

ipso.

**Candidate Pack for  
the Chair**

# Welcome from the Chair of the Appointment Panel

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Thank you for your interest in becoming the next Chair of the Board at the Independent Press Standards Organisation (IPSO).

As the independent regulator for the majority of the UK's digital and print news industry, IPSO promotes the public interest through its work supporting high-quality journalism and holds editors and journalists to account when standards fall short. By upholding the highest professional and ethical standards, IPSO protects both the public and freedom of expression. A robust and trusted digital and print news media is a cornerstone of democracy and a shield for the public. Our aim is that regulation by IPSO is a mark of credible and accountable journalism.

Having been led with great distinction by Lord Edward Faulks KC for six years, IPSO is now seeking a new Chair. In line with IPSO's commitments to transparency, the appointment will be made by the independent Appointment Panel, of which I am chair.

This is a dual role: the post holder will chair both the Board of IPSO, which provides strategic leadership to the organisation and oversees its governance, and the Complaints Committee, which considers the most serious complaints.

IPSO is a high-profile organisation with a clear, challenging, and important purpose. It engages with a wide range of stakeholders including editors, policymakers, members of the public, and civil society – all within a changing social, political and commercial context. To balance these competing voices, the role requires someone with a well-established reputation for balance, judgment and integrity. It will suit someone who believes in the vital role of journalism in a free society, who would enjoy being close to the cut and thrust of the news cycle, and who has the analytical skills to parse the complex issues that come before IPSO for adjudication.

If you believe you have the skills and qualities required, we would be pleased to hear from you.



**Dame Julia Unwin**  
**Chair of the IPSO Appointment Panel**

# A message from the Chair of IPSO



I am pleased that you may be interested in becoming the next Chair of the Independent Press Standards Organisation.

I took on this role nearly six years ago. Despite never having been a journalist, I have always felt an affinity for the practice of journalism and a belief in the role of journalism in a free society. As chair of IPSO, I have been able to play a direct role in supporting good journalism for the present, and, I hope, the future.

IPSO has to strike a balance between ensuring high standards whilst not inhibiting the freedom of the press. By ruling on complaints against the press, IPSO holds newspapers to account but also provides reassurance to readers in relation to the reliability of what they read.

I found this role both challenging and fascinating. I look forward to supporting my successor to take the organisation forward.



**Lord Faulks KC**  
**Chairman**



Established in September 2014, IPSO regulates 100 publishers with more than 1,800 titles, including most national and almost all local newspapers, and most large magazine publishers. We have dealt with over 160,000 complaints and enquiries over the last decade. We have issued more than 500 confidential privacy notices to protect people concerned about press intrusion.

Most of IPSO's powers and functions were drawn from the findings of the Leveson Report. Since IPSO was established, there have been radical changes in the way that people access news and information – with many accessing unregulated and unchecked online content. Regulation by IPSO sets its members apart by holding them accountable. Good journalism continues to have a vital role to play.

In 2023 IPSO was subject to an independent external review by Sir Bill Jeffrey. The [Jeffrey Review](#) found that IPSO was “well led and managed” and “influenced the industry for the better”.

For an overview of IPSO's first decade and update on recent work, see IPSO's [2024 Annual Report](#), which marked its 10th anniversary year.

## What we do

- We make sure that regulated newspapers, magazines, and digital news channels follow the Editors' Code of Practice – the framework we use to regulate the press.
- We investigate complaints about alleged breaches of the Editors' Code and determine the nature, extent and placement of remedies we order.
- We monitor press standards and have powers to investigate serious and systemic standards failings.
- We operate a 24-hour anti-harassment advice line.
- We run a low-cost arbitration scheme to settle legal disputes.
- We provide training and guidance to help journalists uphold the highest standards.
- We provide a whistleblowing service for journalists.
- We work with charities, NGOs and other organisations to support and improve press standards.

## Our strategy and principles

Our corporate strategy 2023–2028 explains how we will deliver our core purpose of protecting the public and freedom of expression. Our aim is that independent regulation by IPSO is a mark of credible and accountable journalism. Our purpose is to protect the public and freedom of expression by upholding high editorial standards.

