



## **DG Unlimited: Fair Work and Fair Pay Policy**

### **1. Our Commitment**

DG Unlimited is committed to promoting and upholding the highest standards of Fair Work and Fair Pay across Dumfries and Galloway's creative sector. We believe that everyone—whether an employee, freelancer, or volunteer—should be treated with fairness, dignity, and respect, and should have access to fair pay, safe working conditions, and equitable opportunities.

This policy underpins our organisational values and aligns with the Scottish Government's Fair Work Action Plan, Fair Work First principles, and Creative Scotland's Fair Work and Rates of Pay Guidance.

### **2. Fair Pay Principles**

- All paid opportunities promoted or supported by DG Unlimited must meet or exceed Fair Pay standards as defined by Creative Scotland and relevant trade unions.
- DG Unlimited expects all partners and collaborators to pay at least the Real Living Wage (as set by the Living Wage Foundation).
- Rates of pay should follow industry benchmarks and trade union guidance to ensure fair compensation for time, skills, and expertise.
- Freelancers and self-employed creatives must not be expected to work for free or “for exposure.”

### **3. Fair Work Practices**

DG Unlimited endorses the Fair Work Framework's five dimensions—effective voice, opportunity, security, fulfilment, and respect. We therefore expect all opportunities we share, support, or participate in to:

- Adhere to current employment, equality, and health & safety legislation.
- Ensure inclusive and equitable recruitment, free from discrimination.
- Offer clarity and transparency in contracts, terms, and conditions.
- Respect the wellbeing and work-life balance of all individuals.
- Encourage participation in decision-making and open dialogue between workers and employers.



#### **4. Volunteering and Unpaid Roles**

- Voluntary opportunities must never replace paid work or exploit workers.
- Volunteers should receive clear role descriptions, appropriate support, and reimbursement of reasonable expenses.
- All voluntary roles must add value to participants' personal or professional development.

#### **5. Alignment with National and Sector Standards**

This policy supports:

- Creative Scotland's Fair Work Priority –  
<https://www.creativescotland.com/about/strategy/fair-work/what-is-fair-work>
- Creative Scotland's Rates of Pay Guidance –  
<https://www.creativescotland.com/resources-publications/guides-toolkits/rates-of-pay-guidance>
- Scottish Government's Fair Work Action Plan –  
<https://www.gov.scot/publications/culture-strategy-scotland-action-plan/pages/4/>

We also encourage our members to consider joining a relevant creative or cultural trade union to strengthen collective representation across the sector. See our website for more details on [Creative and Cultural Trade Unions](#).

#### **6. Why This Matters**

**Adopting Fair Work and Fair Pay principles:**

- Ensures fairness, dignity, and transparency for all workers.
- Builds a stronger and more sustainable creative economy in Dumfries and Galloway.
- Reinforces DG Unlimited's role as a leader in ethical, inclusive, and professional practice.
- Contributes to Scotland's ambition of becoming a Fair Work Nation by 2025.

This policy will be reviewed annually to ensure it remains aligned with best practice, legislation, and the evolving needs of Scotland's creative sector.

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