

At last, the cure for populism:
active citizenship

Ben Okri → Journal

The alternatives

The city that took back control

Aditya Chakraborty

How suffrage
changed
the world
for women

→ G2



The Guardian

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BBC backlash as pay review rejects claims of gender bias

Graham Ruddick
Media editor

A controversial review of on-air pay at the BBC that claimed there was "no evidence" of gender bias in pay decisions has sparked an angry backlash from women at the corporation.

The accountancy firm PricewaterhouseCoopers (PwC), which produced the report, found "anomalies that need addressing" with BBC pay, including paying too much to a small group of predominately male stars at the top of the organisation because "too much weight has been placed on the prominence and profile of certain individuals".

However, rather than gender bias, the report blamed the problems on a lack of clarity and openness at the BBC, as well as the financial constraints it has operated under for the past decade, which has held back the pay of younger stars.

The BBC Women campaign group, which represents more than 170 presenters and producers, dismissed the report and said it had not properly tackled equal pay. PwC focused mainly on news staff; the BBC's best-paid stars in entertainment and sport, such as Graham Norton, Gary Lineker and Chris Evans, were excluded.

"There's been no transparency on which individuals were included or why," said BBC Women, which represents more than 170 presenters and producers, including Jane Garvey, Mishal Husain and Victoria Derbyshire, in a statement.

"The BBC has chosen who to compare with whom, and what factors justify any gaps in pay. The only mention of equal pay in the letter of engagement with PwC refers to an 'assessment of equal pay risks'."

"We hope today's commitment from the director general to put equality at the heart of what the BBC stands for results in swift and meaningful change for women in all roles and at all levels at the organisation."

Garvey, who has been at the forefront of the campaign group, also questioned the conclusion of no gender bias in the BBC's pay decisions. "The report would say that, wouldn't it?" she told the BBC's The World at One. "This is a PwC report commissioned by the BBC and, without being overly cynical, I might venture to suggest that PwC has delivered the report the BBC has asked for."

The National Union of Journalists, which has lodged a collective grievance about pay on behalf of more than 120 BBC employees, accused the broadcaster of "allowing a discriminatory pay culture to flourish" through a "serious lack of oversight".

Jennifer Millins, an employment lawyer at Mischon de Reya, said the BBC was unlikely to win equal pay claims at an employment tribunal with the defence that there was no gender bias in its decisions.

"That is not the answer to an equal pay claim," said Millins, who is advising more than 10 senior women at the BBC. "The lack of data means an employment tribunal is going to scrutinise very



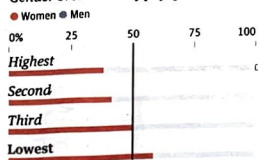
Orca talk Whale able to imitate English

Nicola Davis

High-pitched, eerie and yet distinct, the sound of a voice calling the name "Amy" is unmistakable. But this isn't a human cry - it's the voice of a killer whale called Wikie. New research reveals that orcas are able to imitate human speech, in some cases at the first attempt, saying words such as "hello", "one, two" and "bye-bye". The study also shows that the creatures are able to copy unfamiliar sounds produced by other orcas - including a sound similar to blowing a raspberry. Scientists say the discovery helps to shed light on how different pods of wild killer whales have

▲ A captive whale in Niagara Falls
PHOTOGRAPH: HENRY GEORGI/GETTY

BBC pay
Gender breakdown of pay quartiles



Source: BBC Statutory Gender Pay Report 2017

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News



'Snooper's charter' mass surveillance ruled illegal

Alan Travis
 Home affairs editor

Appeal court judges have ruled the government's mass digital surveillance regime unlawful in a case brought by the Labour deputy leader, Tom Watson.

Liberty, the human rights campaign group, which represented Watson in the case, said the ruling meant significant parts of the Investigatory Powers Act 2016 – known as the snooper's charter – are in effect unlawful and must be urgently changed.

The government defended its use of communications data to fight serious and organised crime and said that the judgment related to out-of-date legislation. The security minister, Ben Wallace, said it would not affect the way law enforcement tackled crime.

The court of appeal ruling yesterday said the powers in the Data Retention and Investigatory Powers Act 2014 (Dripa), which paved the way for the snooper's charter legislation, did not restrict the accessing of confidential

personal phone and web browsing records to investigations of serious crime, and allowed police and other public bodies to authorise their own access without adequate oversight.

The judges said Dripa was "inconsistent with EU law" because of this lack of safeguards, including absence of "prior review by a court or independent administrative authority".

Responding to the ruling, Watson said: "This legislation was flawed from the start. It was rushed through without proper parliamentary scrutiny."

"The government must now bring forward changes to the Investigatory Powers Act to ensure that hundreds of thousands of people, many of whom are innocent victims or witnesses to crime, are protected by a system of independent approval for access to communications data."

Martha Spurrier, director of Liberty, said: "Yet again a UK court has ruled the government's extreme mass surveillance regime unlawful."

