

## How Horizon works with partners at the Edinburgh festivals

Horizon works with partners and stakeholders at the Edinburgh festivals in line with our working principles and core values. [You can read more about how we work at this link](#). We choose venues for Horizon's programme according to the following principles:

### Fair Work

Horizon is committed to never paying anyone less than living wage and will never ask anyone to work for free. We are aware that there is a debate around some volunteer programmes at the Edinburgh festivals. Horizon recognises that good practice volunteering is beneficial to both the volunteer and the host organisation; most Horizon consortium members have volunteer programmes within their own organisations. We also believe that volunteering should never replace paid work or make unreasonable demands on the volunteer.

- In choosing venues for Horizon shows, we will **only** work with venue operators who have indicated that their employment and volunteering practices are aligned with the Edinburgh Festival Fringe Society's best practice guidelines. <https://www.edfringe.com/take-part/working-in-venues> and ([2021 list](#))
- We will **prioritise** working with venues who pay the [Real Living Wage](#).

### Access

<https://www.horizonshowcase.uk/access/>

- We will **only** programme Horizon shows into accessible spaces.
- We will **prioritise** working with venues who have reached level 2 and above of the Edinburgh Festival Fringe Society's Venue Access Award - <https://www.edfringe.com/experience/how-to-plan/access-at-the-fringe/venue-access-award>
- We work with an Inclusive Access Consultant and all participating companies on best practice access for Horizon showcase performances and events.

### Sustainability

<https://www.horizonshowcase.uk/sustainability/>

- We will **only** work with venues which have an environmental sustainability policy.
- We will **prioritise** working with venues which exist in Edinburgh year-round, because this reduces the environmental impact of production transport and temporary staff travel.

### Community

We recognise that Edinburgh is a city with a community of residents, some of whom love the summer festivals, some of whom hate them and some of whom don't connect with them at all. We are aware that 'festivalisation' and over-tourism are live issues for the city and we want Horizon's interaction with the city and its residents to be respectful and positive.

- We will **prioritise** working with venues which exist in Edinburgh year-round, and therefore employ people who live in the city, support local artists and have local audiences.

- We will collaborate with our venue partners and the showcase artists to reach audiences who might not be regular attenders.
- We will never use 'Edinburgh' to mean the Edinburgh Festival Fringe or the Edinburgh festivals.