

Annual Review



| of the Commission  |                |
|--|----------------|
| Complaints Statistics                                    | 3 1            |
| Privacy  | $v_{j} \sim i$ |
| Complaints in Action                                     | 7 16           |
| Commission Members                                       |                |
| Commission Information                                   | 1 3            |
| Industry Relations                                       | 14             |
| Spreading the Word                                       | 15             |
| International Report                                     | 16             |
| Report of the Chairman of the Code of Practice Committee | 1.7            |
| Code of Practice   | 18             |



A COOMPlaints

# Report of the Chair

As I start a second term as Chairman of the PCC, I am more aware than ever of the privilege of holding this position. The PCC is a window on real life. An extraordinary cross-section of people comes to us with unique and personal stories and complaints. It gives, in particular, real satisfaction to help those unused to the media, who find themselves briefly and unwillingly thrust into the public gaze because of their proximity to a newsworthy death or crime. It is, I think, the best thing we do.

It is impossible not to be struck by how the debate on self-regulation has shifted over the last three years. When I first took this job, there were challenges from Parliament, from the legal profession and from inside the newspaper industry itself. Some of the criticism was mented: which was why we embarked on a series of reforms to the PCC to enhance its independence, effectiveness and transparency.

There is now more public involvement with and scrutiny of the Commission's work than ever: not just on the board of the Commission, where the lay majority has increased, but also through the work of the independent Charter Commissioner and the Charter Compliance Panel. The Code Committee now meets every year to review the Code and make changes, where necessary — often following suggestions from members of the public.

There is now more public involvement with and scrutiny of the Commission's work than ever

We mounted a major campaign – now a permanent feature of our operations – to raise the visibility of the PCC throughout the country so people are aware of how we can help them. Twice a year the PCC takes its road-show to the great cities of the UK. In 2006 it will be Liverpool and Glasgow.

One result of this activity has been to increase by 40% the number of people coming to us with their complaints and concerns.

# an of the Commission



Last year we hit a record figure of 3,654. In addition, several thousand people get in touch with us each year with all kinds of requests for advice and information.

Another result is that the campaign in some quarters to replace self-regulation with something else has, for the most part, gone quiet. But this cannot be taken for granted: I am not so complacent as to think that this is, as it were, the disease cured. It is in remission. One really contentious, high-profile case is all it takes to ignite the fires of controversy and breathe new life into those who, for example, would like us to be replaced by a statutory body. That is why it is in their own best interests for editors to stay well within the spirit and letter of the Code of Practice.

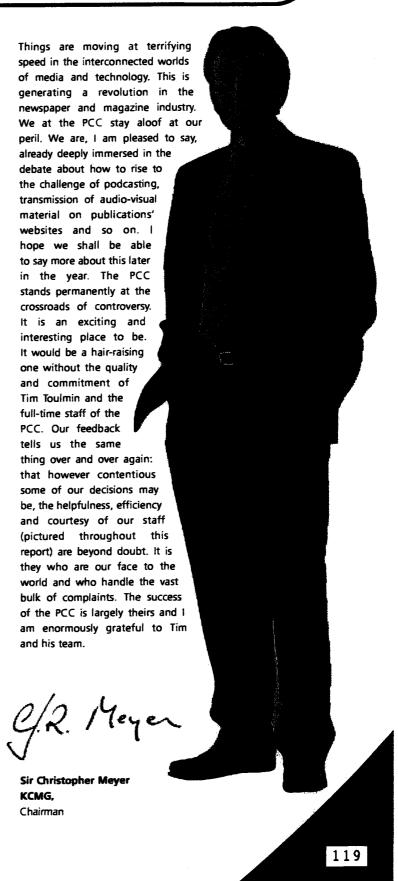
# What is **the agenda** for the **next three years**?

At one level it is more of the same: make the system of self-regulation work better; convince people that this is happening. The latter is easier said than done: I have noted before that the success of the PCC is, in part, measured by the story that is not published and the individual who is not harassed. By definition these are things we cannot publicise.

