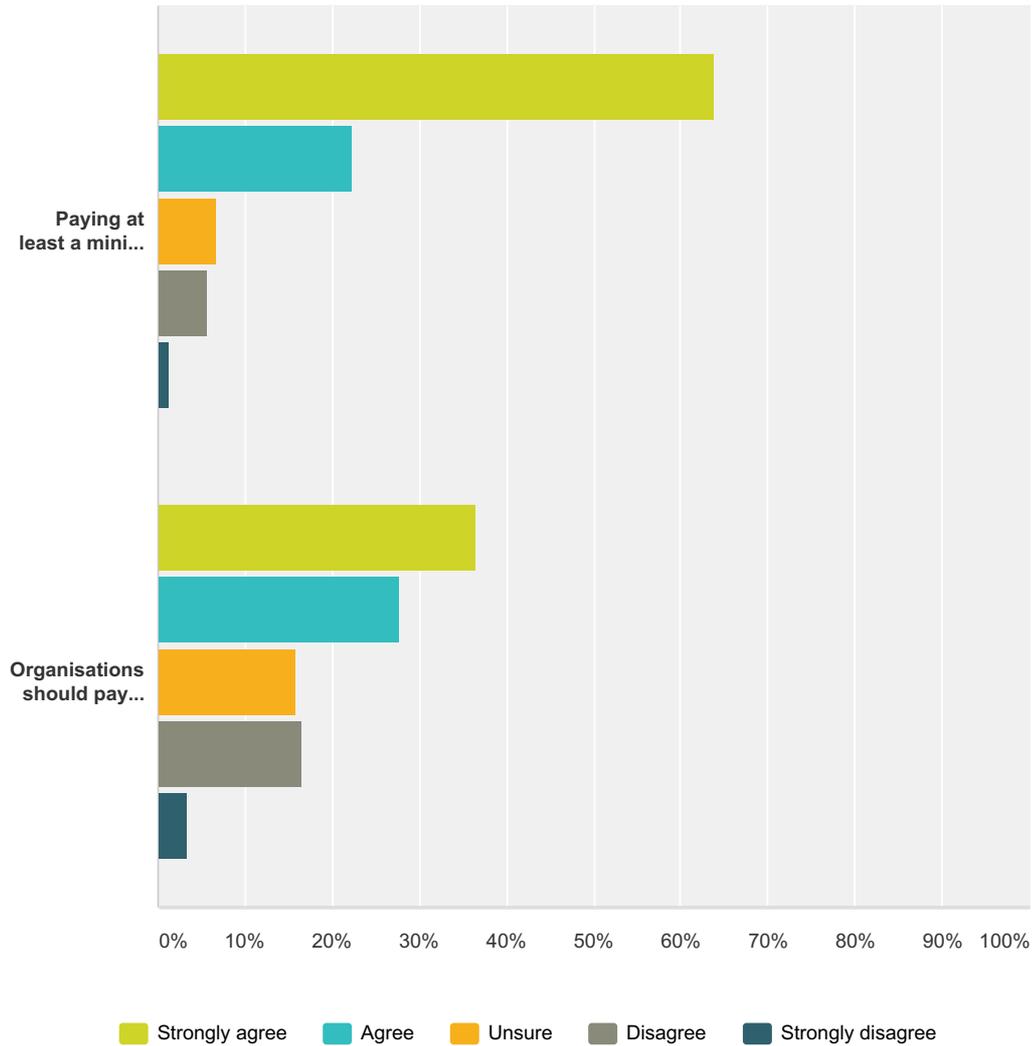


Q1 To what extent do you agree or disagree with the following statements?

Answered: 526 Skipped: 1



	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
Paying at least a minimum wage to interns and apprentices should be a condition of arts council funding	63.93% 335	22.33% 117	6.68% 35	5.73% 30	1.34% 7	524
Organisations should pay volunteers if they use them to deliver essential services	36.47% 190	27.83% 145	15.93% 83	16.51% 86	3.26% 17	521

#	Please give reasons for your views	Date
1	Internships and apprenticeships are equatable to jobs but are entry level with workplaces offering more support and training. It is still a job. People undertaking them deserve at least minimum wage. If the service of a volunteer is high quality and valuable, and takes on the same level of responsibility of that of a co-worker then surely they are as equal as the employed worker and should also deserve been paid. I understand the complications of the use of a volunteer- after all they are the ones putting them self forward- so perhaps this could be dealt on a case by case basis. If it is evident an organisation is actively seeking out volunteers to fulfil that of a paid role they could be offering instead, this is when volunteers are been mistreated.	10/16/2014 9:47 AM

