

AUE GOOD PRACTICE CHARTER FOR ARTISTS

PRINCIPLES AND ROUTES TO ACHIEVEMENT

 VALUING & REWARDING ARTISTS	 HEALTH & SAFETY	 DIVERSITY & EQUALITY	 WORK WITH TRADE UNIONS	 SOCIALLY RESPONSIBLE	 MENTAL WELLBEING IN THE WORKPLACE
<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.</p> <p>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> <div data-bbox="89 1053 380 1324" style="border: 1px solid black; padding: 10px; margin-top: 20px;"> <p>Business/Artist satisfaction.</p> <p>Value & promote job security.</p> <p>Have a zero tolerance to exploitative employment practise.</p> </div>	<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> <div data-bbox="443 758 734 1316" style="border: 1px solid black; padding: 10px; margin-top: 20px;"> <p>Reduced physical injury & near miss.</p> <p>Avoiding workplace disputes.</p> <p>Zero tolerance to bullying, harassment and discrimination.</p> </div>	<p>Recognising & 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. Cultural knowledge. Disability awareness.</p> <div data-bbox="797 1029 1088 1316" style="border: 1px solid black; padding: 10px; margin-top: 20px;"> <p>Business Equal Opportunities Policy and recruitment policy.</p> <p>Diverse workforce.</p> </div>	<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> <div data-bbox="1151 758 1442 1316" style="border: 1px solid black; padding: 10px; margin-top: 20px;"> <p>Trade Union membership.</p> <p>Trade Union recognition.</p> <p>Commitment to working with Trade Unions.</p> </div>	<p>Working with community stakeholders for Support Empowerment Advocate Promote (SEAP).</p> <p>Paying artists for networking & skill 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> <ul style="list-style-type: none"> - Volunteer guidelines - Paid internships - Apprenticeships <div data-bbox="1505 997 1796 1316" style="border: 1px solid black; padding: 10px; margin-top: 20px;"> <p>Community involvement.</p> <p>Legacy in community.</p> <p>Positive environmental outcomes.</p> <p>Volunteer recruitment and satisfaction.</p> </div>	<p>Demonstrate effective practises 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> <div data-bbox="1859 758 2150 1316" style="border: 1px solid black; padding: 10px; margin-top: 20px;"> <p>Good Mental Health and wellbeing.</p> <p>No unpaid overtime.</p> </div>

INDICATOR MEASURES