



WATERFORD SPRAOI CLG

Artists Fair Pay and Practice Policy

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Policy Statement

Waterford Spraoi is an artist-based street theatre company, the majority of people employed by Waterford Spraoi are artists, therefore we know artists and what hurdles the artists come up against. This Fair Pay and Practice Policy is dedicated to all artists that enter our doors that we will do our best to enhance pay and practice while they are in employment with Waterford Spraoi. We will be open and honest, and discuss needs and wants with all employees.

Waterford Spraoi shares the vision of the Arts Council for all artists working in Ireland to be treated fairly in respect of fair pay and practice. To work with artists, giving them support and enabling them to work professionally in the arts sector, so they can have productive and rewarding career opportunities.

Waterford Spraoi value all our artists and the work they produce, we are committed to providing an environment where artists can produce their art while being fairly paid with fair practice of terms, conditions, attitudes and behaviours that ensure equality of opportunity for all artists and others working within the arts sector.

Waterford Spraoi are open and transparent in all our engagements and communications with artists to ensure clarity for all regarding each project, pay and terms and conditions. All artists are provided with a contract of employment outlining their pay rate, terms of conditions and employment law policies applicable during the term of employment.

Artists are paid in line with the terms agreed within their employment contract be that weekly or at the end of their project as agreed with the artist on engagement. Waterford Spraoi provide travel and accommodation to artists working on a project away from Spraoi Studios, artists are also provided with a per diem for subsistence while off site.

This Policy applies to all in house artists, visiting artists, intern artists, commissioned artists, freelance artists and others working within the arts sector contracted by Waterford Spraoi. It is our promise that all artists working with Waterford Spraoi will be treated with respect, given an opportunity to advance their career development and given a sense of fulfilment and accomplishment during their time in our employment. Waterford Spraoi will seek to enable and support artists in the advancement of their careers.

Waterford Spraoi board members agree with Fair pay and practice as outlined by the Arts Council and support Waterford Spraoi's Fair pay and practice policy. The management team are dedicated to ensuring implementation of this policy within our environment and company. The policy will be reviewed annually or when and if anything needs to be added or changed, as this is a living document the document will evolve with legislation and environmental changes.

