*, which provides independent, comprehensive labour market information about the freelance journalism sector and includes the results of a recent survey of more than 600 freelance journalists.



The NCTJ's research consultant, Mark Spilsbury, designed the research methodology and authored the report. It is intended to help the charity and its stakeholders understand more about the nature of freelance journalists, self-employment, skills and learning. The full report is published on the NCTJ website.

E-Assessment award

The NCTJ's Essential Journalism examination, introduced in November 2016 on the Cirrus Assessment platform, has been recognised in the inaugural International e-Assessment Awards.

The awards, organised by the e-Assessment Association, celebrate the outstanding contributions that technology makes to all forms of assessment and showcase the very best practice, research and innovation.

The NCTJ's Essential Journalism examination won the award category for the best use of summative assessment. Although the use of technology in assessment is growing, traditional paper-based examinations still dominate. The NCTJ is committed to running as many of its examinations online as possible and has been at the forefront of using cutting-edge technology for its high-stakes assessments in partnership with Cirrus Assessment.



NCTJ wins E-assessment award in partnership with Cirrus Assessment

The NCTJ is currently working towards their aim of moving to a fully integrated online examination system and to eliminate paper-based assessments.

Celebrating innovation

In times of great change in the media industry, the NCTJ has launched an award to encourage and recognise innovation in journalism education and training.

The new award is part of the NCTJ's ambitious strategy to change and enhance the industry's long-established accreditation scheme and the way the charity and employers work together with the best universities, colleges and independent providers in the UK.

The Innovation of the Year Award recognises the unique contribution NCTJ centres make to the education and training of journalists on accredited courses. It is open to centres that have improved upon – or extended beyond – current expectations of best practice in education and training.

The award will be presented at the NCTJ Awards for Excellence gala dinner, which forms part of the Journalism Skills Conference.

Fifth edition of *Essential Public Affairs for Journalists* launched

The fifth edition of *Essential Public Affairs for Journalists* (Oxford University Press), an invaluable guide for both journalism students and practising journalists, was launched in March. It offers engaging coverage of the workings of both central and local government, and gives stimulating insights into how they are, and could be, covered by journalists.

The author, James Morrison, is a reader in journalism at Robert Gordon University, Aberdeen, and a freelance journalist and writer. Previously, he was course leader of the NCTJ-accredited newspaper and magazine journalism programmes at City College Brighton and Hove and has been a senior lecturer at Kingston University. James is a senior examiner in public affairs for the NCTJ and a member of its public affairs board. The book can be purchased on the NCTJ's website.

Short courses

Formal learning doesn't end with a qualification

The NCTJ's curriculum provides journalism students with the skills they need to be successful in the workplace, but it doesn't stop there. We support journalists throughout their careers with continuing professional development, which has always been important in the journalism industry, but in recent years has become vital in order for journalists to remain employable.

With ongoing rapid change, we work to keep abreast of trends, and identify training needs by speaking to working journalists, researching, observing and experiencing those needs first-hand in the newsroom.

In 2017, we provided free courses and seminars in partnership with Google and Facebook to teach journalists and journalism trainers how to use the newest digital tools, and keep up-to-date in an ever evolving industry. Masterclasses that teach the latest skills needed in the newsroom have also been run, as well as relevant courses for those who want to apply journalistic skills in other fields.

In short, we aim to provide working journalists, educators and those who want to acquire journalistic skills with the tools and knowledge to do their jobs to the best of their abilities.

What we offer

In addition to masterclasses, our original core skills courses such as grammar and proof-reading and the essentials of media law continue to be popular, because foundation skills are always at the heart of what the NCTJ does.

We have successfully implemented a graduate training scheme for magazine journalists at Mark Allen Group in London, and this will continue in 2017-18. We also launched an advanced diploma in journalism with Sky Sports News this year, which will also continue in 2017-18.

National Qualification in Journalism (NQJ) and Diploma in Journalism refreshers run in advance of exam dates throughout the year. Both are well attended.

The NCTJ also organises in-house bespoke training for businesses in both the UK and abroad. Course leaders teach journalistic skills to delegates to enable them to apply the skills within their own sector. Each trainer is an experienced journalist who delivers a bespoke programme for the client. In the past year, clients have come from the media, international defence, public, charity and academic sectors.



The NCTJ Facebook Journalism Project Seminar

Our courses

The short course programme is designed to help journalists across the UK and internationally, or anyone who wants to acquire journalistic skills.