Employment practices - volunteers, interns and freelances

2	Interns and apprentices are human beings. They are 'another body' in the workplace carrying out tasks which require skills which they are either developing or have qualifications in. They are gaining work place experience - emphasis on work place - 'work' which suggests they are providing a service, completing tasks for a return of 'money'. These people are giving their own time to gain experience within industries vital for their career progression. Giving time for free is showing commitment but also shows whoever is expecting of them to work for free is exploiting this valuable persons time, exploiting their commitment.	10/16/2014 9:41 AM
3	Every one should be paid for the work they do. Internships are becoming the new 'slave' labour market. It must be discouraged. Internships and volunteer working encourage exploitation. The premise that a paid job will may forthcoming, is rarely the case.	10/15/2014 2:52 PM
4	1) It appears that under employment (case) law, people who 'work' set hours, do set tasks and contribute value to an organisation are "workers" and are entitled to the minimum wage. In those apprenticeship or intern set ups it should not be necessary to make what is already a legal requirement a condition of funding. However if ACE want to draw attention to good (legal) practice then so be it! If however there are not set hours, set tasks or a contribution to the organisation's value then the agreed compensation between the organisation and the 'recipient' may well not be a wage. Equally it probably isn't an internship or apprenticeship... QED 2) This is an sloppy question... If you 'pay' volunteers they are by definition not 'volunteers' therefore there is only one logical answer. The question should have been whether "volunteers should be used to deliver essential services". Also Board members on many arts organisations are volunteers who are providing an essential (governance) service and hopefully adding value to their organisation. If they were paid it would cause	10/15/2014 6:32 AM
5	The culture of unpaid, often full-time internships restricts access to work in the arts to those who have money. It narrows the pool of potential talent - how many young people who would be excellent artists, arts managers, marketing professionals etc. are we missing simply because they do not come from wealthy backgrounds which allow them to work for nothing?	10/15/2014 3:49 AM
6	I think that essential services should be paid for, but I think that this can be negotiated and perhaps subsidised by being given other things such as support or mentoring, access to other career development opportunities, paid work further down the line, references etc. I think it is important that interns / apprentices / volunteer are not taken advantage of, all transport expenses should be paid and lunches provided. An intern / apprentice / volunteer should not be out of pocket. I think it would make sense that, especially for interns and apprentices projects are specific and time limited, offering access to learning specific skills or exploring certain elements to enhance professional development. With volunteers this may vary depending on the reason for volunteering in the first place and time available.	10/15/2014 1:52 AM
7	Strongly agree that interns and apprentices should be paid a Living Wage. It is not only exploitative not to pay interns and apprentices, but it ensures those who can afford to work for free/less than the living wage are the ones who gain the essential 'foot-up' and make those connections in a highly competitive arena. This further perpetuates the arts as elitist employers. Regarding volunteers, it's complicated! It depends on the role/volunteer/motivation for volunteering. If the volunteer is out of work and the motivation for volunteering is as above,the role should be paid. If the volunteer is doing so to support the organisation rather than further their career (ie retirees 'giving back' or employees in other sectors volunteering as a way of doing charity work) then it needn't be paid. If the role requires expertise the role should be paid, unless the volunteer is working pro-bono. If the role is essential but along the lines of envelope stuffing then perhaps not.	10/14/2014 5:22 AM
8	As the national body for the arts ACE should promote best practice and allow for paying interns, apprentices and some volunteers in their grants to organisations. It is also more democratic otherwise it favours people who can afford to work for nothing for a short while and puts working in the arts out of reach of those people who can't.	10/14/2014 4:13 AM
9	Many interns and volunteers are young graduates who are simply unable to take up the opportunity to gain experience as interns and volunteers without minimum wage.	10/14/2014 2:01 AM
10	Because it's not a sustainable situation if they don't and doesn't do anyone any favours in terms of prospects of getting better funding to provide such services at some unspecified point in the future.	10/13/2014 10:22 AM
11	Paying interns and apprentices should be included in arts council funding bids and their respective budgets. This should also be recognized by the Arts Council when accepting and considering bids. Many volunteers are highly skilled. Especially those that take over positions that were previously occupied by employees!	10/13/2014 7:00 AM
12	Partly a legal thing – if volunteers/interns have specific duties then they are entitled to NWM, and partly an ethical duty to pay people for their work. Voluntary work is a grey area, but if there is no compulsion to pay volunteers then there is a danger than paid roles (i.e. ushers, box office staff) will be replaced with unpaid volunteers to save money. This should be unacceptable.	10/13/2014 4:24 AM
13	People involved voluntarily in the running of arts activities and organisations who are in between jobs, graduates, jobseekers, or those not earning a wage from anywhere else, should be remunerated for their effort and support when helping with day to day management of venues, projects and events. Especially people who give up a lot of their time and are thus unable to work elsewhere.	10/12/2014 2:52 PM

