



Life and Work (Church of Scotland) - IPSO Annual Report

Period covered: January 2021 to December 2021

Life and Work (Church of Scotland) publishes a total of four regulated publications (but only three in 2021)

Titles Published

Title	Print Edition	Digital Edition	Frequency	Circulation
Life and Work	(including promotional print copies) Annual print circulation 2021 – 96,340 Average monthly print circulation 2021 - 8028	(average promotional circulation and sale) Facsimile of print edition Annual digital circulation 2021 – 12,899 Average monthly digital circulation 2021 – 1075 (free and paid for)	Monthly	Total annual print and digital circulation 109,239
Life and Work Gaelic Supplement	per edition in 2021 in print (average – non audited) Quarterly Print Circulation 2021 – 335 Annual Print Circulation 2021 - 1340	Digital Notifications sent to 25 recipients	Quarterly in 2020	Annual Circulation (print and digital) - 1365
Life and Work E-newsletter	This remained under review during 2021 and not published.			1054 subscribers
www.lifeandwork.org.uk	N/a	N/a	Site has a fresh update every working day	Up to 4500 unique users each month

Responsible Person

The Regulated Entity's responsible persons are Lynne McNeil (Editor) and the Dianne Sanderson (Life and Work Business Manager).

Overview

Life and Work is the magazine of the Church of Scotland. Founded in 1879, it has proudly enjoyed editorial independence since inception, meaning it does not simply reflect the stated views of the national church. The editorial team comprises an Editor and two full-time journalists, producing a 52-page monthly magazine and daily updates on the website www.lifeandwork.org. The newsletter is currently suspended. The Gaelic Supplement, founded in 1880, was edited by a Church of Scotland minister until September 2017 and has been taken on by a small team of volunteers which now produces the Supplement on a quarterly basis. It is available for free download via www.lifeandwork.org and supports the life and faith of Gaelic-speaking Christians within the Church of Scotland. Print copies of the Supplement are available only to subscribers of the main English language edition.

Internal Guides

The regulated entity has the following internal manuals used by journalists, of which copies are available on request by the Regulator:

The Editors' Code of Practice (an updated Guide was circulated to staff following the code's revision in 2021)
Church of Scotland Staff Handbook/Policies (including a code of conduct). These are internal and available via an intranet. Policies are supported by internal training.

NUJ Code of Conduct

Compliance Procedures

Pre-publication guidance

When required the Editor or two staff journalists seek advice from IPSO in advance of publishing articles to consider matters of compliance with the Editors' Code. This advice is then considered alongside editorial guidance and the public interest when refining and publishing any articles.

Verification of stories

Journalists and Editors take all appropriate steps to confirm stories. Working within a church-based organisation means that the highest editorial standards are applied: meticulous fact and accuracy checks take place on every piece of written editorial and letters to the editor, whilst accepted in good faith, are carefully considered before publication. The team are fully aware of the laws relating to interviewing children and images and each feature will have been checked with the person or organisation involved before making it into print or online.

The Editor has access to legal advice through the Church of Scotland law department and has an Editorial Advisory Committee (comprising ministers and members of the Church with an interest or experience in media) to advise on matters relating to editorial issues.

With only three editorial staff, it is easy to communicate any concerns or operational changes and each member of the team abides by both the NUJ Code of Conduct and the Editors' Code of Practice, in conjunction with stated Church of Scotland policies as Church of Scotland employees.

As principally a monthly publication with a website operating in a specialist field, we have yet to consult IPSO, but would imagine that such consultations might take place if for example, we were to publish a public judgement relating to the conduct of a minister involved in fraud or embezzlement which had resulted in criminal proceedings or suspension from the ministry.

The standards for a magazine of a Church also focus on morality and the implications for error in this specialist area of work means that we must apply the highest editorial standards when both sourcing, verifying and publishing material.

Information on how to complain is published on page six of every issue of Life and Work (including contact details for IPSO) and replicated on our website at <https://www.lifeandwork.org/main/disclaimer>.

The IPSO banner is carried in print, digital and on the website.

Compliance with the Editors' Code

Hard copies of the Editors' Code are supplied to all three journalists and all magazine staff are aware of the need to comply. If the Regulator finds against a publication in the course of assessing a complaint, the publication will comply with the findings and any remedial action required.

Editorial Complaints

