

# AUE Good Practice Charter for Artists



## Principles & Routes to Achievement

### Valuing and Rewarding Artists

- Using contracts.
  - Clarity of fee & payment schedule within a budget.
  - Clarity of obligations for artist & business.
  - Clear schedule of work.
  - Grievance & disputes procedure.
  - Copyright

Recognise AUE rates of pay guidance.  
Exhibition payment where applicable.

Extending Secure Work Offer fixed term contracts wherever possible.

Training & progression  
Promoting artists using organisations reach.

**Business/Artist satisfaction.**

**Value & promote job security.**

**Have a zero tolerance to exploitative employment practice.**

### Health & Safety

Providing safe and healthy working.

COVID-19 RA published.

Provide H&S training.

Artists & business to recognise & work to HSE Management Standard Approach.

**Reduced physical Injury & near miss.**

**Avoiding Workplace disputes.**

**Zero tolerance to bullying, harassment and discrimination.**

### Diversity & Equality

Recognising & promoting Equality & Disability Acts.

Awareness of social models of disability and disability needs

Inclusive recruitment throughout every level in the organisation.

Paid Mentoring opportunities.

Training and Development for Freelance staff.

Training for staff:  
Unconscious Bias  
Institutional Racism  
Cultural Knowledge  
Disability Awareness

**Business Equal Opportunities Policy and recruitment policy.**

**Diverse workforce.**

### Work with Trade Unions

Recognise artists have a voice through a trade union.

Ensure Artists' have an input in employment, commission or project

Demonstrate clear routes of communication

**Trade Union membership**

**Trade union recognition**

**Commitment to working with trade unions**

### Social Responsibility

Working with community stakeholders for Support Empowerment Advocate Promote (SEAP)

Paying artists for networking & skills share where this benefits the organisation.

Selection procedures to have parity with other employment procedures.

Green policies: environment policy and action plan.

- Volunteer guidelines
- Paid Internships
- Apprenticeships

**Community Involvement**

**Legacy in community**

**Positive environmental outcomes**

**Volunteer recruitment and satisfaction**

### Mental Wellbeing in the Workplace

Demonstrate effective practices in supporting artists with health conditions & disabilities to maintain employment.

Identify mental Health First Aiders in an organisation.

Mental health policy

**Good Mental Health and wellbeing**

**No unpaid overtime**

## INDICATOR MEASURES