



Travelling Light Commitments to Artists

Travelling Light is committed to providing the best possible environment for the artists we work with. We approach all artists with the question, what can we do to help you thrive whilst employed with us?

What we strive to do:

Ask questions. Hold safe space for conversations. Be clear on how much assistance we can reasonably provide and be honest about our flexibility within each project.

What we ask of our artists:

We encourage people to be honest about their needs, so they feel comfortable and are able to do their best work. Feel confident to ask questions – Do you need time to attend an important health appointment? Would you need to leave rehearsal early to do the school run? Do you need reading materials in advance or in a different format?

We encourage open conversations around access requirements and will do our best to incorporate requirements.

This includes, but is not limited to:

- Listening and valuing an artist's input through a collaborative approach to making work.
- A commitment to fair pay, in line with ITC/Equity guidance, and prompt payment of fees.
- Being clear on where intellectual property rights sit within work created collaboratively within contracts, giving due credit for creative endeavour.
- Supporting an artist's caring responsibilities through means such as: flexible working hours, support with child care/caring costs where possible for freelancers, enabling bringing your child to work if viable.
- Provision of a quiet breakout space during rehearsals for relaxation, time to recalibrate or pray.
- Providing wellbeing support, including our employee assistance programme - Care First, available to all we work with.
- Providing all artists the opportunity to provide relevant access information before starting a project, through new starter/access forms, inductions and briefings.
- Continual reflection and evaluation with all that we work with to continue our learning.
- Accommodating individual communication preferences, learning styles and time for reflecting.
- Striving to give a reasonable amount of notice and scheduling for any work you undertake for us.

We don't have all the answers and may get things wrong. We love to learn and strive for best practice. If you have any further suggestions that could make things better, or you have expertise we could benefit from, we would love to hear from you.