Employment practices - volunteers, interns and freelances

14	Reflects true cost of providing arts and cultural products and services; informs and leverages realistic budgets; must be linked however to quality recruitment, interview, performance management process so that's it's a win-win professional relationship. Of course, there will be times when people value-add to their task in times of need and proud ownership.	10/12/2014 2:18 PM
15	If volunteers are properly supported by paid staff that should be ok for eg FOH activities.	10/12/2014 1:44 PM
16	Having completed work experience personally for core funded organizations I have found the work experience to lack any formal recognition. I was never considered as valuable once the work we completed and the experience on my cv was recognized by other established companies. I feel that work experience, internships and voluntary work for funded organizations serves little more than free labour.	10/12/2014 1:31 PM
17	If it's essential it's worth paying for, however many other essential third sector services are provided by volunteers so the arts shouldn't be held up as a place for derision on the subject .	10/12/2014 11:17 AM
18	Interns and apprentices are employees at entry level. Volunteers are giving their time, therefore should only be provided with travel and subsistence expenses.	10/12/2014 10:53 AM
19	Whilst it is highly desirable that apprentices and interns should be paid, we have to operate within financial reality. If these conditions are imposed and organisations have to pay these and volunteers, more organisations may have to close. How does this help anyone when these 3 groups of people are willing to work for little or no pay. It's horrible but at least there is hope. Otherwise the organisation would have to close - no choice. Are scout / guide leaders and assistants paid? No, because they volunteer for these roles and should not be prevented from doing so. Most of us think that the arts are essential, not an optional extra and it grieves us that the arts are so lightly dismissed. But in our passion for the arts in all their forms, let us not lose sight of the financial reality and hope for better times, otherwise there is a danger we will lose many of the organisations altogether; how much harder will it be to start afresh than to keep them going somehow!	10/12/2014 10:34 AM
20	On paying volunteers; I believe one should pay expenses and ensure volunteers are not out of pocket but voluntary means voluntary and to start paying volunteers, unless they are taking on the responsibilities of a paid member of staff and offered a contract, starts blurring the lines and muddies the field. The tasks and responsibilities of volunteer need to be distinct from those of paid/contracted staff/contractors. I don't believe that is appropriate to use volunteers to deliver essential services: that places too much responsibility on them. Being a board member or trustee is another matter but that is a particular type of voluntary work and works within a particular legal framework	10/12/2014 5:51 AM
21	I agree with the first statement, but there are exceptions The second statement, one is a volunteer by its very definition	10/11/2014 10:11 AM
22	equality, access, diversity, fairness, reality, poverty, loving your work should not mean struggling to live	10/10/2014 11:04 AM
23	I believe interns and apprentices should be paid a minimum wage as often it is the only way a young person is able to get on a foot on the work ladder. You see the chicken and the egg situation arise where a young person can't find work because they don't have experience and can't gain experience because they can't find work. With regard to it being a condition of arts council funding I am not so sure. Volunteers by the very meaning of the word offer their time freely. If they are going to be paid then they should be called employees. I think it doesn't matter what they are delivering. Volunteering is the equivalent of donating to that charity. Some people can't afford money and so their time is the next best commodity. Volunteering is a valuable thing to be able to offer for young people and adults of all ages.	10/10/2014 8:10 AM
24	Because if only people who have private support/income to enable them to be volunteers/interns are able to take such roles, privileges them above others who have no other financial support. We all have bills to pay, interns and volunteers are no different. They would be better off treated as valuable apprentices, which is what they are.	10/10/2014 7:37 AM
25	If the person volunteers they should be told what they are volunteering for and they can agree or not to carry out duties that were set forth any other duties above and beyond can be disregarded by volunteer. So, I am unsure . As a volunteer you do so knowing you are doing with out pay.	10/10/2014 7:31 AM
26	Not suitable for organisations that are entirely volunteer-run or where certain projects or activities are run by a team of volunteers. 'Essential' is a grey area.	10/10/2014 4:04 AM
27	many volunteers these days are highly qualified, with BA, MA and teaching qualifications. By organisations surviving only on volunteers undermines jobs and sustainability.	10/10/2014 3:28 AM

Employment practices - volunteers, interns and freelancers

28	No-one should be contributing to an organisation as a worker at any level, including interns and apprentices, without at least minimum payment . This use of unpaid interns disguises staff shortages and budgetary cuts, but after an internship, the intern has no guarantee of a job so has simply lived on his family or the State for longer without a positive outcome. Volunteers, if recruited properly, understand and agree the work they are undertaking on a voluntary basis. Across many sectors, volunteers are an essential way of keeping the organisation going ; and volunteers understand their crucial role , in many cases relishing the responsibilities given to them. They must be adequately trained before undertaking any role ; if given essential tasks -and how are those defined? - management must ensure, for the good name and safety of the organisation, that training and practice and line management are in place.	10/10/2014 1:37 AM
29	Otherwise its exploitation, we give in to bullying and inequalities are promoted - and it just hides underlying structural issues.	10/10/2014 12:56 AM
30	It is ridiculous to assume interns and apprentices should and could work for nothing. Not paying minimum wage is exploitation.	10/10/2014 12:03 AM
31	Paying interns and apprentices will make the industry more accessible and open to people who couldn't afford to do unpaid work, therefore leading to a more diverse workforce. In many cases, apprentices and interns become valuable and essential members of staff and I believe that they should be paid. The industry should move away from the idea that artists and staff will work for free. Volunteers have chosen to do something in their own time and there should be some reward offered to them for offering their time but not necessarily financial.	10/9/2014 2:39 PM
32	It is very difficult to identify essential services but I think all volunteers should have their expenses paid.	10/9/2014 2:06 PM
33	If the arts council are truly serious about having a diverse art community that does not privilege the privileged, then a minimum wage would ensure that those from different income brackets could potentially work in the arts, not just those who can afford to because of their social economic background. Also, if the arts council is serious about delivering quality programming and supporting the arts, then anyone providing essential services should be paid for their work. Let's get rid of this romantic notion that art is not work. That working in the arts is not work.	10/9/2014 10:59 AM
34	I have just finished my two days a week year long curatorial internship. I cannot say that a minimum wage would significantly improve my bank statements, but it would certainly improve my self-appreciation. Let me explain: I am 28 years old, I have wide experience (of over 4 years) in the Museum, Art and Heritage world both in the UK and my native Greece; without counting the volunteering -at Biennials, temporary exhibitions, education workshops, craft summer camps, etc, etc. I do not need any more unpaid experience. I really dislike working at a customer service 9-5 office job 3 times per week, so I can basically volunteer -as being an unpaid intern, you are a volunteer-. As for the second question, alas if organisations should feel that they should pay volunteers in order for the first ones to deliver essential services. Volunteer or paid employee, the commitment and the quality of the work should be exactly the same -at least that is what I have done so far. Money shouldn't be the driving force behind it.Afterall we have all accepted that we will not earn serious money in this sector. Worth noting that when I have graduated in 2009 with a Master's degree in History of Art from the University of Essex, there was no such thing as an unpaid traineeship or internship. O tempora o mores I say.	10/9/2014 10:49 AM
35	If we don't offer payment to interns and apprentices, then we are relying on those who have savings or a source of private income to subsidise arts organisations in order to gain experience. Voluntary work is a different matter and if you are volunteering you should be able to come and go when you like. Internships and apprenticeships tend to be more structured with working hours and schedules.	10/9/2014 5:01 AM
36	If paid they are not volunteers? Volunteering is pleasurable because there is no transaction of money, no expectation or obligation in return.	10/9/2014 5:00 AM
37	The second question is posited without any understanding of NMW Act 1998, Under the terms of the Act volunteers are legally not required to be paid NMW. Only workers can be paid NMW thus the question is constructed without understanding the law.	10/9/2014 4:09 AM
38	All artists working professionally should receive a salary ethically and morally. The Arts Council's could develop and fund a programme possibly in partnership with other organisations to enable newly qualified artists, in all art forms, to be mentored through internships to develop their knowledge and delivery of arts practices and gain experience in the work place. Volunteers should have expenses covered. If they are being used for essential services the post should be covered by an employee	10/9/2014 3:47 AM
39	Volunteering is volunteering and carries it's own benefits and stories not related to payment. We should keep it that way	10/9/2014 3:33 AM
40	Too many funded arts organisations offer 'opportunities' to unpaid workers. This discriminates against those without parental support or personal income who want to follow a career in the arts. Budgets should be written to include minimum wage payments to all employees. Volunteers are essential to arts organisations. Expenses should be paid if necessary but it would not be practical to pay minimum wage to all.	10/9/2014 3:14 AM

