

Notes on Our Working Culture

Context:

This is a brand-new consortium comprising BAC, Dance4, Fierce Festival, GIFT, MAYK and Transform. We formalised in autumn 2020 when offered the commission from Arts Council England to deliver an international showcase within the contexts of Edinburgh Festivals.

This live document offers an insight into our thoughts around our working culture and core values as a consortium. We expect it to develop and grow, as our work together and team develops and grows. It is starting point for us to collectively think about our core values and behaviours. We want everyone involved in England's Performing Arts Showcase to influence and inform this document throughout the life of this project and so consider this a 'live' document that will ebb and flow, as we learn from the activities we deliver and each other.

Running throughout our core work we want to centre four core principles:

- Transparency
- Friendliness and care
- Disruption and playfulness
- Being fair, equal and inclusive

Working Principles:

Friendly and Caring:

Our work will be rooted in a notion of friendship, that holds at its core the facilitation of long-term sustainable relationships that are honest, kind, adventurous and emboldening. We will listen and we will care.

Across artists, delegates, partners, audiences and other stakeholders we will work with respect and without hierarchy.

We will meet the needs of our work acknowledging our dependency on our planet and the work of artists to achieve a sustainable future.

Transparent:

We won't keep secrets or won't hide stuff. We are transparent, sharing what we are doing and how we do it, working openly and collaboratively, trusting experience and knowledge.

We will ensure our work has a sustainable legacy: environmentally, financially and artistically.

Disruptive/Playful:

We will question how things are done, in imaginative pursuit of something better. We will aim to cultivate artistic friendships that are honest, supportive and that bridge roles, boundaries and borders.

Fair, equal and inclusive:

We refuse to exclude anyone on the basis of who they are and what they need in order to participate. We will break down barriers that limit people's possibilities and ensure an equality of representation across the programme.

We will respond to the individual circumstances of our community and ensure an equality of representation across the programme.

We will ensure our work has a sustainable legacy: environmentally, financially and artistically.

Venues Policy:

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.