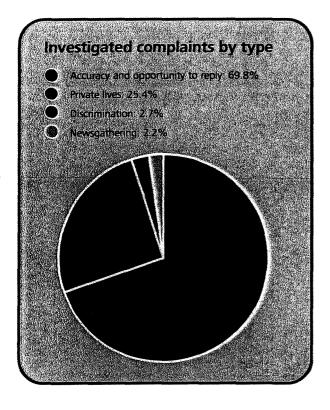
But there are other areas which we can and should publicise. There is an ingrained view that if you can get an editor to agree a correction or apology, it will be hidden away at the back of the newspaper. The truth is rather different. It is an area where we have worked hard with editors. In fact, as we point out on page 10 of the Report, 82% of corrections and apologies appear either on the same page as the original article, or further forward, or in a dedicated corrections column.

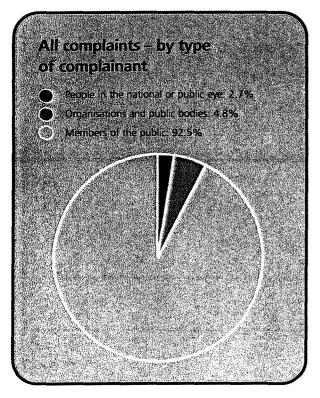
Take also resolved cases. Some people say that the relatively small proportion of complaints formally adjudicated is a sign of weakness. Actually it is a sign of effectiveness. The number of cases resolved amicably between complainant and publication rose by 40% in 2005 alone. The formal adjudication is, of course, indispensable to the development of our case law and where there has been a serious breach of the Code. But our core mission is to deliver effective, speedy and cost-free solutions to complainants with a minimum of fuss.

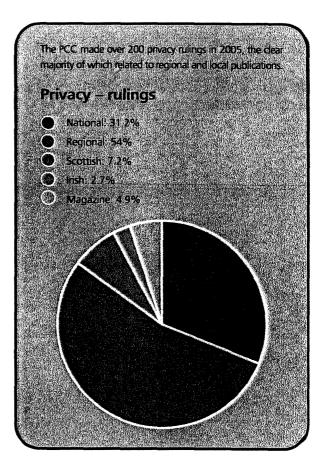
We must also raise our eyes to the wider horizon. That means keeping an eye on developments in Dublin where the debate about the appropriate machinery for press regulation continues to blaze. It means keeping an eye on the European Commission in Brussels in case the regulating reflex should start to threaten press self-regulation through the back door. Above all we must try to anticipate the meaning for the PCC of the phenomenon of media convergence.











### **Customer survey**

To monitor its service, the PCC annually surveys hundreds of complainants. In 2005, 242 people returned the anonymous form. A significant number of these people had made complaints that had not prospered. Despite this, the figures encouragingly reveal that:

- 66% of complainants overall found that their complaint had been handled satisfactorily or very satisfactorily (up 6% on last year).
- 94% of complainants found the PCC's printed information clear or very clear;
- 88% found PCC staff helpful or very helpful.

Following a recommendation from the Charter Compliance Panel, the Commission began a new way of surveying complainants at the start of 2006. This will hopefully lead to an even more rounded picture of complainant opinion emerging. The results will be published in the 2006 annual review, when the different methodology will mean that it will not be possible to make direct companisons with previous years.







# Photographs and freedom of expression

These two rulings illustrate how intrusive information can be disseminated both through photographs and words. One element of freedom of expression is the right to publish photographs of people taken in public places, providing there is no harassment. An exception to this - as the Commission made clear in its 2004 Annual Report - is when a published photograph, taken in circumstances which otherwise would not breach the Code, reveals something about a complainant's health that is not in the public interest. On the other hand, an individual's right to respect for their private life includes the right to protection from the publication of photographs taken in places where there is a reasonable expectation of privacy, or when there is harassment. But the Commission does not accept that there is anything about a photograph that makes the information contained within it innately more intrusive than written information. Whether or not there has been a breach of the Code depends on the nature of the information, not the manner in which it is conveyed.

## False privacy

There has been recent comment about the notion of 'false privacy', which litigants in a very small number of cases – one or two – have tried to introduce in order to take legal action against newspapers for intrusion into privacy without saying whether the claims that have been made about them are true or not. It would be a matter for the courts to decide whether publishing an inaccuracy can be intrusive. The Commission has not taken this view, although it has previously dealt with similar issues.

