

Fair Work Policy

Collective is committed to building a supportive, fair and inclusive environment for all those who work with us – whether employees, artists or freelancers. We are working to embed the Fair Work principles of respect, opportunity, effective voice, security and fulfilment in all our policies and processes.

Our Mission, Vision, and Values

Mission

Collective offers a supportive environment for artists at pivotal points in their career to test out new ideas, to produce ambitious and innovative projects, and to share their work with audiences.

Through exhibitions, commissions, performances, as well as programmes for families and community groups, we create meaningful opportunities for artists to develop, and for audiences to engage with creative practice.

Vision

Our vision is to be a new kind of observatory, inspiring new ideas and ways of thinking about and with our city and the wider world, through the diverse perspectives and practice of artists. We want our programmes to be accessible to all.

Values

We are

- Bold – Brave and experimental
- Collaborative – generous and sharing
- Inclusive – welcoming, listening, fair, and open to all
- Caring – for our society and environment

Fair Work Dimension	Definition ¹	Actions
Respect	Respect at work enhances individual health, safety and wellbeing. Dignified treatment can protect workers from workplace-related illness and injury and create an environment free from bullying and harassment.	• Open and inclusive recruitment processes. • We invite staff, programme participants and open call applicants to complete or adapt an Access Document, an opportunity for individuals to highlight any barriers (whether physical, mental, personal, or social) that they consider useful to make Collective aware of. • All staff receive Collective's Staff Handbook and policies on joining and annually, which detail Collective's expectations in relation to appropriate behaviours in the workplace. • Employee Assistance Programme for all staff and artists we are working with, offering free access to an independent source of support and advice, including up to six sessions of counselling. • Active risk assessments for each exhibition, considering the comfort and safety of visitors and our public-facing staff as well as the safety of artists' work.
Opportunity	It is a reasonable aspiration to want work that is fair – and for fair work to be available to everyone. Fair opportunity allows people to access work and employment and is a crucial dimension of fair work.	• Annual review meeting for all staff, inviting them to reflect on their successes and where they might need support, and any areas they would like to develop. An additional half year support and supervision meeting is also available as required. • Review meetings provide a valuable opportunity to understand the long-term ambitions of team members; and identify how Collective might support development goals.

¹ Fairworkconvention.scot, accessed January 2025

		• We aim to ensure staff training takes place at least four times a year and to support individual skills development where possible. • We offer structured training and development opportunities within the organisation, including temporary opportunities in other teams. • Staff are encouraged to seek out and attend peer-networks across other organisations. • At least one person involved in recruitment will have had unconscious bias training. • Remote working available for staff whose roles do not require them to be on site (further detail is available in the staff handbook).
Effective Voice	For individuals, the opportunity to have an effective voice is crucially important. Having a say at work is consistent with the broader suite of rights available to citizens in democratic societies.	• Regular all-staff days provide a forum for the whole team to contribute to developing key strategies and action plans. • Agreement with Prospect Union. • Annual staff survey. • Regular 1-1s with line manager. • Annual review meetings with line management which take a coaching approach. • Front of House staff offered training for all exhibitions, meeting artists where possible. • Debrief sessions during exhibition runs allow Front of House staff to give feedback and make suggestions on exhibitions. • All outgoing staff offered an exit interview or other method for providing feedback.
Security	Security of income can contribute to greater individual and family stability and promote more effective financial	• We are committed to paying at least the Real Living Wage to all staff and are an accredited Living Wage employer.

	planning, including investment in pensions.	• We use a structure of 'job families' with related salary bands to offer transparency around pay. • We never use zero-hours contracts. • For programme participants we issue formal contracts which clearly outline full details of our agreement. • We are guided by Scottish Artist Union rates for creative practitioners as well as AN guidelines. • Freelance day rates are benchmarked against the industry standard, and rates are reviewed annually. • Staff are entitled to sick leave and parental leave above the statutory level, as outlined clearly in our policies.
Fulfilment	Fulfilment can also arise from positive and supportive workplace relationships that promote a sense of belonging and this overlaps strongly with respect as a dimension of fair work.	• We recognise the importance of fulfilling work and that this can mean different things for different people. All line managers are encouraged and supported to engage with their teams on a one-to-one basis and understand individuals' motivations. • Individual interests are nurtured by offering opportunities to work across teams or in interim roles.

Policy Implementation

The senior leadership of Collective have responsibility for ensuring this policy is implemented within each of their teams, particularly within line management relationships. Support is available from the Director and the Board of Trustees for all staff in relation to this policy.

Reviewed and Approved 19th May 2026.

Formatted in line with Collective Gallery's rebrand in June 2026.