Employment practices - volunteers, interns and freelancers

41	Currently the majority of people wishing to work in the arts must be able to live unpaid in the UK's most expensive city, necessarily limiting participants to those who are supported by well-off family or friends, or those working unsustainable multiple jobs. This government-funded restriction of the arts to the elite can only lead to a degeneration in quality and variety of our collective cultural output.	10/9/2014 2:59 AM
42	Of course this should always be the ideal, and something to aim for. however by making these conditions essential, then you will be reducing the number of opportunities for young people getting into the sector. Of course there are issues around needing to make entry into the arts accessible for all (i.e. not discriminating against those who don't have rich parents or who live in London and can live at home whilst interning for lots of arts co's). however i have worked with many young peopel who have been grateful for short / flexible / supportive volunteering and intern opportunities that only offer expenses. they have found this both rewarding and educational and has always led to paid work in the sector. Small companies will simply not have the resources to spend on this.	10/9/2014 1:18 AM
43	Arts organisations should not use interns or volunteers as free labour. Internships are a way to learn and gain experience which is essential in the industry, but there is an expectation for young creative people to work for free and this should stop, particularly for those who are trained. A creative career should not mean being made to feel 'lucky' to have a job.	10/8/2014 2:11 PM
44	Can differentiate between employed roles and volunteer roles as long as volunteer roles are very task orientated e.g. FOH. Volunteers do voluntary work for a variety of reasons and can see this as a form of reward. Would offer travel/parking expenses to volunteers. Interns and apprentices would be taking on an employment role, need to negotiate reward that reflects the work done. In the case of full time work this should be reflected in min wage at least.	10/8/2014 1:35 PM
45	Interns & apprentices are usually (or should be) on a contract for a decent stint of time & have structured meaningful work experience. I think they should be paid to make them truly equitable. Otherwise, once again it's a case of those that can afford it will be the only ones able to do internships / apprenticeships. And therefore continuing the uinequality of those that have & those that don't. The Arts will become a place for only the better off in society & that divide will permeate down to audiences & community participation & Arts then becoma the preserve of the middle & upper classes, a luxury. I can't imagine anyone who works seriously in the Arts would want this to happen. I'm unsure about volunteers. These can be ad-hoc ocssional roles that genuinely benefit both the volunteer & the organisation. If pushed I'd say these should remain unpaid on the condition that the volunteer is truly free to decide how much time to spend voluunteering of their own free will.	10/8/2014 12:29 PM
46	Volunteers should not be paid for their time, but travel and any other cost should be reimbursed.	10/8/2014 11:45 AM
47	It is very hard for people to get a foot on the ladder in the arts world. They need as many opportunities as possible and sometimes that will be a SHORT intern job at a small organisation, which simply wouldn't happen if it had to be paid. Apprenticeships are different - they should always be accompanied by training and should be at more length. So at least minimum wage is appropriate. The official minimum wage for apprentices is £2.30 (from memory) which is an insult and is not appropriate for a company in receipt of public funding. Some organisations are beginning to use the words 'intern' or 'apprentice' as a way of rebranding the word 'volunteer.' If a volunteer is doing ESSENTIAL services then that is not appropriate as a volunteer role. But what about things liken gallery invigilation? Can be a way for young arts students to get a foot in the door. The issue is perhaps about how long people are expected to do these roles.	10/8/2014 10:22 AM
48	All work has value, and everyone deserves a fair wage. Without pay, those who are passionate about the arts but haven't got a financial pillow are immediately excluded from following their desired vocation.	10/8/2014 10:00 AM
49	No-one should be asked to work for free, and arts organisations shouldn't exploit the historical use of internships to supplement essential management or administration tasks.	10/8/2014 9:58 AM
50	Too many organizations rely on volunteers/interns to be able to deliver services, services that would not be delivered - value that would not be produced or presented or otherwise reach audiences; this is the n-f-p sector - there will always be some kind of reliance on volunteers. A balanced approach necessitates a rigorous review of the organization's capacity and the level of reliance on "free" labour is part of that - organization's that are overly reliant on volunteers simply don't do as well in the review process.	10/8/2014 9:48 AM
51	I have been both a volunteer and a casual (zero hours contract) member of staff, and being paid a fair wage for the work I do would have made a huge difference to many things including: my sense of self worth, my willingness to go the extra mile with my responsibilities, my sense of duty towards the organisation I was working for, and my ability to focus on getting the most out of work rather than scrabbling around, working several different jobs and struggling to make ends meet.	10/8/2014 9:20 AM
52	Labour needs to be valued and paid a just rate.	10/8/2014 9:16 AM
53	I think that volunteering can be a valuable and meaningful experience for people and that it should be retained where it genuinely offers that, however I think using volunteers to deliver essential services is wrong for a number of reasons, not least because they should be paid for the responsibility of delivering said services.	10/8/2014 8:57 AM
54	as a general rule It is essential to pay at least the minimum wage to interns and apprentices in order to minimise inequality and help the less affluent to participate.	10/8/2014 7:27 AM