Because the Code of Practice contains rules on both accuracy and privacy, complainants can be in the position of arguing that a story is either untrue or intrusive, in breach of Clause 1 (Accuracy) or 3 (Privacy) of the Code. This has two advantages. First, the process is discreet and Commission hearings held in private, although its findings are of course published. Second, the alternative to the complaint about privacy is that the story is inaccurate — a less difficult threshold for the complainant to cross than a complaint about libel, which would be the legal alternative. As long ago as 1998 the Commission upheld a complaint on this basis, without needing to resolve whether the allegations in the story were true or not. (Billington v Sunday People, Report 43).

### Pre-publication support

In addition to the formal rulings and resolutions, the Commission's staff handled hundreds of enquiries from members of the public, lawyers and representatives of public figures about the application of the Code and requests for advice about how to make a case directly to a newspaper or magazine.

The Commission also passed on a number of formal requests for journalists from newspapers and magazines to desist from asking questions, following, or photographing individuals under Clause 4 (Harassment) of the Code. In each case, a formal complaint was averted. The PCC, as a conciliation service, is well-suited to resolving such difficulties amicably, without the need for a time-consuming investigation, and before anything has been published. This is part of self-regulation working 'invisibly' in action.

### **Published** findings

Details of all the Commission's adjudications and resolved complaints can be found on its new website – www.pcc.org.uk — which breaks news daily about the outcome of complaints.

The website also contains the annual reports of the Charter Commissioner and the Charter Compliance Panel. The Charter Commissioner, Sir Brian Cubbon, investigates cases where complainants have concerns about the manner in which their complaints have been handled by the Commission. The Charter Compliance Panel is an independent audit committee charged with overseeing the work of the PCC; its task is to examine cases selected at random to ensure that the PCC is meeting its service commitments to complainants. The reports can be accessed in full at www.pcc.org.uk/reports/index.html



of privacy rulings concern the regional press



## Snapshots of the PCC

In 2005, the PCC resolved very nearly one complaint for every day of the year. When a complaint is resolved, the Commission publishes a summary of the case prominently on the front page of its website and in its biannual report. This summary acts as an important public record – to which a complainant can refer in future – of the details of a complaint, and the action obtained from a newspaper or magazine.

The summaries also act as useful snapshots of the PCC in action over the year, showing the sort of cases in which it has been involved. A selection now follows:

Mr Tim Rerry, the Deputy Head of Abbeyfield School, complained that a reporter from the newspaper had spoken to children while they were at school in breach of Clause 6 (Children) of the Code. The complaint was supported by parents of two pupils from the school

The complaint was resolved when the newspaper — which accepted that it had acted in breach of the Code — sent personal letters of apology to the school and parents and published an apology

Mr I W Ray of Southampton complained that approaches by the newspaper – accompanied by the taking of photographs of him inside his doorway – were in breach of Clause 3 (Privacy) and Clause 4 (Harassment).

The complaint was resolved when the newspaper – which accepted that the complainant should not have been approached a second time nor been photographed without his permission – sent the complainant a private letter of apology. The editor made clear that he had reprimanded the staff responsible and had destroyed the photograph in question.



Mr Eric Richard complained, through Mr Robin McGibbon of Celebrity Features, that an article on the death of his grandson in the Asian tsunami disaster was inaccurate and, as such, intruded into his family's grief.

The complaint was resolved when the newspaper published a follow-up article in which the inaccuracies were corrected. The editor also wrote privately to the complainant to apologise for any distress caused.

David and Victoria Beckham complained, through Harbottle & Lewis solicitors, that an article had inaccurately claimed that they had bought their son Brooklyn a £25,000 pair of clamond earnings. The jeweller allegedly commissioned by the complainants also made clear that he had not been asked to make any earnings for Brooklyn Beckham.

The complaint was resolved when the newspaper published an apology.



# Prominence: a myth exposed

A common comment, and criticism, about negotiated corrections and apologies is that they are buried in the back of the publication, in a position scarcely proportionate to the original article.

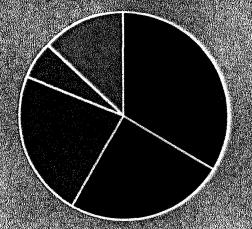
However, the Code requires that newspapers and magazines publish corrections and apologies with true prominence, which is to say in a proportionate position in regard to the original piece. This will take into account a number of factors the scale of the breach of the Code, the speed of the action taken by the publication, whether the publication has a clearly defined corrections column.