Our principles underpin this strategy and guide how we conduct ourselves and our daily activities:

- Demonstrate independence from government, regulated publications, and other stakeholders. Independence is critical to IPSO's credibility and must be evident in all aspects of IPSO's governance and operations.
- Build transparency to improve trust and understanding of our regulation by the public and by policymakers. IPSO already operates transparently but is committed to making its publicly-available information more engaging and accessible to a range of stakeholders.
- Be responsive to the changing media landscape. Media is becoming far more complex; our publishers are now engaging with audiences through an ever-increasing diversity of channels and platforms. IPSO must ensure that its regulation applies in a credible way to the full range of content that falls within its remit, and that its overall approach is adaptable to technological and financial changes in the industry.
- Become an ever more inclusive organisation that is open, accessible and fair. IPSO's work is complex and intersects with challenging social and political issues. To reflect the world in which we work, we will promote and maintain a diverse, inclusive culture. We continue to evolve our structures and ways of working to ensure we retain and attract the right talent. This helps us to fulfil our remit fairly, robustly, and without bias.
- Be more accessible and accountable to a diverse public. IPSO must communicate its openness to all sectors and ensure that its services are accessible and welcoming to everyone. In developing this strategy, we reviewed and defined the principles by which we will deliver these objectives.

You can read the IPSO Corporate Strategy 2023–2028 [here](#).

# Main responsibilities of the role



The Chair of IPSO chairs the Board of IPSO and also the IPSO Complaints Committee, which makes decisions on individual breaches of the Editors' Code of Practice.

Broadly, the IPSO Chair role falls into three primary strands:

- Providing strategic leadership and accountability for the governance of the organisation, including the performance of the Chief Executive;
- Leading the Complaints Committee in its adjudicatory role, ensuring a well-structured, collegial and thorough consideration of complaints;
- Acting as a public face of the organisation and advisor on matters relating to external communications and engagement. Currently media interviews are undertaken by the Chair or the Chief Executive.

The Chair of IPSO also serves as an ex officio member, alongside the Chief Executive, of the Editors' Code of Practice Committee, which approves amendments to the Editors' Code, the framework against which IPSO regulates.



# The IPSO Board



The Chair supports the [Board](#) to provide strategic direction to IPSO, create accountability for the Chief Executive and Senior Management Team, and ensure that its governance arrangements are of the highest standards, in keeping with its public role and the scrutiny its work faces.

The Board includes a lay majority of seven members (including the Chair) who have no connection with a publication that is or could be regulated by IPSO. They serve alongside five members with recent senior editorial experience. The editorial members, who may not be currently serving editors, represent the spectrum of journalism regulated by IPSO: at any time, the Board will include two members with national newspaper experience, one member with regional newspaper experience, a member with Scottish newspaper experience, and a member with magazine experience. To reinforce IPSO's independence from Government, Board members – including the Chair – may not be elected members of a UK legislature.

The current membership of the Board is:



**Lord Faulks, Chair**

Lord Faulks has a long career as a barrister, specialising in claims arising from the Human Rights Act, among others. He was appointed to the House of Lords in 2010, and now sits as a non-affiliated peer.



**Matt Brown**

Matt Brown is Director of Communications and Corporate Affairs at TfL. In 2023, he was named In-house leader of the year in The Pros Awards which celebrate the contribution of UK BAME communications professionals.



**Sarah Lee, Deputy Chair**

Sarah Lee is a solicitor and was a partner at Slaughter and May, where she was Head of the Disputes and Investigations Group.



**Shrenik Davda**

With more than 40 years of emerging markets banking experience for institutions such as JPMorgan and Deutsche Bank, Shrenik Davda currently serves on the Supervisory Board of Nova Ljubljanska Bank and as a Board member of the Charity Commission for England and Wales.



**Karen Barnes**

The former editor of delicious. magazine, Karen Barnes now publishes a newsletter on Substack, and is involved in curating the writers for the online food platform Scribehound.



**Charles Garside**

A journalist for over fifty years, Charles Garside was Editor in Chief at The European and news edited both the London Evening News and the Evening Standard. At various times he held roles at The Sun, Times, Daily Mirror, and Sunday Express; and was Assistant Editor of the Daily Mail.



**Alison Gow**

Alison Gow has worked in journalism for more than 30 years and is a former editor of WalesOnline, Wales on Sunday, and the Daily Post, and an audience and content director with Reach plc. She is an editorial leadership coach and consultant.



