

Artist Policy

Who is this Policy for?

The following policy is for any artist/company with whom we work, including:

- those presenting at the festival,
- our artists-in-residence,
- our commissioned artists,
- artists supported through our GROW development supports,
- and any other creatives contracted by Baboró.

We intend for this policy to offer clarity in how we approach our relationships with artists, and help the artists know a bit about what to expect when working with us.

In this document, we will cover our Statement of Care in treatment of artists and our Pay the Artist policy. We also go over our commitment to Safe to Create - Code of Behaviour and offer an Artist Resource - Code of Care from our friends and colleagues at The Spark Arts for Children.

Statement of Care

Baboró promises to treat all artists and freelance contractors with whom we work with respect, transparency, and professionalism. We commit to creating a safe and supportive environment with clear open communication. All partnerships or relationships with freelancers will be clearly outlined in a written agreement, read and approved by all parties, before work together commences.

This agreement will include:

- Expected days/hours of work
- Channels and expectations around communication
- Specified Baboró staff member to be the primary contact
- Schedule of payments to be made
- Whether or not we will cover/provide travel and accommodation
- A clear timeline of the project/partnership, including milestones
- How we might accommodate access requirements—including preferred working style—and/or have further discussions around needs throughout the project/partnership

All involved parties will be held accountable for upholding the agreement. However, Baboró also acknowledges the organic nature of the creative process as well as the reality of unexpected circumstances arising and will therefore maintain consistent, honest communication throughout the duration of the project/partnership to ensure sustained support and to best accommodate any adaptations or flexibility required in the relationship. We recognise many factors exist outside of our control and appreciate that certain aspects of the agreement may change or evolve. These changes will be made after all parties have been consulted and *only* if all feel comfortable with the adjustments.

Pay the Artist

We at Baboró take our duty of care seriously by following best practice in equitable, fair remuneration. We have signed up to and align with the Arts Council policy on the fair and equitable remuneration and contracting of artists. We issue terms and conditions of employment and engagement via contracts that clearly outline the nature and scope of the engagement, and how payments will be made. We pay independent artists/creatives a minimum daily rate of €200, based on industry best practice, and adjust this rate to address economic fluctuations such as inflation. We encourage companies we present to be transparent in their payment rates and we ensure all companies and artists we work with have read, agreed to and signed contracts before work commences. We offer participants of our GROW artist development programmes a stipend to acknowledge their time spent attending events/workshops.

Access Fund

We recognise that life comes with challenges and needs are different for everyone. We include an access fund to support artists working with us and/or those participating in our GROW programme. Additional financial support is determined on a case by case basis after speaking directly with the individual.

Safe to Create - Code of Behaviour

In 2023, Baboró formally committed to upholding the values and expectations of the Safe to Create Dignity at Work Programme for the creative sectors by completing trainings and signing the [Code of Behaviour](#). In signing the Code, we pledge to:

- proactively encourage a 'zero tolerance' attitude towards abuse;
- adopt a collective responsibility on the part of ALL workers to call out abuse and to support those being abused;
- have a robust standard throughout the industry for how allegations of abuse should be dealt with promptly, thoroughly and fairly;
- recognise that smaller production entities do not have the human and financial resources of larger companies, and sometimes do not have a full-time management infrastructure. It follows that smaller production entities will require resources and training to enable a standard code of behaviour to be implemented.

We promise to uphold the Code in our collaborations and partnerships and ask that those working with us also respect the Code and similarly commit to the respectful, safe work environment.

We expect:

- All creatives with whom we work to read this policy and the Code of Behaviour. This includes artists supported through our GROW programmes and presenting festival artists/companies;
- All contracted artists working with us outside of the festival to read and sign the Code. Those working with us on durational projects of one year or more will be asked to complete 3 brief online trainings before signing the Code.

You can find out more about Safe to Create on their website:

<https://www.safetocreate.ie/>

You can read the Code of Behaviour here:

https://www.safetocreate.ie/wp-content/uploads/2022/10/SafeToCreate_CodeOfBehaviour2022.pdf

Artist Resources

Below you will find two resources that may be valuable to freelancers or organisations in creating more healthy work environments and relationships; these include a [Code of Care](#) template and [Access Rider](#) template, with additional context provided for each.

Code of Care

Our friends over at The Spark Arts for Children in Leicester (UK) have developed a useful tool for freelancers and venues/organisations to use to help them identify and express their needs in a work relationship. We're sharing it here in the hopes that it can be valuable to our own community of creatives.

The Code of Care was created by [The Spark Arts for Children](#) in partnership with [Mashi Theatre](#) and a number of independent freelance artists based in the UK. It is a versatile tool kit to outline best practice when working with freelance artists, and to help artists clearly express their needs so that they feel able to do their best work. Some conversations can be daunting for freelancers. The Code of Care is a support for artists to ensure they are being cared for and a guide for organisations to better understand the perspective of freelance working, so that together we can get on and enjoy the job and the process.

Code of Care: <https://thesparkarts.co.uk/resource/code-of-care/>

Access Rider

Baboro wants to make sure that our festival and programmes are accessible to all artists. Access Riders are one way for organisations and freelancers alike to create healthy working environments and relationships. An Access Rider is a document that outlines an individual's or organisation's needs, expectations and ideal way of working.

Our friends at **Disability Arts**, with others, supported artist Alexandrina Hemsley to make a helpful template for individual creatives to make their own Access Riders. We are sharing it here for anyone within our own community who might find it useful.

Alexandrina Hemsley offers an access rider with guiding comments from their lived experience as a person of colour with invisible disabilities. This is a downloadable resource put together as a template for reflection on how to approach naming your access requirements for organisations you may work with as a freelance disabled artist.

This access rider open template has been created in partnership with Dance4 and with support from Disability Arts Online, Battersea Arts Centre, Siobhan Davies Dance, Independent Dance, The Place and Sadler's Wells.

With thanks to Rachael Young, Rebekah Ubuntu, Vijay Patel and Nina Mühlemann, who each provided invaluable feedback on the access rider.

Downloadable Access Rider template:

<https://disabilityarts.online/wp-content/uploads/2020/10/Access-Rider-for-Creative-Freelance-Practitioners-Open-Template.docx>