

29th October 2020 Public Launch of AUE Good Practice Charter: Quick read.

AUE member Ekua Bayunu chaired the meeting.

[Dominic Bascombe](#) of Equity, regional organiser for the North East and Yorkshire.

Dominic noted:

- The legal agreements between employers that focus on every aspect of a worker's employment.
- It is important to have a strong relationship between the trade union and the employer.
- The GPC sets a standard for employers and it shows what a trade union is.

Theresa Easton AUE Northern Regional Organiser

Theresa introduced the GPC.

- A set of six principles organisations sign up to improve the lives of artists.
- Members want to work with 'good' organisations.
- Trade unionists spoke about the need to have minimum terms and conditions.
- A working group made of AUE members developed the charter.

[Jamie Driscoll](#) – Mayor North of Tyne Combined Authority.

Jamie was impressed with artists setting up a trade union.

- The nature of work is changing, with more freelancers and self-employment.
- Jamie noted where trade unions are in place, workers have better health, are more productive, businesses can be more innovative which makes stronger economies.
- Jamie introduced the [North of Tyne Good Work Pledge](#) (GWP) which has five pillars and is like **AUE Good Practice Charter for Artists**.
- The Mayor's office consulted with trade unions and businesses organisations such as the [Federation of Small Businesses](#).

[Claire Murphy-Morgan](#) Monkfish Productions

Claire introduced Monkfish Productions

- The organisation relies on the expertise of artists, who are a valuable work force.
- Claire saw the GPC as an opportunity to align Monkfish Productions core principles and values with the charter on how to work with artists.

- Claire will encourage artists to join a trade union, particularly in the current environment where artists are struggling and will encourage other organisations to sign up to the Charter.

The meeting broke into 6 small groups and discussed aspects of the charter. Feedback is summed up under three headings and include contributions from the chat.

Arts Organisations

- Individual artists could refer to the GPC in funding applications.
- The GPC gives an understanding of the sector and can be used to diversify the workforce and address at equality.
- People working in large organisations can use the GPC to help give artists a voice.
- Development tool for small organisations.
- [a-n](#) endorses the Good Practice Charter.
- [Creative and Culture Skills](#) have best practice.

AUE – Trade union

- The role of trade unions, arts organisations and engaging young artists.
- AUE will list sign ups on website, members need to flag up issues and order to make sure organisations implement GPC.

Artists

- Artists can refer employers to GPC, share on social media and download from website.
- Artists can use the GPC to educate and empower themselves.

[Emma Beverly Director East Street Arts](#)

Talked about the GPC being helpful.

- The charter is a road map with themes and focus points to review work.
- Training staff on GPC and trade unions., how staff work with artists and how trade unions are valuable.
- Under review, freelance engagements, opening up training and the recruitment process.
- ESA have changed their Human Resource providers who are specialist in Mental Health.

Sophie Gibson summed up and thanked participants and speakers.

Asked organisations to sign up to the charter and sign up to the AUE mailing list to find out about the work of the union and events coming up. Follow on social media. Check out website.