

Curious Seed Fair Work Statement

Curious Seed is committed to ensuring that principles of Fair Work are at the core of who we are as an organisation. We are proud to be a Real Living Wage accredited employer, and this is communicated on our website, social media and email signatures. Utilising external resources such as the [Fair Work Employer Support tool](#) indicates that we are performing well across the 5 Fair Work principles. We incorporate a multitude of positive approaches to make Curious Seed a flexible and caring organisation to work with and for.

Fair Pay & Conditions

We undertake an annual review (through benchmarking and industry consultation) of our Rates of Pay. We use ITC / Equity rates as a guide but as these are set as a minimum, we consistently pay above this; our rates are increased every year to consider inflation and cost-of-living rises. We consult with freelance stakeholders about rates and working conditions and provide other types of support which are often vital for those working in dance, such as access to preventative/remedial bodywork treatments, and wellbeing allowances, as part of our contracts. When in development/rehearsal, we schedule 5-day working weeks whenever possible, to provide greater stability, increased wellbeing, and better work/life balance.

Effective Voice

We believe in empowering the voices of employees and freelance contributors.

For employees, there is a formal annual appraisals process, and weekly team meetings. We also promote a company culture where employees feel able to bring ideas or questions on an ongoing basis, to line managers or the Board of Trustees as appropriate.

On our projects, we plan inductions, project meetings and debriefings for all collaborators. We actively foster an environment where people can speak freely and are encouraged to bring thoughts and ideas. We make it clear from the outset that everyone's contribution is valued; this is communicated throughout projects by our Artistic Director and staff teams, verbally and in written communications. When evaluating the impact and outcomes of our work with collaborators, we use the '2 stars and a wish' method, asking: What 2 things were you really happy with? What could be improved? This allows us to understand and consider their experiences whilst keeping it 'light touch' for all.

We have a robust Grievance and Disciplinary policy, including Trustee-level support, to provide a clear and responsive process to report and escalate any issues that might arise.

Respect

We strive to be welcoming and open, and we encourage everyone to work together to create an environment where we all feel respected and valued. We have adopted [SOLT/ UK Theatre's 10 Principles](#) for creating safe and inclusive working spaces in theatre, to prevent and challenge bullying, harassment, and discrimination in the workplace. We have

developed a Statement of Care for use on all our projects. We currently have 2 core staff who are trained Mental Health First Aiders; staff have also undertaken LGBTQI+ awareness training.

Opportunity

We have a fair and transparent recruitment process with job and audition opportunities publicly advertised via a range of appropriate channels aligned to our EDI priorities. We offer flexible working, including job share models that support those with caring responsibilities and allow for a better work/life balance.

We are taking positive actions towards implementing equality and diversity in the workplace through our EDI and Anti-Racism policies/action plans. We seek input from external consultants as well as staff and Board around these and are clear about the desired outcomes and how success is measured. We have widened our recruitment channels to attract traditionally under-represented groups of individuals, for example in our audition processes, and created an Anti-Racism Complaints process to support teams on tour.

We know that freelance workers can struggle to access development opportunities. A core part of what we do is to provide free and paid opportunities for sustaining and deepening artistic practice; leading regular movement sessions for practitioners in our studio space and partnering with other organisations deliver professional-level workshops. We also offer practical training opportunities free of charge; previously, these have included Anti-Racism, First Aid and Carbon Literacy.

We seek out opportunities to encourage people to enter the sector or further develop their skills; we support training placements via organisations such as the FST, Edinburgh College, and Royal Conservatoire of Scotland, nurturing new talent across Scotland's culture and creative sector.

We have a proud track record of mentoring a diverse range of artists and practitioners across the dance and theatre sector; this is a fundamental part of our organisational practice and extends to the understanding that not only do we provide it for others, but that staff are supported to access coaching or mentoring themselves.

Security

We provide permanent contracts for all employees, with rates of pay reviewed and increased annually. When working with freelancers we recognise that transparency and clarity are key. We provide a Letter of Engagement that describes the scope of the work required, delivery timetables, negotiated fees and any rights granted, and what would happen regarding fees if the activity was postponed/cancelled. An effective financial management system ensures we pay promptly to an agreed schedule with staged payments which can be flexible if required. Freelancers are also paid for meetings and additional administration or contract requirements, e.g. negotiations, advance/post work or compliance processes. We do not ever use or issue zero-hour contracts.

Fulfilment

We promote fulfilment at work and a feeling of belonging through informal opportunities such as peer learning, networking and mentoring, as well as more formal avenues including investment in training, skills development and CPD. Post-COVID, we employ a blend of office and remote working; this reflects the value we place on a strong sense of trust and autonomy for our staff - being able to structure workloads and approach to delivery increases job fulfilment which has a positive impact on wellbeing and productivity. We provide opportunities for networking and leadership development in Scotland and further afield; this is vital to sharing new ideas and learning.