

ARTS COUNCIL NATIONAL LOTTERY PROJECT GRANTS

Fair pay

Arts Council National Lottery Project Grants is our open-access programme for arts, museums and libraries projects.

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New Adventures & RE:Bourne: Tidal at UFEST, Nov 2015
Photo, Danilo Moroni

This information sheet relates to Arts Council National Lottery Project Grants.
 See [our website](#) for more information about Project Grants.

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Fair pay

We are committed to making sure those who work in arts and culture are properly and fairly paid. We expect you to show how fees for artists, creatives and specialists for projects funded by us are in line with, or better than, recognised codes of practice and guidelines set by the relevant lead bodies.

When putting the budget together for your application, you should make sure you can provide proper and fair payments to artists and practitioners. Applications that include touring should make sure that, as well as adequate fees, payments for accommodation, food and so on are in line with the relevant trade union agreements.

Following a ruling by the Office of Fair Trading on competition law, we are not able to offer specific guidelines on rates of pay for artists or creatives from parts of the sector that don't have a lead union body. We would encourage you to find out and put in place best practice guidelines and industry standards from the relevant bodies

When you employ someone on a contract or freelance basis, you should agree the number of hours needed to complete the activity, which should include research, development and planning as well as delivery. We expect that fees and salaries for those aged 25 or over should match the National Living Wage as an absolute minimum. Fees and salaries for under 25s vary, but should match or be more than the National Minimum Wage. We ask you to confirm in the application that you are aware of your responsibilities if you are employing people as part of your project.

Fair pay and our criteria

Your application may be negatively affected if we feel that any of the fees or payments included in it are not appropriate.

Rates of pay

As we are not able to suggest rates of pay for artists or creatives, we recommend you consider looking at the [National Minimum Wage](#) and [National Living Wage](#) as a minimum.

The list below includes links to industry-specific websites and organisations which offer advice on rates of pay for artists and those working in the arts, cultural and creative industries.

Government resources

[HM Revenue and Customs](#)

[Department for Business Innovation and Skills](#)

Unions and support organisations

[a-n The Artists Information Company](#)

a-n provide recommended rates for visual artists

[Artists' Union England](#)

an independent trade union for visual and applied artists and artists with a socially engaged practice

[The Broadcasting, Entertainment, Communications and Theatre Union \(BECTU\)](#)

for technical staff

[Equity](#)

for actors, singers and dancers

[Independent Theatre Council](#)

for theatre practitioners

[Museums Association](#)

for Museums staff

[Musicians' Union](#)

for musicians

[Society of Authors](#)

for writers, illustrators and literary translators

[UK Theatre](#)

theatre staff and musicians

[Writers' Guild](#)

for writers in TV, film, theatre, radio, books, comedy, poetry, animation and videogames

Volunteers, internships and work experience

Volunteers make an essential contribution to our cultural life. The relationship between an arts or cultural organisation and its volunteers should benefit both the organisation and the volunteers. You should respect volunteers, train them properly, and not ask them to take on responsibilities that are beyond their experience.

You can find more information on working with volunteers in our [guidelines](#) jointly published with Creative and Cultural Skills. This document also helps to clarify the legal duties of organisations working in the creative and cultural industries offering internships.

Volunteering and our criteria

Your application may be negatively affected if we feel that volunteers or interns are not being treated fairly.

Learn more about volunteering from the [National Council for Voluntary Organisations \(NCVO\)](#).

[CC Skills](#) provide a list of work related responsibilities, and indicate what pay people with certain skills might expect.

[Acas](#) runs a helpline for workplace advice online and by phone: 0300 123 1100.

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