Throughout 2005, the Commission examined the position of its negotiated corrections, clarifications and apologies in relation to the original item under complaint. The results rebutted the myth that such texts are buried by the newspaper industry.

From the available information, we discovered that publications without a corrections column printed 76% of all texts on the same page, or earlier, than the original 84% were published no further than 5 pages away from the original

In total - including those publications which have a corrections column - the PCC negotiated the publication of the resolution on the same page, further forward or in the corrections column in 82% of cases. The Commission will continue to monitor the outcome of such cases.

- 34% appeared further forward than the original piece
- 25% appeared on the same page as the original :-
- 22% appeared in corrections columns
- 6% appeared within 5 pages of the original
- 13% appeared more than 5 pages further back than the original



### New media

In 1997 the Commission made clear that it would deal with complaints about articles on newspaper and magazine websites in the same way that it dealt with editorial material in the paper versions. Indeed, by accepting complaints via email (provided that a link to the relevant article is included) the PCC has enabled people to complain immediately about something they may have seen on the Internet.

The vast majority of complaints about on-line material relate to articles that also appeared on paper. In fact, there has been no noticeable rise in the number of complaints concerning articles not available in the actual newsprint versions over the last few years.

However, one aspect of the Commission's acceptance of complaints about on-line pieces is significant. In general terms, the Commission will only investigate a complaint if it has been lodged within two months of the material being published (or of direct correspondence between complainant and newspaper coming to an end). But equally, the Commission has generally regarded downloading an article as republication. Therefore, material that is freely available in a newspaper's website archive can generally be complained about even if it was not originally published within the last two months. As a result, the Commission is refusing fewer complaints on grounds of undue delay.













- 1. Peter Hill: Editor, Daily Express
- 2. Ian Nichol: Accountant, Member of the Criminal Cases Review Commission
- 3. Matti Alderson Member of the Direct
  Marketing Authority and the Removals Industry
  Ombudsman Scheme
- 4. Roger Alton: Editor, The Observer
- 5. Spencer Feeney Editor, South Wales Evening Post
- 6. Tim Toulmin: Director, PCC
- 7. Derek Tucker Editor, Press & Journal
- Vivien Hepworth Chief Executive Grayling Political Strategy
- 9. Paul Horrocks: Editor Manchester Evening News
- 10. "Paul Dacre: Editor-in-Chief, Daily Mail
- 11. Jane Ennis: Editor, NOW Magazine
- 12. The Rt Rev John Waine KCVO: Chairman of the University of Essex Foundation
- 13. Sir Christopher Meyer KCMG: Chairman, PCC
- Eve Salomon, Commissioner on the Better Regulation Commission and the Gambling Commission
- 15. Dianne Thompson CBE. Chief Executive Camelot.

  Group pic.
- 16 Adam Phillips: Chairman, ESOMAR Professional Standards Committee
- 17: Rear Admiral Nick Wilkinson CB Director of the Victory Service Association and the Greenwich Foundation

# **Industry** Relations



Sir Christopher Meyer noted in a speech in March 2005 that the term 'self-regulation' may no longer be adequate to describe the form of regulation overseen by the PCC. This is because of the significant public input into the administration of the system. None of the Commission's full time staff is a journalist or has ever been employed by a newspaper. 60% of the board of directors — 10 out of the 17 members — are public members who are not involved in the business of publishing newspapers or magazines. This degree of independence from the regulated industry is highly unusual in press self-regulatory bodies, where the full time administration and adjudication functions are often carried out by journalists themselves. Indeed, it is true to say that, measured by public involvement in the system, the PCC is the most independent form of press self-regulation anywhere in Europe, and probably beyond.

It was for this reason that Sir Christopher wondered whether the term 'self-regulation' accurately conveyed to the general public the scope of the Commission's work. He suggested that the Commission was like a "Frankenstein's monster" – the creature that broke free from its creators.

