

Leith Festival Association

Fair Pay Policy

Implemented	Written By	Approved by board
March 2026	Barbara Kerr	

Revisions

Review Date	Revisions	Reviewed by

Purpose

Leith Festival Association Ltd. is a small community charity committed to supporting artists, musicians, performers, and creative practitioners. We recognise that creative work has value and deserves fair financial recognition. This policy sets out our commitment to fair pay and transparent practices while balancing the financial realities of a small, community-led charitable organisation.

Our Principles

Our approach to paying artists and performers is guided by the following principles:

- **Fairness:** Artists, musicians, and performers should be paid for their time, skill, labour, and creative contribution.
- **Transparency:** Payment arrangements will be clearly communicated and agreed before any performance or participation is confirmed.
- **Respect for Creative Labour:** We recognise that artistic work requires rehearsal, preparation, travel, equipment, and professional expertise.
- **Accessibility and Inclusion:** Fair pay helps ensure opportunities are accessible to artists from a wide range of backgrounds.

3. Commitment to Fair Pay

Leith Festival Association commits to:

- Paying musicians, performers, artists, and other freelancers wherever possible for their participation in the festival.
- Avoiding requests for unpaid performances unless participation is explicitly voluntary and clearly communicated as such.
- Providing clear written agreements outlining fees, expectations, and payment timelines.
- Seeking to align artist fees with recognised sector guidance where possible, while being transparent about budget limitations.
- Prioritising artist payments within the festival budget.

4. Payment Standards

Where funding allows, we aim to:

- Pay fees that reflect the time, preparation, and professional experience required.
- Cover reasonable travel, accommodation, or production costs where agreed in advance.

- Pay agreed fees within 30 days of the festival or performance, unless otherwise specified in writing.
- Provide staged payments for larger commissions or projects where appropriate.

5. Budget Transparency

As a charity, our income may include grants, sponsorship, donations, and ticket sales. When resources are limited, we will:

- Be open with artists about budget constraints.
- Offer the highest possible fee within available resources.
- Avoid replacing paid roles with unpaid ones where funding is available.

6. Voluntary Participation

Some community members may wish to contribute on a voluntary basis to support the charitable aims of the festival. In these cases:

- Participation will always be opt-in and voluntary.
- Volunteers will be informed in advance if a role is unpaid.
- Volunteers will still be treated with the same respect and care as paid contributors.

7. Equity and Inclusion

We are committed to ensuring our payment practices support fairness and inclusion. We aim to:

- Avoid discriminatory pay practices.
- Pay artists equitably regardless of background, identity, or career stage.
- Ensure emerging artists are not expected to work for exposure alone.

8. Review and Accountability

This policy will be reviewed annually by the festival organisers. We will seek feedback from artists and partners to improve our payment practices and ensure we continue progressing toward fairer compensation.

9. Contact

Questions about this policy or artist payments can be directed to:
Office@LeithFestival.com