Employment practices - volunteers, interns and freelancers

55	My understanding is that a volunteer is, by definition, somebody who gives their time freely. I certainly agree that expenses should be paid; nobody should be out of pocket for volunteering. However, paying volunteers will affect the relationship between the volunteer and the organisation they're volunteering for and this change may not necessarily be for the better. In addition, this would risk increasing the rules governing the volunteers: "I'm paying you, so therefore you have to stay late tonight, regardless of your previous plans' and would stop volunteering being fun. (This being written as a ten year volunteer leader with Girlguiding and being a volunteer performer for both the opening and closing ceremonies of the Olympics).	10/8/2014 6:46 AM
56	If the Arts Council is funding the Internship or Apprenticeship at the appropriate level then they can make it a condition of their funding, but if they are not providing the full funding then it will be dependent on the organisation's ability to pay. Internships and Apprenticeships provide an opportunity for a young person to gain work experience and greater insight into the operations of any organisation, but if it is a not-for-profit organisation it may prove difficult to pay a minimum wage, so other benefits may be relevant; access to paid training, opportunities to network with the relevant industry, free use of facilities etc. The key reason for having volunteers is to add value to an organisation - some organisations only have funding for one or two members of staff, but volunteers bring additional administrative or logistical support in order to make the programme work. If there are adequate finances organisations should create a job role with salary - if this is not the case, then volunteers help to make the organisation meet its purpose and they gain relevant experience for career progression.	10/8/2014 6:19 AM
57	Sometimes experience is most valuable than money and it is essential to let young or less young people to try their practices. A contract should be signed by both parts. When you need to engage responsibility, and the involvement of the volunteers for a long period or for a extremely intense job, it is fair to paid them in order to insure them to be present and earning a living for their work.	10/8/2014 6:15 AM
58	Arts organisations are regularly saying how much value they are to the community, therefore they should respect the people who work for them. Volunteers, interns and apprentices should not be used as cheap/free labour. If Arts organisations get funding from a pot of money taken from a public fund, they should set an example by paying at least minimum wage to interns/apprentices	10/8/2014 5:16 AM
59	Interns and apprentices are learning skills and are clearly not yet highly experienced in a field, but they are still working for an organisation and contributing time and energy, and they should be accordingly remunerated. It is totally unacceptable not to pay someone, however junior they are. As for volunteers, if they are delivering work of an essential nature for which they are depended upon by an organisation, then that is no longer technically "volunteering," that is working, and they should be paid accordingly.	10/8/2014 4:46 AM
60	As a former arts employee and now someone who works for a university careers service I believe that there is an unequal playing field unless all people who work for an organisation delivering essential services are paid. How does not paying volunteers, interns, etc. help with diversity in the arts - something which all organisations should be striving for in order to allow creativity across the board to flourish. Furthermore, there is a psychological barrier in terms of how people think about their contribution to an organisation unless they are paid and they are far more likely to be productive, creative and input more if they feel they are valued - value is usually shown through payment as well as other areas.	10/8/2014 4:38 AM
61	Organisations should recruit paid staff to deliver essential services. Volunteers should add value to essential services	10/8/2014 4:32 AM
62	Basically, it's about fair recompense for work undertaken: yes, interns are at the bottom of the career ladder, but it doesn't entitle us to exploit them. I think volunteers should be paid if you're relying on them to deliver the core business. Even monkeys know about basic fairness...	10/8/2014 4:10 AM
63	1. the clue is in the title - minimum wage 2. volunteers know they are delivering essential services - that's part of the attraction. For some volunteers the benefit is on their CV which can equate to a monetary value anyway.	10/8/2014 3:51 AM
64	The arts can be very exploitative in its employment practices, although much of that has eroded over the years. We should move forward, not backward and maintain a professional approach to all the work within the arts sector. Exceptions may be the invigilation at small venues by 'Friends' societies and others, which provides enjoyment and engagement, hence the 'unsure' rspnse at this question.	10/8/2014 3:28 AM
65	For many organisations with particularly large overheads for Staff costs, the cost of someone to be employed at minimum wage is not that much more. Also, in a lot of cases interns provide an essential level of support and many have a lot of responsibility during their time with an organisation. However, I do understand that many organisations have had to restructure following funding cuts and there are limited solutions unless there is a fund specifically for paying interns and volunteers (Aside from the Creative Employment Programme which offers a lot of restrictions).	10/8/2014 3:18 AM
66	the role of interns and apprentices should not be used to replace a job - many entry level jobs are at minimum wage. It is crucial they are funded at an appropriate level - student bursary. Organisations should never use volunteers to deliver essential services - however all expense costs should be met which should be pitched at individual need.	10/8/2014 3:14 AM