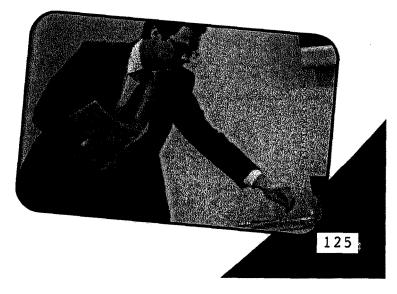
But as the PCC becomes more independent, it follows that it has a greater obligation to engage with the industry, to keep it abreast of developments in its thinking and to ensure that its rulings remain relevant and respected. This is to a large degree fulfilled by the presence on the Commission of the seven editors. But the Commission is increasingly involved with activities for those at the coalface of journalism, such as refresher courses about the Code for existing journalists. It has a contact programme with editors, managers and working journalists across the UK. The fact that the industry buys into the system is one of its strengths: such a programme of industry relations ensures that there is mutual dialogue and understanding between the regulator and the press.

In addition to question and answer sessions with working journalists in London and Glasgow, the Commission hosted in 2005 a new series of training seminars for picture editors, news editors and magazine journalists. These evening events use real PCC cases as examples to illustrate the Commission's approach — and cast the participants in the role of adjudicators in order to promote thought about how the Code is administered.

There are plans for further seminars in 2006.

of possible breaches sufficient action obtained from editors

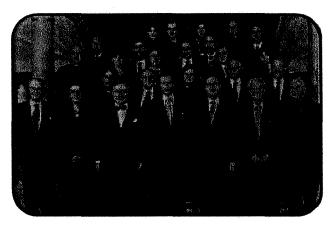




# **International** Report



The PCC has always taken the view that that there can be no standardised form of press self-regulation. Different countries will establish different systems, based on cultural expectations and the nature of their print media. But self-regulatory bodies do have certain shared characteristics, in particular the belief that the writing of Codes of Practice for journalists is not the business of governments. It is important for the Commission to keep in touch with its counterparts with which it has



much in common. The Commission can learn from the experience of others as well as share its own expertise, and help promote self-regulation abroad. It is also useful to have allies in Europe when European Commission proposals threaten to intrude into issues of media regulation.

The Alliance of Independent Press Councils of Europe (AIPCE) is the main forum for discussion. It meets annually in the autumn. The 2005 conference was hosted by the Luxembourg Press Council to coincide with its 25th anniversary. Twenty-five countries were represented and discussion ranged from financial journalism to the presumption of innocence in criminal proceedings. Delegates are pictured above with Grand Duke Henri of Luxembourg. The Prime Minister of Luxembourg, Jean-Claude Juncker, addressed the meeting and took questions. Vivien Reding, the European Commissioner for Information, Society and Media, expressed her support for self-regulation of the print media at the national level.

Ms Reding also assured the conference that the EC's Television Without Frontiers Directive would not affect newspapers and magazines. This was in response to concerns that newspapers' websites – particularly those that offered audio-visual material – might be caught by some of its provisions. Ms Reding's reassuring comments were welcome, although there is some way to go before the Directive is finalised.

Aside from its involvement with AIPCE, the Commission has directly assisted a number of Press Councils, although not financially. Its connection with the Council in Bosnia & Herzegovina remained strong throughout 2005, although Professor Robert Pinker – former Acting Chairman of the PCC – stood down from his position as International Chairman after four years in the role. He continues to advise the Council as it seeks to resolve issues over its long-term funding.

The PCC has also assisted the newly-established National Council for Journalism Ethics in Bulgaria, which will host the 2006 AIPCE conference in September. This new self-regulatory structure has two arms: one to cover press journalism; the other to cover the broadcast media. A member of the Commission's staff spoke at a

conference in Sofia in December and further contact is planned for 2006. PCC representatives also attended a seminar in Madrid at the request of the Catalonian Information Council and the Federación de Asociaciones de la Prensa de España to assist in the establishment of a new Press Council for Spain.

Despite the difficulties inherent in establishing self-regulatory structures, they continue to prosper. New Press Complaints Commissions and Press Councils are being created throughout the world, particularly in countries that have only recently experienced state restrictions on press freedom. This is welcome news, and the PCC will, within its resources, continue to assist those who are moving down the self-regulatory path.



