

Kids' Own
**Pay the
Artist Policy**

Contents

- 5 **Policy Statement**
- 7 **Principles**
- 9 **Our Work**
- 11 **Our Commitments**
- 13 **Best Practice**
- 14 **Our Rates of Pay**



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A core strength of Kids' Own is the artists that work with us. We believe in building and nurturing long-term meaningful relationships with the artists we work with. These artists work across a range of contexts, have their own professional practice and are committed to risk taking, questioning and, above all, a belief in the innate creative capabilities of children and young people.





Policy Statement

Kids' Own is committed to the improvement of living and working conditions for artists by ensuring best practice and, in particular ensuring the fair and equitable remuneration and contracting of artists who contribute to activities across the organisation. As stated in the Arts Council's Policy 'Paying the Artist' (2020) *remuneration is fair when it equates to what is asked of an artist in terms of their time, input and expertise. It will account for the status of the artist and reflect the value created by their engagement.*

Kids' Own support the Arts Council commitment in seeking to create a culture of fairness and equitable treatment. We acknowledge that if artists are not appropriately remunerated for their work, a career within the arts is not viable. We share the Arts Councils' wish for artists to be valued and treated fairly and highlight the Arts Councils' emphasise on *equitable* remuneration which aligns with our commitment to equality, diversity, inclusion and equity in both participation in and creation of art as outlined in our [Equality, Diversity and Inclusion Policy](#). As an organisation, Kids' Own strive to always do better by continually reviewing all our policies and will regularly review our Pay the Artist Policy in line with the changing landscape of the arts in Ireland.



Principles

Our commitment to Artist's Pay is directly informed by the value-based principles presented in [Paying the Artist: An Arts Council policy on the fair and equitable remuneration and contracting of artists \(2020\)](#) which states:

- [We] value artists: we value the work that artists create, and the way in which they represent and contribute to the cultural life of the nation. This value must be better reflected in how we pay artists.
- We aspire to the position that best practice, not minimum standards, should apply to remuneration and contracting of artists across all artforms and disciplines.
- An artist's ability to sustain a viable career within their chosen discipline is an essential feature of a healthy arts ecology. Improving standards in what artists are paid and how they are engaged is critical to this and, in particular, to ensuring a diversity of voices is represented within the arts.
- The underpaid or unpaid contributions of artists represent a hidden subsidy to the cultural life of Ireland; we recognise that this is unfair and unsustainable.
- We submit that where public funding is involved, fair and equitable remuneration is a matter of policy and prioritisation and, accordingly, should be factored into the budgeting process rather than being budget-dependent.



Our Work

Our vision is for a society that recognises children as independent writers, thinkers and creators and that truly values the arts in the lives of all children.

Our mission is to develop, publish and promote artwork and writing created by children for children and their communities, through meaningful engagement with professional artists.

Kids' Own works to give children greater access to cultural expression and to be actively, creating, enquiring, communicating and making meaning through the arts. Our ethos is rooted in professional arts practice. We aim to create opportunities for children and artists to work together through a wide range of collaborative and creative projects.

In addition, Kids' Own is dedicated to providing high-quality professional development opportunities for the artists we work with which is reflected in our current Strategic Plan. Our second strategic aim is specifically dedicated to supporting artists in the professionalisation of their practice with children. We aim to do this in a number of ways including; the development of training programmes that respond to the needs of artists currently working with children and young people; residency opportunities with our established artist network to share, explore and

develop their practice with children; artist networking/skills-sharing days between established and new members of the Kids' Own associate artist panel, providing an important opportunity to develop and share their work, as well as build new collaborative relationships between artists and writers; and the establishment of a mentoring and support programme where established associate artists and writers support emerging artists and writers in their practice with children.

Kids' Own also aims to build in support for artists' own practice into projects where possible with paid studio response time. We are encouraged that other funders see the value in this kind of professional development of artistic practice and we will continue to advocate for this.



Our Commitments:

Kids' Own aims to provide a leading model of best practice within the sector.

Duty of Care

As an organisation we maintain a duty of care towards all artists, and freelance workers, and maintain a fair, open and transparent dialogue throughout working together. Budgets, fees and all costs associated with undertaking work with Kids' Own are discussed in an open and transparent manner.