She said no politician was above the law. "When will the government stop bartering with judges and start

▲ The Labour deputy leader, Tom Watson, who brought the case against the legislation
 PHOTOGRAPH: JAMES MCCAULEY/REX

drawing up a surveillance law that upholds our democratic freedoms?"

The Home Office announced safeguards in November in anticipation of the ruling. They include removing the power of self-authorisation for senior police officers and requiring approval for requests for confidential communications data to be granted by the new investigatory powers commissioner. Watson and other campaigners said the safeguards were "half-baked".

The judges, headed by Sir Geoffrey Vos, declined to rule on the Home Office claim that the more rigorous "Watson safeguards" were not necessary for the use of bulk communications data for wider national security purposes. The judges said this point had already been referred to the European court of justice in a case due to be heard in February.

Watson launched his legal challenge in 2014 in partnership with David Davis, who withdrew when he became Brexit secretary in 2016. The European court of justice ruled in December 2016 that the "general and indiscriminate retention" of confidential personal communications data was unlawful without safeguards, including independent judicial authorisation.

Wallace, responded to the ruling, saying: "Communications data is used in the vast majority of serious and organised crime prosecutions and has been used in every major Security Service counter-terrorism investigation over the last decade."

"It is often the only way to identify paedophiles involved in online child abuse as it can be used to find where and when these horrendous crimes have taken place."

He said the judgment related to legislation which was no longer in force and did not change the way in which law enforcement agencies could detect and disrupt crimes.

NHS maternity care 'improving' but many left alone during birth

Denis Campbell
 Health policy editor

Women's experience of NHS maternity care is improving but almost one in four mothers are still being left alone during labour or birth, a major new survey reveals.

More mothers are satisfied with how they are looked after when they give birth in England, in-depth research by the Care Quality Commission NHS care watchdog has found.

Growing numbers of women are offered a choice of where to give birth, saw the same midwife during their antenatal care and were helped while they waited in hospital with their baby before going home.

However, childbirth campaigners warned that overdue improvements in the quality of maternity services should not obscure the fact that many women, often a majority, do not get care standards pledged more than a decade ago.

The NCT parenting charity voiced

alarm at the CQC's finding that 23% of the 18,426 women surveyed – almost one in four – were worried by being left without a midwife or doctor present during their labour or birth. That was only three percentage points fewer than the 26% who said the same when the survey was undertaken in 2015.

"The number of women left alone in labour has reduced. However, it is still of great concern that 23% of women are

left alone during the birth of their baby, which can be a very frightening and dangerous experience", said Elizabeth Duff, the NCT's senior policy adviser.

"Staffing levels are low and midwives are stretched to the limit, so we continue to call on the government to address this midwife shortage."

NHS policy since 2010 has been that all women should always have a midwife or doctor with them during labour and birth. But shortages of midwives make that ambition difficult to fulfil.

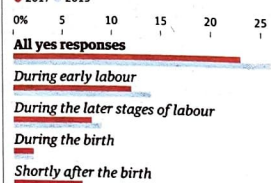
NCT research last year found that half of all births involve at least one "red flag" event, in which a lapse in safety could threaten the health of the baby, mother or both. Half of the £4.37bn of medical negligence claims lodged against NHS trusts every year involve childbirth.

The CQC also found that one in five (22%) women who had a normal vaginal delivery had their legs raised in stirrups while they did. That contravenes guidance from the National Institute for Health and Care Excellence (NICE), that women having "normal" births should do so standing up or squatting, and represents "poor, poor practice", she added.

NHS England welcomed the "marked improvements in women's experiences of maternity services".

Q: Were you and/or your partner left alone by midwives or doctors at a time when it worried you?

● 2017 ● 2015



Source: Source: CQC Maternity Survey 2017

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Wednesday 31/01/18

**How
suffrage
changed
the world for
women**

Judith Mackrell | Michele Hanson | **Jenni Murray** | Viv Albertine
Diane Abbott | **Afua Hirsch** | Frances Ryan | **Liv Little**
Ruby Tandoh | Lubaina Himid | **Maggie Aderin-Pocock** | Jane Fae
Jess Phillips | **Juliet Jacques** | Penny Pepper | **Archie Panjabi**

The
Guardian



Elon Musk's flamethrower

Age: Brand new! New cool thing! Cool! New!

Appearance: Stormtrooper's Nerf gun.

Flamethrowers? Is this a new name for extreme Brexiters? Or radical remoaners?

No. It's the name for flamethrowers. Inventor Elon Musk claims his Boring Company just sold 10,000 of them in 48 hours.

Why? Because he can.

But why? Because he promised he would start if his company sold 50,000 baseball caps emblazoned with the logo of the company he started last year.

And it did? Yes. 50,000 people parted with \$20 and lo, the Elon Musk Boring Company Flamethrower went on sale, at \$500 (£354) a pop.

So - he's made \$1m from the caps and \$5m so far from ... flamethrowers? Chump change to the gazillionaire tech mogul, who will earn a \$55bn bonus if his electric car company, Tesla, increases its market valuation tenfold in the next decade.

