



Artists' Union England

AUE Good Practice Charter for Artists

'Business' refers to employers, commissioners, creative producers, arts organisations that are publicly funded.

Principles	Valuing and Rewarding Artists Business commit to:	Health & Safety Business commit to:	Workers Collective Voice Business commit to:	Diversity & Equality Business commit to:	Mental Health & Wellbeing in the workplace Business commit to:	Social Responsibility Business commit to:	Organisation provides examples of how each principle is met or being worked towards.
Routes to Achieve this	<p>Using contracts.</p> <ul style="list-style-type: none"> - Clarity of fee & payment schedule within a budget. - Clarity of obligations for artist & business. - Clear schedule of work. -Grievance & disputes procedure. - copyright <p>Pay</p> <p>Recognise AUE rates of pay guidance. Exhibition payment</p> <p>Extending Secure</p>	<p>Providing safe and healthy working.</p> <p>COVID-19 RA published.</p> <p>Provide H&S training.</p> <p>Artists & business to recognise & work to HSE Management Standard Approach.</p>	<p>Ensuring artists have a voice through a trade union.</p> <p>Artists' input at early stages of employment, commission or project</p> <p>Clear route of communication.</p>	<p>Recognising and promoting Equality & Disability Acts.</p> <p>Inclusive recruitment throughout every level in the organisation.</p> <p>Paid Mentoring opportunities.</p> <p>Training and Development for Freelance staff.</p> <p>Training for staff: Unconscious Bias Institutional Racism</p>	<p>Demonstrate effective practices in supporting artists with health conditions & disabilities to maintain employment.</p> <p>Identify mental Health First Aiders in an organisation.</p> <p>Mental health policy.</p>	<p>Working with community stakeholders for Support Empowerment Advocate Promote (SEAP)</p> <p>Paying artists for networking & skills share.</p> <p>Selection procedures to have parity with other employment.</p> <p>Green policies</p> <p>Volunteer guidelines</p> <p>Paid Internships</p>	

	<p>Work Offer fixed term contracts wherever possible.</p> <p>Training & progression Promoting artists using organisations reach.</p>			<p>Cultural Knowledge Disability Awareness</p>		<p>Apprenticeships</p>	
Indicator Measure	<p>Disputes with business. Business/Artist satisfaction. Value and promote job security. Have a zero tolerance on exploitative employment practice.</p>	<p>Physical Injury and near miss. Workplace dispute</p>	<p>Trade Union membership Trade union recognition</p>	<p>Business Equal Opportunities Policy and recruitment policy. Diverse workforce. UK Gov Good Work Doc feb 2018 A written Diversity Statement - https://blog.ongig.com/diversity-and-inclusion/10-examples-of-the-best-diversity-statements/</p>	<p>Mental Health Unpaid overtime</p>	<p>Community Involvement Legacy in community Environmental outcomes Volunteer recruitment and satisfaction</p>	
Awards & Accreditation	<p>Living Wage Employer</p>				<p>Dying to Work (TUC) Better Health at Work</p>		
Support	<p>Morrish Solicitors</p>	<p>General</p>	<p>Acas Making</p>	<p>Panic! Create</p>	<p>TUC Mental Health</p>	<p>Creative &</p>	

	<p>AUE Rates of Pay Guidelines</p> <p>AUE copyright advice</p> <p>a-n Exhibition Payment Guide</p> <p>DACs</p> <p>Creative & Cultural Skills: Best Practice Recruitment guide</p> <p>General Federation of Trade Unions</p> <p>ACE Fair Pay Arts Professional</p>	<p>Federation of Trade Unions</p> <p>Emplaw</p> <p>TUC</p> <p>TUC COVID 19</p> <p>http://www.hazardscampaign.org.uk/</p> <p>https://www.hse.gov.uk/pubs/indg430.pdf</p>	<p>working life better for everyone in Britain</p> <p>TUC</p>	<p>London</p> <p>Creative & Cultural Skills: Best Practice Recruitment guide</p> <p>https://incarts.uk/</p> <p>https://www.accessdocsforartists.com</p> <p>https://docs.google.com/document/d/1LxDgdY3Ed9qQWqWgRDNWmPDjOlWTak8es2RhnjqvY/edit?fbclid=IwAR3OIXKzTk1i0xwfYU18AKJI5ZRyqB6-25AV3Yupv-osaPbAtlGdhGmlqbU</p> <p>[Neurodivergent freelancers]</p> <p>Parents and Carers in Performance Arts</p> <p>http://www.pipacampaign.com/</p> <p>http://migrantsinculture.com/resources/</p>	<p>in the Workplace</p> <p>Access to Work</p> <p>Disability Confident</p> <p>UK Gov Good Work document Feb 2018</p> <p>https://www.mentalhealth.org.uk/</p>	<p>Cultural Skills: Best Practice</p> <p>IPPR Internships</p> <p>ACE</p>	
--	---	--	---	---	--	--	--

				<p>TUC Disabilities and Hidden Impairments in the workplace</p>			
--	--	--	--	---	--	--	--

<https://cdn.elucidat.com/582af126868ef/projects/5b17e51130b56/resources/67f1ab03252c3ed9d1cb3026457eb312.pdf>

<http://www.equalityadvisoryservice.com/app/about>