WELCOMING

Creating space that is welcoming to all artists at any stage in their career and supporting artists to develop at their own pace.

INCLUSIVE

Valuing our diverse artistic community including those who may be marginalised due to their age, sexuality, gender identity, ethnicity, disability status, class, caring or parental responsibilities.

ACCESSIBLE

Prioritising access within our planning, budgeting and processes so that our opportunities and activities are accessible to all

FORWARD-THINKING

Taking collective action now to support the future of our shared arts ecology and its impact on audiences and communities

COLLABORATIVE

Acting together to support independent artists and freelancers and taking shared learning and examples of best practice back to our individual organisations

PARTNERSHIP

Treating freelancers as partners, experts and equals and giving them meaningful roles within our decisionmaking processes

REPRESENTATION

Acknowledging structural racism exists within the industry and that we all have a role to play in making change. Proactively supporting Black artists and those from underrepresented ethnic groups

RESPONSIVE

Recognising the difference in experience and perspective of freelancers and those within our organisations. Listening to what artists tell us they need and responding to this within our programmes

GM ARTIST HUB PRINCIPLES AND VALUES