Employment practices - volunteers, interns and freelancers

67	Interns, apprentices and volunteers can instead of pay be given an experience opportunity tailored to their need for which they will gain significant experience from to take with them in to the future. "deliver essential services" is very subjective - if it is a core function for the company - then yes. Payment is preferable.	10/8/2014 2:59 AM
68	time is money and volunteers and interns are using their time not only to learn but to pay a service. Moreover, interns and volunteers still have their lives to take care: rents to pay etc so it is only fair that they should be paid.	10/8/2014 2:58 AM
69	Because anything else is exploitation.	10/8/2014 2:46 AM
70	Volunteers etc are increasingly being asked to carry out work which paid employees carry out.	10/8/2014 2:25 AM
71	People should be paid to open up opportunities to all and not just those who can afford to work unpaid.	10/8/2014 2:04 AM
72	Think that all workers should be paid properly - and funders should insist that is so - it will mean that funders will have to pay more for the same output, as funding will reflect the real costs. Feel more strongly that core staff (freelance or salaried) should be paid industry standard rates as a condition of all funding, so arts council leads the way in fair employment practice with more than lip service.	10/8/2014 1:50 AM
73	I have seen too many instances of interns and apprentices being used as free labour. I think they should be paid the minimum wage, which will also help open up the opportunities to those whose parents cannot afford to subsidise their children. Much of the arts is becoming the preserve of the affluent middle classes to its detriment. If you pay volunteers they are no longer volunteers and the relationship changes. Paying travel and other task related costs, yes.	10/8/2014 1:45 AM
74	I think essential services should primarily be paid roles; however if it is for a charitable cause, then people may want to volunteer (and this may be necessary to raise funds), as they know they are both getting something out of it and contributing to a cause they care about.	10/8/2014 1:09 AM
75	The purpose of volunteering for most comes to gain experience, until they rise throughout the ranks into payment territory.	10/7/2014 9:12 PM
76	Volunteering should not replace genuine job roles as there is very little paid work left for the skilled and experienced who need to work to live (like myself). I am continually asked to work for free and I'm utterly sick of it. I am 58 years old and have thirty plus years of experience in many aspects of the arts. I am professionally qualified in training and marketing and have a degree. I should not be expected to work for nothing or, as I am frequently asked by funded organisations, to mentor young people who will then be offered in the roles which I am competing with them for. They usually have few qualifications and even less experience, but I get sidelined because they can gain experience on a voluntary basis or on a minimum wage. This habit of recruiting volunteers in every situation is leading to the arts being regarded as an industry for the unpaid.	10/7/2014 4:33 PM
77	A true, workable business plan and budget for any organisation and/or or production calls for staffing costs to be accurately reflected, costed and provided. Without paid roles as ushers, gallery attendants, costume/make-up assistants, sound/lighting technicians, marketing and publicity assistants, etc., etc., how will people hoping to pursue a career in the arts be able to afford to do so? How will actors, artists and technicians support themselves in between paid creative roles without paid support/administrative jobs in the sector? There are few other sectors where employers might be so understanding of employees needing the kind of flexibility offered by casual, part-time/full-time employment whereby they need to be able to take an absence of several weeks or months to play a role, participate in a tour, but still need the long-term security of paid work to pay the bills while 'resting'. In many other sectors with so-called 'flexible' working, the flexibility is all one-way, with zero hour contracts that require employees to effectively be permanently on-call, with no other commitments whatsoever, else they be 'fired'. How can many graduates or people embarking on a career in the arts ever hope to do so, if they don't come from a rich family, if they don't have a family home in London or one of the major cities, if they're not subsidised by the 'Bank of Mum and Dad' and provided with free accommodation? The reality is that many people in senior roles in the arts industry today would simply not have got to where they are if they'd been expected to pay thousands of pounds in tuition fees and become indebted to the tune of several thousand more pounds for living expenses, and then do several years unpaid work experience, before finally, hopefully, managing to bag a proper paid role. But now they are pulling the bottom rungs of the ladder up behind them. And that's not on.	10/7/2014 4:08 PM
78	If the volunteer/intern is covering a position that would be a member of staff i.e. Marketing assistant, and they are covering this position only, and as their main job then this should be recognised. A lot of venues take the opportunity to have an assistant in a busy department and feel that they are able to save staffing budgets with an intern or volunteer.	10/7/2014 1:09 PM
79	I work in student support in a university with a large School of Art. Increasingly we see many students who simply cannot afford to be 'charity workers' for organisations, no matter how worthy the work that they do is. At the same time, the continued acceptance of unpaid internships reinforces social inequalities thereby ensuring that the sector does not necessarily identify or invest in its best emerging talent.	10/7/2014 11:55 AM