**Brendan McGinty**

After a twenty-five year career in journalism including the editorship of the Sunday Mail, Brendan McGinty is Scotland representative for the Competition and Markets Authority.



**Eddie Gray OBE**

Eddie Gray spent forty years as a senior leader in the pharmaceutical and biotechnology sector, including at GlaxoSmithKline as President of the European Pharmaceutical Business.



**Kavita Reddi**

Kavita is Deputy Chair of the University of London Board and is the co-founder of Voxta, a GenAI startup helping organisations to engage customers.



**Michaela McAleer**

With almost 20 years' experience in the independent investigation of multi-dimensional complaints, regulatory issues and standards monitoring, Michaela McAleer is currently Director of Compliance and Complaints at the Gambling Regulatory Authority, Ireland.



**John Witherow**

John Witherow is the Chairman of Times Media, having previously been the longest-serving national newspaper editor in Britain at The Times (from 2013) and The Sunday Times (from 1995).

# The IPSO Complaints Committee



As the chair of the [Complaints Committee](#), the Chair leads the adjudication process for alleged breaches of the Editors' Code of Practice, the standards against which IPSO regulates. This includes chairing 9–10 meetings of the Complaints Committee per year, at which the most serious and complex complaints are considered. It also includes (in common with all members of the Committee) commenting on papers circulated electronically between meetings, generally weekly.

In addition to Lord Faulks, the current membership of the Committee is:



**Bulbul Basu**

Bulbul Basu is a qualified accountant and has over 20 years' experience working within the financial services industry in London.



**Sarah Havlin**

Sarah Havlin is a lawyer, regulator and arbitrator. She has worked in commercial legal practice and was commissioned in independent leadership, policy and judicial roles in Northern Ireland.



**Sarah Baxter**

Sarah Baxter is director of the Marie Colvin Center for International Reporting at Stony Brook University. She is a past deputy editor of The Sunday Times, editor of The Sunday Times Magazine, Washington correspondent at The Sunday Times, and political editor of the New Statesman.



**Lord Jones**

Lord (Carwyn) Jones spent nine years as First Minister of Wales, to 2018. He is now a professor of Law at Aberystwyth University, chair of the environmental charity Size of Wales, and a non-executive director of the Food Farming and Countryside Commission.



**Manuela Grayson**

Manuela Grayson is a solicitor and is a Legally Qualified Chair for a number of professional regulatory tribunals including the General Pharmaceutical Council and the Tax Disciplinary Board, and an Adjudication Chair of fitness to practise committees for Social Work England.



**Alastair Machray**

Alastair Machray runs a media consulting business and is the former Editor of The Liverpool Echo and Editor-in-Chief of Trinity Mirror Merseyside, Cheshire and North Wales.



**George McInnes**

George McInnes retired from Poole Hospital/University Hospitals Dorset in 2024, having been a consultant radiologist and Clinical Director of Radiology.



**Harriet Wilson**

Harriet Wilson was Managing Editor of Tatler, Conde Nast Director of Editorial Business and Rights as well as its code of conduct representative.



**Asmita Naik**

Asmita Naik is an independent consultant on international development and human rights following a career at the United Nations in Geneva in the 1990s.



**Ted Young**

Ted Young was editor of Metro. He started in journalism at the Harrow Observer and over his career has worked at the Northern Echo, Today, The Sun, Daily Mail, Daily Express, London Lite, Mail Online, and New York Daily News.



**Allan Rennie**  
**Vice Chair of the Committee**

Allan Rennie is Honorary Professor of Communications, Media and Culture at the University of Stirling and a non-executive director of NHS Forth Valley.

# Who we are looking for

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## Knowledge and Experience

- This appointment requires an outstanding personal record of achievement gained through a senior role in a relevant environment or profession. While the current and past Chair of IPSO have had senior legal experience, we welcome candidates from diverse fields who are able to demonstrate relevant expertise, experience and commitment to IPSO's purpose of upholding editorial standards to protect the public and freedom of expression.
- You will understand IPSO's distinctive purpose and context. While you are not a journalist, you have a strong belief in the importance of journalism and an intelligent interest in the strategic environment surrounding IPSO's work, including the political, economic, technological and social forces affecting journalism today.
- You will understand the dual nature of the IPSO Chair role, which includes leading two different committees of public standing, and be prepared to commit the time and focus required to succeed.
- Through your previous professional roles, you will have experience of leadership with a public profile. This will have given you a clear understanding of the standards of personal integrity expected of someone in this position; personal resilience to handle public and occasionally journalistic scrutiny; and experience of handling media attention, including media appearances.
- You will understand what it means to be a well-run organisation and the role of a Board chair in this, including the principles of good governance, strategic oversight, and risk management.
- You will demonstrate a clear understanding of the difference between non-executive and executive roles and responsibilities.