These courses can be taught either as in-house courses or at the NCTJ's offices in Newport, Essex:

Beginners in PR

Broadcast and crisis media

Crisis management

Email marketing for journalists

Grammar and proof-reading skills

Improving editorial products – an interactive training day

Interviewing skills

Journalism to PR

Mobile journalism

News and feature writing

Secrets of the newsroom: Pitching successfully to the media

Sharpening your press releases and PR skills

Social media – an introduction

Social media: keeping it legal and ethical

The essentials of media law

The essentials of sub-editing

The new editor

User generated content and social media storytelling

Video and audio reporting for the web

Writing for the web



Business and finance review

Resources

The net incoming resources of the group amounted to £2,038 (2016 net increase: £31,049). After the addition of net realised and unrealised gains on investments of £159,911, (2016: loss £14,392) there was a total increase of funds amounting to £161,949 (2016: £16,657). There was, exclusive of the Journalism Diversity Fund, a trading deficit of £43,002, offset by revaluations on investments, giving a surplus of £132,466 (2016: £19,365).

The charity is an established and robust organisation with a well-known brand in the industry that enjoys high penetration. It is financially secure with sound revenue streams offering a range of products and services. The media industry is undergoing significant change and the business direction of the charity reflects that. In line with media convergence and digital developments, the charity is a multimedia organisation and stakeholders come from all media sectors.

The charity continues to invest in the development of a broad range of products and services for all journalists and media organisations. A long-term commitment has been made to foster a culture of continuing professional development for journalists to ensure there is public confidence in journalism standards and ethics.

The directors consider the financial state of affairs of the charity to be satisfactory and remain focussed on the need to manage expenditure appropriately and in line with its charitable objectives.

The Journalism Diversity Fund, an industry charitable fund, is managed and administered by the NCTJ as a restricted fund. Donations totalling £208,937, were received from NLA media access, Sky UK, Google UK, The Printing Charity, Daily Mail and

General Trust, Press Association, *Financial Times* and Thomson Reuters, along with a private donations of funds raised by the Thomas Read and Claire Prosser families (2016: £156,633). Expenditure from the fund amounted to £178,848 (2016: £163,971).

Investment powers, policy and performance

Under the memorandum and articles of association, the NCTJ has the power to make investments in such securities, property and other investments as the directors see fit. The charity's portfolio is invested with the advice of Investec Wealth and Investment and operates an investment policy that provides for a degree of diversification of holdings with different common investment funds in order to mitigate the impact of significant movements in exchange rates and localised economic issues. The directors are satisfied with its overall performance.

Reserves

It is the aim of the directors to generate surpluses sufficient to maintain a level of resources which, in the opinion of the board, is commensurate with the identified needs of the NCTJ. Directors will continue to monitor the future allocation of investments in line with the charity's reserves policy and development strategy. The policy is to maintain a minimum level of funds that would allow time for re-organisation and restructure in the event of a downturn in income, protect ongoing strategic work and allow the charity to fulfil its objectives and commitments.

The principal income sources are: donations from per capita members; income from registrations; apprenticeships and examination fees; sales of publications and training materials;

events and training courses; accreditation fees; donations to the Journalism Diversity Fund; sponsorship; and investment income.

Risk management

The directors have assessed the major risks to which the group is exposed, in particular those related to the operations and finances of the charity and its trading subsidiary, and compliance with the regulators' conditions of recognition for awarding organisations.

The importance of effective risk management operates at all levels of the organisation. The directors are responsible for managing risk at a strategic level and monitor risk on a quarterly basis. The chief executive and management team have primary responsibility for managing risk at an operational level and building a risk awareness culture within the organisation. Individuals and teams are responsible for identifying and managing risk on a day-to-day basis.

Structure, governance and decision making

The National Council for the Training of Journalists is a registered charity. The training activities of the group are carried out by NCTJ Training Limited, a wholly-owned subsidiary. In common with all charities, the NCTJ exists to help create a better society. The principal objective of the charity is the provision, supervision and accreditation of journalism-related training.

The directors have the ultimate responsibility for running the charity and exercising all the powers of the council, and in particular, for its property, finances, strategy and accountability. Operations are delegated to the chief executive, who is appointed by, and reports to, the board, and her management team. Stakeholders are involved through focus groups of editors and trainers, accreditation forums and seminars, the Journalism Skills Conference and the Student Council.

New directors are recommended and appointed by the directors. Nominations are vetted carefully and considerations include skills and experience, representation of stakeholders, eligibility and conflicts of interest. The chairman and chief executive are responsible for the induction and training of new directors and formal training is available covering the role of a trustee, governance, finance, chairing committees and board leadership.