# The Code of Practice



The Press Complaints Commission is charged with enforcing the following Code of Practice which was framed by the newspaper and periodical industry and was ratified by the PCC on

All members of the press have a duty to maintain the highest professional standards. This Code sets the benchmark for those ethical standards, protecting both the rights of the individual and the public's right to know. It is the cornerstone of the system of self-regulation to which the industry has made a binding commitment.

It is essential that an agreed code be honoured not only to the letter but in the full spirit. It should not be interpreted so narrowly as to compromise its commitment to respect the rights of the individual, nor so broadly that it constitutes an unnecessary interference with freedom of expression or prevents publication in the public interest.

It is the responsibility of editors and publishers to implement the Code and they should take care to ensure it is observed rigorously by all editorial staff and external contributors, including non-journalists, in printed and online versions of publications.

Editors should co-operate swiftly with the PCC in the resolution of complaints. Any publication judged to have breached the Code must print the adjudication in full and with due prominence, including headline reference to the PCC.

- The Press must take care not to publish inaccurate, misleading or distorted information,
- A significant inaccuracy, mis-leading statement or distortion once recognised must be corrected, promptly and with due prominence, and where appropriate an apology published.
- The Press, whilst free to be partisan, must distinguish clearly between comment,
- A publication must report fairly and accurately the outcome of an action for defamation to which it has been a party, unless an agreed settlement states otherwise, or an agreed statement is published.

### Opportunity to reply

A fair opportunity for reply to inaccuracles must be given when reasonably called for.

- Everyone is entitled to respect for his or her private and family life, home, health and correspondence, including digital communications. Editors will be expected to justify intrusions into any individual's private life without consent.
- It is unacceptable to photograph individuals in private places without their consent. Note - Private places are public or private property where there is a reasonable expectation of privacy.

- Journalists must not engage in intimidation, harassment or persistent pursuit.
- They must not persist in questioning, telephoning, pursuing or photographing individuals once asked to desist; nor remain on their property when asked to leave and must not follow them.
- Editors must ensure these principles are observed by those working for them and take care not to use non-compliant material from other sources.

### Intrusion into grief or shock

In cases involving personal grief or shock, enquiries and approaches must be made with sympathy and discretion and publication handled sensitively. This should not restrict the right to report legal proceedings, such as inquests.

- Young people should be free to complete their time at school without unnecessary intrusion.
- A child under 16 must not be interviewed or photographed on issues involving their own or another child's welfare unless a custodial parent or similarly responsible adult consents.
- Pupils must not be approached or photographed at school without the permission of
- Minors must not be paid for material involving children's welfare, nor parents or guardians for material about their children or wards, unless it is clearly in the child's interest.
- Editors must not use the fame, notoriety or position of a parent or guardian as sole justification for publishing details of a child's private life.

- The press must not, even if legally free to do so, identify children under 16 who are victims or witnesses in cases involving sex offences.
- In any press report of a case involving a sexual offence against a child -
  - The child must not be identified.
  - The adult may be identified.
  - The word "incest" must not be used where a child victim might be identified.
  - iv) Care must be taken that nothing in the report implies the relationship between the accused and the child.

### Hospitals

- lournalists must identify themselves and obtain permission from a responsible executive before entering non-public areas of hospitals or similar institutions to pursue enquiries.
- The restrictions on intruding into privacy are particularly relevant to enquiries about individuals in hospitals or similar institutions.

### Reporting of Crime

- Relatives or friends of persons convicted or accused of crime should not generally be identified without their consent, unless they are genuinely relevant to the story.

  Particular regard should be paid to the potentially vulnerable position of children who witness, or are wictims of, crime. This should not restrict the right to report legal proceedings.

### 10\* Clandestine devices and subterfuge

- The press must not seek to obtain or publish material acquired by using hidden cameras or clandestine listening devices; or by intercepting private or mobile telephone calls, messages or emails; or by the unauthorised removal of documents or photographs.

The press must not identify victims of sexual assault or publish material likely to contribute to such identification unless there is adequate justification and they are legally free to do so

- The press must avoid prejudicial or pejorative reference to an individual's race, colour, religion, gender, sexual orientation or to any physical or mental illness or disability.
- Details of an individual's race, colour, religion, sexual orientation, physical or mental illness or disability must be avoided unless genuinely relevant to the story.

