



AUE Good Practice Charter for Artists

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

Principles	Valuing and Rewarding Artists Business commit to:	Health & Safety Business commit to:	Work with Trade Unions Business commit to:	Diversity & Equality Business commit to:	Mental Wellbeing in the workplace Business commit to:	Social Responsibility Business commit to:
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>Recognise AUE rates of pay guidance. Exhibition payment where applicable.</p> <p>Extending Secure Work Offer fixed term contracts wherever possible.</p> <p>Training & progression Promoting artists using organisations reach.</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>Recognise artists have a voice through a trade union.</p> <p>Ensure Artists' have an input in employment, commission or project</p> <p>Demonstrate clear routes of communication.</p>	<p>Recognising and promoting Equality & Disability Acts.</p> <p>Awareness of social models of disability and disability needs</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 where this benefits the organisation.</p> <p>Selection procedures to have parity with other employment procedures.</p> <p>Green policies: environment policy and action plan.</p> <p>Volunteer guidelines</p> <p>Paid Internships</p> <p>Apprenticeships</p>

				Cultural Knowledge Disability Awareness		
Indicator Measure	<p>Business/Artist satisfaction.</p> <p>Value and promote job security.</p> <p>Have a zero tolerance to exploitative employment practice.</p>	<p>Reduced physical Injury and near miss.</p> <p>Avoiding Workplace disputes.</p> <p>Zero tolerance to bullying, harassment and discrimination.</p>	<p>Trade Union membership</p> <p>Trade union recognition</p> <p>Commitment to working with trade unions.</p>	<p>Business Equal Opportunities Policy and recruitment policy.</p> <p>Diverse workforce.</p>	<p>Good Mental Health and wellbeing.</p> <p>No unpaid overtime</p>	<p>Community Involvement</p> <p>Legacy in community</p> <p>Positive environmental outcomes</p> <p>Volunteer recruitment and satisfaction</p>