



Art Angel– Fair Work First Statement

Art Angel is fully committed to the Scottish Government's [Fair Work First policy](#) and explicitly aligns its practices with Creative Scotland's Strategic Priority for Fair Work. We recognise that a sustainable cultural sector relies on delivering the five dimensions of the Fair Work Framework: Effective Voice, Opportunity, Fulfilment, Respect, and Security. [\[1, 3, 4\]](#)

This statement has been jointly developed, reviewed, and agreed upon by management and our designated Internal Staff Representative to satisfy public funding requirements. [\[1\]](#)

1. Payment of at Least the Real Living Wage (Mandatory Condition)

- We ensure all directly employed PAYE staff and casual workers are paid at least the real [Living Wage](#). [\[1, 2, 3, 4\]](#)
- In line with Creative Scotland's [Rates of Pay Guidance](#), we explicitly commit to benchmarking and paying all freelance artists, makers, and creative practitioners in strict alignment with the [Scottish Artists' Union \(SAU\) Recommended Rates of Pay](#). [\[1\]](#)
- We provide clear, written freelance agreements prior to the start of any project, ensuring transparent terms regarding project scope, cancellation policies, and prompt payment structures.

2. Providing Channels for Effective Voice (Mandatory Condition)

- We utilise an active internal employee representative model to ensure our core workforce has a clear, meaningful route to influence organisational policies and decision-making. [1]
- We maintain open, safe, and regular internal communication channels where both PAYE staff and temporary project freelancers can safely feedback on working conditions, project execution, and organizational safety. [1]

3. Investment in Workforce Development (Opportunity & Fulfilment)

- We regularly assess the professional needs of our internal staff to provide relevant training, skill-building, and professional development budgets. [1]
- We ensure freelancers are appropriately compensated for their time if they are required to participate in project-specific training, orientation, or evaluation sessions.

4. No Inappropriate Use of Zero-Hours Contracts (Security)

- We do not use zero-hours contracts to replace permanent, regular employment patterns.
- Core staff are provided with stable, predictable working schedules, while freelancers are engaged via clear, time-bound project contracts with mutually agreed deliverables. [1]

5. Tackling the Gender Pay Gap and Improving Diversity (Opportunity)

- We monitor our compensation structures to ensure absolute pay equity across all genders, identities, and backgrounds for comparable work. [1]
- We use fair, transparent, and open recruitment pathways to eliminate barriers, actively promoting diversity and inclusion when hiring staff or commissioning freelance artistic talent. [1, 2]

6. Flexible and Family-Friendly Working Practices (Respect)

- We champion flexible and hybrid working patterns from day one of employment wherever operationally feasible to support a healthy work-life balance.
- Freelance project timelines and delivery hours are negotiated adaptively to accommodate the individual personal, creative, and caregiving responsibilities of our artists. [1]

7. Opposing "Fire and Rehire" Practices (Security)


- We strongly oppose the use of "fire and rehire" tactics to unilaterally change employment contracts or freelance agreements.
 - Any necessary adjustments to workloads or project frameworks are handled through collaborative consultation and mutual written agreement. [\[1\]](#)
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Joint Sign-Off

For Management:

Name: Guendalina Rota

Position: Creative Director

Signature: 

Date: 07/07/2026

For Internal Staff Representative:

Name: Amy Jones

Position: Freelance Tutor

Signature: 

Date: 07/07/2026