Employment practices - volunteers, interns and freelances

80	interns and apprentices are usually 'more qualified' than volunteers and should have different expectations of their time there. volunteers should have either food or a travel bursury available if they are working 'full time' for a period. Volunteering should never be on a 'indefinite' basis, whereas interning/apprentice position can be held for numerous months with a negotiable end date.	10/7/2014 11:50 AM
81	Everyone needs money to survive, and allowing opportunities to be given to only those who can afford to borrow money from family is unfair and puts the industry's credibility and level of talent at a huge risk.	10/7/2014 11:35 AM
82	I believe that People who work in any field should be recognised financially for the work they do and employers in arts organisations are no different than any other employers in this respect. young people who leave school, especially in cities, who have no income are at a huge disadvantage because there is no reduced public transport rate for them. Most young and or older people for that matter who work in the arts are passionate and it is not fair to take advantage of this by not paying at least the minimum wage.	10/7/2014 11:24 AM
83	It depends what you mean by essential services. We often run pop up and mini-festival events and are dependent on temporarily assembled teams of volunteers to help with ushering and site get ins and strikes. On the whole these are young people who enjoy the community/team aspect of the work, are 'friends' and supporters of the organisation. They enjoy the AAA aspects of hanging around backstage and digging the buzz of being with highly skilled professional artists and performers. Without these FOH and back up volunteers - the bayonets on the ground - the events would simply not happen. On the other hand if there is a serious long term 'training' position proposed in which practical skills and opportunities to gain experience are offered - then minimum wages should be paid because 'if it looks like work and feels like work... then it is work!'	10/7/2014 11:15 AM
84	Volunteering is used as a way to exploit the labour of art professionals.	10/7/2014 10:55 AM
85	Interns are there to do proper work and should always be paid - otherwise it's pure exploitation. Unpaid short 'work experience' periods may be OK for other very temporary help but not if the internship is a substantial period (e.g. more than a month). Volunteer are volunteers. There should be a clear understanding of what voluntary status means - paying them would blur the distinction. If they provide essential services they are an 'in kind' resource (that also shows up the inadequacy of the organisation's funds).	10/7/2014 10:45 AM
86	As the second largest industry in Britain, The arts sector needs to entice strong newcomers and assure them that career-wise it is an excellent choice. In addition the irregular and/or anti-social hours demand a high level of commitment. Many volunteers are semi retired and have valuable professional skills, so are well able to take on more demanding roles in assistance.	10/7/2014 8:27 AM
87	I have a problem with paying volunteers even if delivering essential services - it may deprive non arts charities of volunteers as the payment may swing the choice of org to volunteer with. Many volunteers do it to give something back - so it might be more of an incentive to identify 'value' of work as their donation. Interns etc need to be able to travel to work and afford their lunch, they should not be subsidising the organisation.	10/7/2014 8:22 AM
88	if you pay a volunteer, then they are no longer a volunteer. Many people enjoy contributing to their local community by doing small amounts of voluntary work.	10/7/2014 8:16 AM
89	It is important to support emerging and starting out arts professionals for them to build their careers in order to contribute to the industry on a long term basis and on a bigger scale. It is incredibly challenging to enter the industry as a graduate when earning is no option so this can be a great deterrent for the youth considering the arts as a career option.	10/7/2014 8:14 AM
90	Unpaid work experience is a valuable and often crucial way to get yourself started in any sector but your role should be to shadow someone and learn from them. Yes carrying out your own tasks but not tasks that a organisation couldn't do without you.	10/7/2014 8:13 AM
91	As a sector we being reliant on volunteers not only downgrades our profession but also gives false results to funders in terms of results.	10/7/2014 8:02 AM
92	Interns and Volunteers are provide their services, so they are working. Interns, especially graduate interns should be paid regular salary, even more than minimum wage, and that could be given partially by the arts council and partially by the employer. Volunteers should be covered their expenses, so at least they do not lose if they don't gain. That means transportation, food and other special services should be covered by any employer asking for volunteers.	10/7/2014 7:57 AM
93	We are at risk of becoming a voluntary sector managed by 'ladies who lunch' (with no disrespect to them!) unless we keep professional standards and commitment to valuing ourselves.	10/7/2014 7:48 AM
94	Volunteers should not be being used to provide vital services, if a job is vital then somebody should be paid to do it. It undermines the fundamental right of a professional to be paid for their services. Whilst volunteering can be good to develop experience and is vital where many people are needed to complete simple tasks, the Arts Council need to support people working in an industry so vulnerable to exploitation. There are already enough incidences where Artists are underpaid or expected to give their time for very little remuneration.	10/7/2014 7:42 AM

Employment practices - volunteers, interns and freelances

95	I understand that it is often difficult for companies to pay interns, particularly if they are a small organisation. However, it is really difficult for recent graduates or people who are changing careers to find work and an internship is often the only way to get a foot on the ladder. However, if this is unpaid, many cannot afford to live: I certainly could not afford to take on unpaid work.	10/7/2014 7:17 AM
96	It depends on the circumstances - whether or not the org is a charity and the t&cs. Those arts orgs which are charities should be able to use genuine volunteers - inc on essential services - but it's important this isn't discriminatory or exploitative which includes ensuring good practice guidelines eg that it's flexible, short term or part time, not the only access point into entry level careers in that organisation, not with any expectation or promise of a job in that organisation.	10/7/2014 7:05 AM
97	The arts will become the preserve of those rich enough, or whose parents are rich enough to support them. Internships are also often age exclusionary so that those returning to work or changing career path at a later age are unable to get on the first rung of the arts ladder as they can not afford to work for free.	10/7/2014 6:54 AM
98	If its the difference between a company or venue surviving or not, then volunteers can be unpaid	10/7/2014 6:54 AM
99	It is the minimum organisations can do to value the contributions of interns and volunteers. If your organisation can't do that, then you haven't got a valid business plan, and I would have to wonder why your organisation is firstly in business and what you hope to achieve.	10/7/2014 6:46 AM
100	If volunteers are not paid their costs then it costs them to volunteer. This makes trying to get volunteers difficult. Agreed that they gain experience from being involved but not everybody can afford the minimum living costs. This then excludes these people from engaging in activities and the arts.	10/7/2014 6:33 AM
101	Everyone should get paid for work they are doing in my opinion,also free labour can have negative impacts on others who are charging for their services.	10/7/2014 6:24 AM
102	Internships and apprenticeships ought to be additional to core jobs and therefore are real opportunities for people to "learn on the job" which is such a useful way of gaining experience AND establishing whether or not you actually like a particular industry. Therefore it is essential that real internships are unpaid and apprenticeships are on apprenticeship wage. If we had to pay interns we'd simply withdraw the opportunity	10/7/2014 6:01 AM
103	This is really difficult. I have lots of views on this but not a conclusion. Yes I strongly agree that arts organisations should pay minimum wage to interns and apprentices as a priority but this can be incredibly difficult to manage financially. Sometimes organisations are strapped for cash but still can offer really useful opportunities that can make a difference to the ability for people to get experience in the sector, even if they're not paid. Getting ACE funding does not necessarily mean that ACE will provide the money to pay an intern or apprentice for the project and match funding will always be required. When a budget is tight it might be considered a higher priority to make sure artists are properly paid, which they often aren't. Similarly for volunteers, if people are willing to give up their time voluntarily (for whatever their personal reasons) then why can't resources be used to get more arts activity rather than paying people.	10/7/2014 5:50 AM
104	As an intern, I'm expected to perform tasks and work hours that a person earning £25k+ a year would be doing but am instead repaid in 'experience'. The workload, pay rate and experience levels do not balance. I find myself working 50+hours a week, have been told to 'just come in earlier' when there are too many 'URGENT' and high priority tasks that need to be completed, have to pay for a full tank of petrol and £1.50 a day parking to enable me to get to and from work and am only paid £623 a month. Though I do appreciate the experience is good, myself and my colleagues are hard working, competent and are helping to keep the small organisation going, facilitating events of varying size and audiences (residents, community groups, council members etc.) yet the poor pay is disheartening, giving the impression that you're easily replaceable and leaving you unable to save for a future - I'm still in my overdraft (thanks partly to university) and can't afford to pay rent to my parents (nevermind move out) - though I do pay for my own food... Poor payment is unfair and the expectation that you are supposed to be grateful for the experience and 'lump it' regarding lack of pay (or a minimum wage payment) is an excuse for employers to take advantage.	10/7/2014 5:49 AM
105	If people get paid they're not volunteers they are employees. Volunteering is appropriate in some contexts.	10/7/2014 5:45 AM
106	Interns and apprentices should be paid minimum wage. Use of volunteers more subtle. No festival could exist without volunteer stewards who get tickets as compensation and its not instead of a job. Could one say that tearing tickets or checking wristbands or showing people to their seats is essential - of course it is - but these are people for whom the work is not instead of a job, they do it because they chose to spend their free time this way - so I think the question is too broad. Of course students studying event management are also advised to do some volunteer work on festivals and events during the holidays to supplement whatever the university sets up in terms of work placements - and of course these students could do with the money, but volunteering does give you free access to the event so that is a compensation deal that makes it a viable choice. Many festivals are entirely run by volunteers as well, so the concept of a volunteer being paid mixes up volunteering with interning/apprenticeships. The general public may not see there is a difference so it is important for the sector to understand that there is.	10/7/2014 5:38 AM