- Even where the law does not prohibit it, journalists must not use for their own profit financial information they receive in advance of its general publication, nor should they pass such information to others.
- They must not write about shares or securities in whose performance they know that they or their close families have a significant financial interest without disclosing the interest to the editor or financial editor.
- They must not buy or sell, either directly or through nominees or agents, shares or securities about which they have written recently or about which they intend to write in the near future

### Confidential sources

Journalists have a moral obligation to protect confidential sources of information

No payment or offer of payment to a witness - or any person who may reasonably be expected to be called as a witness - should be made in any case once proceedings are active as defined by the Contempt of Court Act 1981.

This prohibition lasts until the suspect has been freed unconditionally by police without charge or bail or the proceedings are otherwise discontinued; or has entered a guilty plea to the court; or, in the event of a not guilty plea, the court has announced its verdict.

- Where proceedings are not yet active but are likely and foreseeable, editors must not make or offer payment to any person who may reasonably be expected to be called as a witness, unless the information concerned ought demonstrably to be published in the public interest and there is an over-riding need to make or promise payment for this to be done; and all reasonable steps have been taken to ensure no financial dealings influence the evidence those witnesses give. In no circumstances should such payment influence the evidence those witnesses g be conditional on the outcome of a trial.
- Any payment or offer of payment made to a person later cited to give evidence in proceedings must be disclosed to the prosecution and defence. The witness must be

- Payment or offers of payment for stories, pictures or information, which seek to explain a particular crime or to glorify or glamorise crime in general, must not be made directly or via agents to convicted or confessed criminals or to their associates who include family, friends and colleagues.
- Editors invoking the public interest to justify payment or offers would need to demonstrate that there was good reason to believe the public interest would be served. If, despite payment, no public interest emerged, then the material should not be published.

- The public interest

  There may be exceptions to the classes marked it where they can be demonstrated to be in the public interest.

  1. The public interest includes, but is not confined to:

  1. Detecting in exposing chine or serious impropriety.

  10. Protecting public health and safety.

  10. Protecting public from being misled by an action or statement of an individual or organisation.

  2. There is a public interest in freedom of operation itself.

  3. Whenever the public interest is invoked, the PCC will recover eithers to demonstrate fully how the public interest was served.
- The PCC will consider the extent to which material is already in the public domain, or will become so.
- in cases incoving children under 15, editors must demonstrate an exceptional public interest to over-ride the normally paramount interest of the child.

### 128

Press Complaints Commission Halton House, 20/23 Holborn, London EC1N 2JD

Telephone: 020 7831 0022

Fax: 020 7831 0025

Textphone: 020 7831 0123
(for deaf or hard of hearing people)

Helpline: 0845 600 2757

Scottish Helpline: 0131 220 6652

Welsh Helpline: 029 2039 5570

24 hour Press Office: 07659 158536

24 hour Advice Line: 07659 152656
(leave a message and you will be phoned back)
This is for use in emergency only

Email: complaints@pcc.org.uk www.pcc.org.uk

Director: Tim Toulmin tim.,toulmin@pcc.org.uk
PA to Director and Chairman: Kim Baxter kim.baxter@pcc.org.uk
Assistant Director: Stephen Abell stephen.abell@pcc.org.uk
Assistant Director: William Gore will.gore@pcc.org.uk
Complaints Officer: Hannah Beveridge hannah.beveridge@pcc.org.uk
Complaints Officer: Scott Langham scott.langham@pcc.org.uk
Complaints Officer: Nadine Sanders nadine.sanders@pcc.org.uk
Senior Complaints Assistant: Patrick Evenden patrick.evenden@pcc.org.uk
Complaints Assistant: Ife Akinbolaji ife.akinbolaji@pcc.org.uk
Receptionist: Lynne Evenden lynne.evenden@pcc.org.uk

Receptionist: Lynne Evenden lynne.evenden@pcc.org.uk
Information and Events Manager: Tonia Milton tonia.milton@pcc.org.uk
External Affairs Manager: Sue Roberts sue.roberts@pcc.org.uk
Communications Officer: Catherine Speller catherine speller@pcc.org.uk
Administration Assistant: Jonathan Falcone jonathan falcone@pcc.org.uk

ISNN 1743-8535

Designed and produced by Axis 020 7924 3181