

Our Freelancer Charter is developed based upon primary research and consultation with past, present and potential future freelancers as well as the national Big Freelancer Report, its resulting 5 Guiding Principles and the work of the Freelancer Task Force.

This public-facing Freelancer Charter is lived out through an internal Freelancer Policy, the organisational lead for which is our Chief Executive & Creative Director.

1. Fair Pay

- We will ensure that our contracts and fees include recognition of all the work undertaken by freelancers - including planning, travel, meetings, evaluations etc. and includes fair trade standards.
- We will ensure that we review against national benchmarks when considering Rates of Pay and other terms (e.g. travel & expenses, and, where possible, make sure they are commensurate with at least the minimums set out in the relevant agreements with the respective industry bodies.
- We will always pay due consideration to reducing overheads of freelancers and offering in-kind support and benefits.

2. Inclusivity

- We commit to support all individuals to be able to contribute fully within our processes and within their roles, whether staff, freelance or volunteer, as part of our organisation's commitment to an inclusive culture.
- We encourage all individuals to be confident to discuss any reasonable adjustments they feel they may need to take part in any of our processes or to support them to carry out their role and we will do our best, where possible, to accommodate all reasonable requests.
- We provide regular forums for the engagement of freelancers to share their stories, opinions and experiences with us, both those we work with already and those we are yet to meet.
- We will do all we practicably can to be flexible with our working arrangements and requirements.
- We promote a zero tolerance approach to abuse in our workplace and ensure that freelancers know how to seek support if it is required.

3. Representation

- We have an artists' advisory group which provides opportunities for freelance artists to have increased prominence in internal decision making.
- We provide routes for freelancers to engage in our governance.
- We are open to new means of wider engagement of freelancers within our organisation.

4. Transparency

- We will work hard to ensure we have regular, accessible and two-way communication with freelancers, including but not limited to regular peer-to-peer discussions, reviews and updates.
- We will ensure that routes to engage with us are transparent and accessible.

5. Sustainability

- We provide formal and informal development opportunities for freelancers.
- We work with partners to raise awareness of careers throughout the theatre industry.
- Where we can, we provide access to our physical assets, knowledge and skills to support the development of freelancers.
- Our annual Health and Wellbeing events and information are available for our Freelancers to engage as well as our staff and volunteers.