The number of directors is not subject to any maximum but is not less than three. A director's term of office is normally for at least three years and a period of up to nine years. Thereafter the term of office of individual directors will be reviewed and may be extended further by the directors if it is in the interests of the charity.

Charitable contribution

During the year NCTJ Training Ltd made a charitable donation under deed of covenant of £46,170 (2016: £86,702) to its holding company, The National Council for the Training of Journalists, a registered charity (No: 1026685).

Statement of accounts	2016-17	2015-16
Incoming resources	£1,125,239	£1,134,017
Expenditure	£1,123,201	£1,102,968
Operating surplus/(deficit) for the year	£2,038	£31,049
Consisting of:		
<i>Restricted fund surplus/deficit</i>	£45,040	(2,708)
<i>Trading deficit/surplus</i>	(£43,002)	£33,757
Balance Sheet as at 30 June 2016		
Tangible fixed assets	£436,151	£452,163
Investments	£750,453	£590,542
Current assets	£792,059	£753,882
Current liabilities	£205,296	£185,169
Net current assets	£586,763	£568,713
Net assets	£1,773,367	£1,661,418

Notes

1.This financial information does not constitute statutory accounts within the meaning of Section 394 of the Companies Act 2006

2.Copies of the full statutory accounts are available on request

Who we are

Trustees

CHAIRMAN: **Kim Fletcher**, partner, Brunswick Group
VICE-CHAIRMAN: **Laura Adams**, content director – London, Kent, Herts & Cambs and Southwest Newspapers, Archant
Gavin Allen, daily news programmes, BBC
Abu Bundu-Kamara, global diversity and inclusion lead, Boeing
Andy Cairns, executive editor, Sky Sports News
Andy Martin, editor and head of news, *Daily Echo*, Bournemouth
Donald Martin, editor-in-chief, Newsquest Scotland
Roz McKenzie, course leader, NCTJ fast-track Diploma in Journalism, UCFB
Alison Moore, director of finance and company secretary, NLA media access
Colm Murphy, head of media, film and journalism school, Ulster University
John Ryley, head of Sky News
Russell Whitehair, solicitor director, Mediaforce Group

Joanne Butcher, chief executive
Chris Dunham, company secretary

Staff

Jan Alder, PA to chief executive
Beverley Bailey, head of development
Joanne Butcher, chief executive
Chris Dunham, head of finance and IT
Kimberley Holland, events and training officer
Lyn Jones, head of qualifications
Sarah Kenny, marketing and communications executive
Rachel Manby, head of quality and assessment
Alison Puttock, senior examinations controller
Andy Summers, examinations controller
Hannah Walter, examinations administrator

Lead consultants

Faith Lee, external quality assurance
Michelle Lewis, short courses and professional development
Mark Spilsbury, research
Paul Watson, editorial

Accreditation board

CHAIRMAN: **Andy Cairns**, executive editor, Sky Sports News
Tim Dawson, president, National Union of Journalists
Graham Dudman, tutor and consultant, News Associates London

Will Gore, deputy managing editor, *The Independent & London Evening Standard*

Sue Green, journalism tutor, City of Wolverhampton College
Ian Reeves, director of learning and teaching, University of Kent
Abbie Scott, deputy managing editor, *Financial Times*
Chas Watkin, editor, *You and Yours*, BBC
Joy Yates, editor, *Hartlepool Mail* and *Shields Gazette*

Joanne Butcher, chief executive
Rachel Manby, head of quality and assessment

Journalism qualifications board

CHAIRMAN: **Andy Martin**, editor, *Bournemouth Daily Echo*
Amanda Ball, NCTJ principal examiner
Karen Ballam, chief examiner, shorthand and further education representative
Joyce Bishop, chief examiner, essential journalism
John Dilley, chief examiner, production journalism
Mark Hanna, chief examiner, media law
Catherine Houlihan, chief examiner, broadcast journalism
Helen Hutchinson, chief examiner, videojournalism for online
Janet Jones, chief examiner, public affairs
Dave King, chief examiner, sports journalism
Steve Phillips, chief examiner, press photography and photojournalism
James Porter, journalism training manager, news group partner, BBC Academy
David Rowell, industry representative
Chris Rushton, chief examiner, PR & communications

Joanne Butcher, chief executive
Lyn Jones, head of qualifications

Quality assurance and standards committee

CHAIRMAN: **Sean Dooley**
Michael Adkins, group editor London, Archant
Amanda Ball, NCTJ principal examiner
Sarah Cassidy, programme administrator journalism, University of Salford

Joanne Butcher, chief executive
Lyn Jones, head of qualifications
Rachel Manby, head of quality and assessment