We issue contracts at the beginning of each project, regardless of project size, and provide administrative and other support to artists on every project, to ensure their focus can remain on the artistic process. Kids' Own always pay artists at a daily rate, even if engagement does not span to a full day, as the artist has committed a day of their time to working with us, and in recognition of the preparation and energy working collaboratively and reflectively with children requires. We always include paid preparation time in each project, regardless of whether it is a small or large project. We have begun to increase the paid planning and processing time for artists on larger projects in recognition of the ongoing work needed. We always compensate artists adequately for travel and accommodation, and also issue per diems in addition to the daily rate. We increased our mileage rate in 2024 to reflect increased fuel costs.

Dignity at Work

Kids' Own is committed to upholding the dignity and respect of everyone involved in the organisation, including all artists and freelance workers. We are dedicated to providing a workplace free from any kind of bullying or harassment, and to fostering a work environment that promotes high-quality service in an atmosphere of respect, safety, and equality. This commitment is outlined in the [Kids' Own Dignity and Respect at Work Policy and Procedure](#), which is shared with all artists and freelance workers at the beginning of each project.

As an organisation, Kids' Own has also fully embraced and is a signatory of the [Safe to Create Code of Behaviour](#). Everyone at Kids' Own, at all levels, has read, discussed, and pledged to create a safe, inclusive, and respectful workplace. Our aim is to establish an environment where all workers, including artists and freelance workers, can thrive without experiencing any form of harassment, discrimination, bullying, or violence.



Best Practice

We strive to deliver best practice as outlined in **Paying the Artist: An Arts Council policy on the fair and equitable remuneration and contracting of artists (2020)**:

- Ensuring that a policy and approach agreed by board and management dealing with all aspects of engagement with artists are in place and available to artists and published on the organisation's website.
- Being open, transparent and upfront in communications with artists to ensure clarity from both perspectives on the ask and the offer.
- Complying with rates, terms, practices and standards recommended by representative and resource organisations, and utilising available toolkits and resources to support the contracting process.
- Aiming for continued improvement in rates, acknowledging the low base from which current norms and standards are set and that minimum standards are not an acceptable ambition.
- Ensuring all engagements are covered by a contract.
- Ensuring that remuneration and contracts reflect the full scope of what an artist is expected and required to deliver.
- Ensuring that artists and/or their representatives have a voice in negotiating terms and conditions.
- Being clear about the nature and status of an engagement—i.e. whether the contract is an employment contract or a contract for services— as well as any associated tax, social-security benefits/ obligations arising (e.g. holiday pay, PRSI, etc).
- Ensuring that payments reflect and/or differentiate between fees and expenses, including subsistence or other relevant payments.
- Being clear and upfront about how and when payments will be made; this should be set out in an organisation's prompt-payment policy.
- Ensuring that artists' fees are ring-fenced within project budgets so as to ensure they are protected against budget overruns in other areas.
- Ensuring that artists copyright is respected, both in terms of moral and economic rights.
- Supporting artists to share in the economic life of what they create by ensuring that any contractual arrangements for artists to benefit from the future exploitation of their work are appropriate and proportional and reflect the value of what the artist has created.

Kids' Own Rates of Pay

| | Daily Rate |
|--|------------|
| Associate Artist Panel engagement activity | €250.00 |
| Project preparation & meetings | €250.00 |
| Facilitation of creative activities / workshops at artist professional development | €250.00 |
| Attendance at Artist Meetup Days | €100.00 |

Where appropriate, travel, accommodation and per diems are payable in addition to the daily rate. This will be agreed in advance.

- When overnight travel is required a travel per diem is provided at a rate of €25.00 per day.
- Kids' Own always arrange and pay for accommodation if required
- Kids' Own reimburse for any transport costs including mileage at a rate of 40c per kilometre.

Kids' Own Pay the Artist Policy

This Policy has been developed with reference to the Arts Council's Policy Paying the Artist: An Arts Council policy on the fair and equitable remuneration and contracting of artists (2020) and the Arts Council's Equality, Human rights and Diversity Policy, and Visual Artists Ireland ongoing research.

The Artist's Pay Policy was approved by the Board of Directors on _____ and will be reviewed annually with the next review in _____

