

Deveron Projects Fair Work Statement

December 2023

Deveron Projects aims to be a fair organisation to work for and a fair organisation to work with. We embed and aim to expand Fair Work practices across our work, going beyond minimum requirements and fair work guidelines in line with our values of rigour, collaboration, community and solidarity. This is an active area of work, being developed and accounted for in line with a Fair Work Action Plan.

We follow the Fair Work Conventions' Fair Work Framework, which includes: effective voice, opportunity, security, fulfilment and respect. As an overview:

We aim to support Effective Voice with:

1. Clear and regular communication across our board of trustees and staff team. We collaborate in our work, respectfully sharing opinions and views, and all actively input in decision-making.
2. Transparent communication between organisation, artists and local communities. We aim to collaborate, seek input and opinions, and constructively explore differences in perspectives.
3. Promotion and awareness of staff legal rights on union membership. Recognising Scottish Artist Union and utilising their recommended rates of pay for artists and freelancers.

We currently realise effective voice through;

- Weekly team meetings and wellbeing check-ins
- Quarterly team programming meetings, and policy meetings at time of review/update
- Weekly Artists' check-ins attended by full team
- Quarterly board reporting
- Team are invited to attend Board meetings, where appropriate
- Annual review of team 'user manuals'
- Open source programming through the 'Home Programme'
- Rigorous evaluation and feedback processes, including public annual review at Deveron Projects' AGM

We aim to ensure Fair Recruitment and Opportunity by:

1. Developing fair and inclusive recruitment and opportunities for:
 - a. Participation in organisational governance
 - b. Employment at Deveron Projects
 - c. Artist and community opportunities
2. Investing in training and development for the team and board, sharing this resource with the wider community
3. Creating alternative, paid training and development opportunities for local young people who have little access to arts training / experience
4. Creating routes for progression and development within organisation and programme where appropriate and possible for our team, board, the artists and community members we work with.

We are currently realising Fair Opportunity through:

- Reforming the structure of the organisation to a Co-Directorship, offering progression routes for existing staff members.
- Developing our recruitment process and inclusive recruitment protocol, inviting alternative formats and reviewing requirements of roles and application process prior to advertisement.
- Ensuring internships and traineeships are learning/training opportunities, paid at a living, benchmarked wage, with relevant support and review systems in place.
- A commitment to DYW's Young Person's Guarantee and pilot of living wage local learning placements.
- Building progression routes for collaborators, participants and audience members through our programme.
- Ensuring sustained support and offer for local communities (regularity / consistency / commitment of resource to local activity), considering repeat engagement as an indicator of success.

We aim to support security by:

1. Ensuring Fair and benchmarked pay across the organisation
2. Employment conditions offer financial security for employees and recognise additional precarity experienced by freelancers.
3. Reviewing and updating HR policies in line with organisational values and vision, to ensure employees, artists and collaborators are aware of their employment rights.
4. Fair Work practices are considered within Climate Emergency planning

We currently realise this by;

- Paying Scottish Artists' Union rates to artists and freelancers¹. Fees are offered separate to any other expected project costs. We aim to pay invoices within two weeks at a mutually agreed payment schedule.
- Benchmarking staff pay across sector, using; Arts Professional's Arts Pay Report (2018) and a pay benchmarking exercise for arts organisations in Scotland (2022).
- Being a certified National Living Wage employer
- We do not offer zero-hours contracts. PAYE contracts are offered to all staff, including long-term resident artists (6mo+) if preferred.
- Offering flexible working and managing TOIL effectively.
- Paying international artists in format appropriate to their needs (e.g. for collaborators without a bank account, offering mobile money/online transfers and cash options when in residence)
- Active climate adaptation and mitigation planning creates organisational sustainability.
- Quarterly employment review with line manager includes questions on wellbeing and employment conditions.

¹ Within the UK and based on rates at point of funding application. See EDI Action Plan for work to unpack and ensure fair rates of pay for artists internationally.

We recognise the importance of fulfilment, and aim for;

1. Job design and organisational culture to offer fulfilment at work.
2. All communities (staff, board, volunteers, artists, collaborators, audiences) to be supported to undertake their roles or engage with our work in safe(r) and accessible conditions.

We are currently realising Fulfilment through:

- Maintenance of transparent, collaborative, kind and respectful organisational culture, with guidance from equipped leadership.
- Clear definition of tasks, with responsibility for development/improvement of task with relevant team member. Clear routes of support available (see Effective Voice).
- Health and Safety at work (policy and practice) maintained.
- Team is trained in Access to Work and can support employees or artists to utilise this.
- Balancing the limitations of budgets and team scale, offering broad roles that create space for development.
- Carrying out quarterly employment reviews which include questions on employee experience and professional development.
- Developing access² to our work through EDI Action Plan and Policy.

We aim to ensure respect by;

1. Ensuring communities across the organisation (staff, board, volunteers, artists, collaborators) are equipped to work effectively and comfortably.
2. Organisational culture is transparent, collaborative, respectful and kind.
3. Navigating and mediating conflict or disagreement by appropriate person, aiming for constructive outcomes.
4. Promoting understanding that everyone is a person with complex identities, lives, commitments and lived experiences.

We are currently realising Respect through;

- Annual review and creation of team User Manuals, giving team agency in declaring needs, boundaries and support required.
- Access Riders or informal conversations about access supported by trained team members. From 2023 Access budget built into UK projects as standard and international where possible.
- Spaces and buildings are maintained in line with health and safety policies, processes and risk assessments.
- Annual Board and Team away days allow relationship building between team and board.

Our performance relating to Fair Work is reviewed annually and reported on at Board level and to relevant funders, using our Fair Work Action Plan. The Action Plan indicates upcoming objectives, the timescale for each area of work, together with the responsible persons for achieving these.

² We understand accessibility to include psychological, cultural, social, physical and financial access.