## Skills and abilities

- Personal credibility and presence that garners trust and confidence immediately.
- High intellectual and analytical capacity and grasps detail quickly.
- Advanced skills in communication, influencing and diplomacy.
- Sound judgment and respected for objectivity, balance and a 'low ego' style.
- Brings people together and encourages a collaborative culture.
- You share our commitment to diversity, equality and inclusion.

# Terms of Appointment



## Appointment process and eligibility

The Chair of the IPSO Board is nominated by the Appointment Panel in accordance with the Appointment Principles set out in IPSO's Articles of Association.

The Chair must be independent of the industry IPSO regulates. This means they may not have had a senior editorial role in the prior 20 years at a publisher that is or could be IPSO-regulated.

They also cannot be an elected member of a UK legislature.

A party affiliated peer, while not blocked under the regulations, is unlikely to fulfil the independence criteria.

## Remuneration and time commitment

This appointment attracts remuneration of £170,000 per annum for a nominal time commitment of two days per week.

## Appointment length

This appointment is offered for a term of three years, potentially extendable for a second three-year term.

## Location

IPSO's offices are located at 10 Eastcheap, London EC3M 1AJ. All Complaints Committee and Board meetings are held on premises, and members are expected to attend in person unless there are exceptional circumstances.

IPSO staff work core hours of two to three days per week in the office (dependent on seniority). It is expected that the Chair will wish to attend the office regularly, likely at least one day per week.



## Appointment process

The nomination will be made by the independent Appointment Panel of IPSO, chaired by Dame Julia Unwin. The panel includes a lay majority alongside individuals with senior editorial experience. Its current membership is:



### Panel members



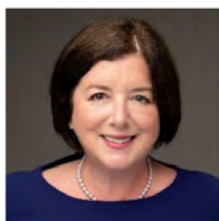
**Dame Julia Unwin, Chair**

Dame Julia Unwin chairs the Board of Governors at York St John University and the Board of the Smart Data Foundry. She has extensive experience as a non-executive director at both commercial and third-sector organisations.



**Geraldine Allinson OBE**

Geraldine Allinson is currently a non-executive director for Baylis Community Media CIC, the PA Media Group and a Trustee of Canterbury Cathedral.



**Catherine Steele**

Catherine Steele is Group Director of Marketing and Communications at Brooks Macdonald, a UK focused wealth management firm.



**Victor Olowe**

Victor Olowe is a governance consultant, board reviewer and a former Chief Executive of the Council for Licensed Conveyancers.



**Chris Evans**

Chris Evans has been editor of The Telegraph since 2014.

The selection will be made in accordance with IPSO's Appointment Principles:

- Merit: successful candidates shall be those whose skills, experience and qualities have been judged best to meet the needs of the Company in respect of the relevant post;
- Fairness: the selection process shall be objective, impartial and applied consistently to all candidates. Each candidate shall be assessed against the same published criteria; and
- Openness: information about the requirements of the post and the selection process shall be publicly available and all appointments shall be advertised publicly in a way that is designed to attract a strong and diverse field of suitable candidates.

# How to apply for this appointment

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We hope you will consider making an application to become the next Chair of IPSO. To make an application, please go to <https://starfishsearch.com/jobs/ipso-chair/> and click on the apply now button, with the following prepared:

- a CV or equivalent biographical information (no more than three sides);
- a short covering letter that explains your motivation and suitability for the role, taking into account the personal specification outlined above.

You are also asked to confirm that you would not be subject to any conflict of interest or eligibility breach.

**The closing date for applications is Friday 31st October 2025**

Panel interviews are expected to take place during the week commencing 8 December 2025. It will be helpful if you can tell us if there are any dates during that week when you would not be available to participate.