I feel I still haven't had a fully satisfactory answer to the question of why Elon Musk is selling a flamethrower? He says they are guaranteed to live up to any party. A post on Instagram has him running towards the camera with one alight, saying: "I want to be clear that a flamethrower is a super-terrible idea. Definitely don't buy one. Unless you like fun."

But - and correct me if I'm wrong - aren't flamethrowers just ... guns that shoot fire? Aren't there laws against this sort of thing? In the land of the free, not only does a man have a right to bear arms, but he also has a right to bear ones that shoot fire up to a distance of 10ft. Or so Musk reckons.

I really have to have words with the US.

Take heart. The Bureau of Alcohol, Tobacco, Firearms and Explosives has disavowed Musk's claim that they are "A-OK" with his new product - saying they don't even regulate flamethrowers - and a state legislator in California, home of Boring Company's HQ, says he plans to block their sale.

Will that work? Depends. Musk may just buy California and turn it into one big laboratory.

Driverless cars dodging robots and flames in a race to the space ladder to Mars? It's basically Musk's world now. We just live in it. And besides - have you got any better, more visionary ideas? Have you? Have you?

Do say: "Got any change, sir?"

Don't say: "Elon Musk? Is that an anagram or a new Lynx fragrance?"

And your specialist subject is ...?

Producers of the BBC's Mastermind have had to ban certain specialist subjects, as they have run out of questions about them. We asked the public what they would choose if they were on the programme.



Sandra Coelho

Video agency director, 43

What is your specialist subject and why?

The intellectual side of me would say the Royal family, because I grew up on Royal history and all that. The normal me would pick reality TV because I've watched a lot of reality TV.

What do you think it says about you?

It says that I used to be quite intelligent, but I'm not any more.



Stefon Williams

Risk insurance, 27

What is your specialist subject and why?

Football, because I've grown up watching it all my life and I know it like the back of my hand.

Anything more specific?

English football, the Premier League.

A specific team?

Arsenal.

What do you think it says about you?

That my only interest is football and probably that I'm quite boring.



Sadie Nev

Digital marketing, 23

What is your specialist subject and why?

Mine would have to be reality TV because I'm great at reality. I watch far too much TV, so I feel like I would be able to answer pretty much any question about that.

What do you think it says about you?

It says that I probably have a very narrow mind. It says that I should probably be interested in a lot better things, but you know, I'm young ...



Abby Gibson

Charity grants manager, 41

What is your specialist subject and why?

At the moment, living with a five-year-old, it would probably be the solar system, because he learns about it all the time ... so I feel like I'm learning it by osmosis.

What do you think it says about you?

That my life is entirely focused around a five-year-old boy and his interests.



Roy Levy

Accounts manager, 61

What is your specialist subject and why?

It would probably be the music of Miles Davis because ... I know quite a bit about Miles Davis.

What do you think it says about you?

Maybe it indicates a lack of a classical education that I'm not coming up with anything more high-brow.



Ade

Security manager, 37

What is your specialist subject and why?

Film, because I like different types of films.

What do you think it says about you?

That I'm just interested in different types of films.

Interviews by Stacey Smith



Pie in the sky - why Greggs is so good at PR

Could there be anything more heartwarming than a candlelit Valentine's Day dinner at Greggs? And could there be anything more heartwarming to a PR agency than acres of news coverage and social-media chatter about the high-street pastry-pusher's announcement? It was only a few weeks ago when news sites were writing about Greggs' advent calendar, the publicity photographs for which replaced baby Jesus with a sausage roll.

"I think what Greggs have done really well over the last two years is sit in that tabloid-esque zone," says PR expert Mark Borkowski. In a way, he says, "they are laughing at the foodie liberals".

A few years ago, he says, Greggs was the butt of the joke. What it has done is embrace it. "It is not trying to be something it's not. [Greggs has] a very strong sense of what it is and celebrates that with a sense of fun. Once you've got that perfect storm, it's absolutely the stuff of social media - people share it, I'm talking about it, you're writing about it."

So, can we blame lazy journalists? (Perish the thought, although most papers are suckers for some easily digestible lightness amid the gloom.) "Persuading a journalist to write about a brand has become increasingly difficult," says Lawrence Francis, director of consumer at the PR company Premier. "One way to do this is to court controversy - to create a story that will provoke a reaction and give news websites the clicks and below-the-line comments that some outlets crave. Greggs has achieved this by going down the path of 'banter marketing'. It may not be subtle or clever, and I would question how effective it is in terms of selling more pastry, but in terms of generating noise around the brand it seems to be working ... so far."

One day we will get tired of Greggs' stunts, just as we did of Virgin's and Paddy Power's ("banter marketing" is not new). And, points out Borkowski, "it's difficult for food brands in this age when everybody is crawling over them - what's in them? Fat content, salt content? In the meantime, they're having a laugh."

Emine Saner