Employment practices - volunteers, interns and freelances

107	Volunteers are only volunteers if they are not paid so you cannot pay a volunteer. Volunteering is an arrangement by which the volunteer understands they are offering their services for no payment and thus giving back to an organisation or society. If volunteers are being used to deliver essential services which could be provided by paid staff, an organisation should pay someone to do it. Volunteers should only be used if an organisation cannot afford to pay someone or to enhance services i.e. providing additional benefit from that which is provided by a core service	10/7/2014 5:37 AM
108	Interns and apprentices need to be paid - otherwise only those with families who can subsidise them, or other particularly auspicious personal circumstances, can afford to start a career; this directly opposes any equality of opportunity and is ultimately bad for the arts by reducing diversity and blocking talent. On the other hand volunteers are volunteers. If you are going to pay volunteers anything other than appropriate expenses you are creating some form of employment; that's fine - but it is no longer volunteering. If you ARE going to pay them some kind of "honorarium" and/or less than the minimum wage you are entering a grey area in terms of both law and ethics and need to know exactly what you are doing and why - and be prepared to defend it...when in many cases it will not be defensible.	10/7/2014 5:36 AM
109	Apprentices and interns are (or should be) 'there to learn' so are being paid to train. Having said that, I deplore the prevalence of using interns and apprentices as a way to bypass employment. I've seen several ACE NPOs who do this ... e.g. senior management jobs advertised with the words apprentice or intern or trainee in front of them a clear nonsense! Volunteers are just that - volunteers. If you pay them they become employees let's not muddy the waters further with unclear terminology.	10/7/2014 5:17 AM
110	It would be unfair to expect an intern to work for nothing as they generally do a full time role so are unable to secure paid work so are effectively being exploited by this situation- unless it is for a short period of 1-2 weeks when it would be their decision to forgo their earning potential. Apprentices are similarly disadvantaged as they are learning their role, but still need to live when not at work- so should be suitably paid. Volunteers however may not want payment and offer their services free as many are retired. I do however feel it's important for them not to be out of pocket by offering their skills without expecting payment- they should have their transport or taxi fare covered esp. if they work late at night doing stewarding, reception etc...	10/7/2014 5:08 AM
111	Skilled volunteers should actually be recognised as staff. If someone has undergone a considerable amount of training, especially that which has cost them money, they should be paid as staff. Often, interns and apprentices offer a valuable extra pair of hands in an organisation and work extremely hard to ensure that they stay in the industry following their internship/apprenticeship. They should be rewarded for their hard work.	10/7/2014 5:06 AM
112	At the moment it is mostly people supported by parents or other means that can afford to volunteer. This means less well off people do not get to gain crucial experience	10/7/2014 5:02 AM
113	Volunteering is a two way thing, and can be a very rewarding way of getting involved. This is more rewarding if the volunteer role is meaningful, ie plays a real and necessary role in the overall project. If their services are not essential, they may not feel valued. For example, some theatres have front of house teams who are volunteers, without which they could not operate within budget. Many of these volunteers are either students or older people, who value being part of the team and seeing the shows. In the case of older residents, they often also act as advocates of the theatre in the wider community and form a social circle around their involvement. Volunteering is fine as long as it gives something meaningful to the volunteers. Volunteers are an essential part of governance (board members) and Charity trustees cannot in most cases be remunerated by law. Interns and apprentices is a bit different. They will be there at the start of their career, and the pressure to get experience can be exploited. However, many junior posts are remunerated on minimum wage, so having to pay this would disincentivise organisations from taking on apprentices - why would they take somebody they have to develop a lot when sadly you can get somebody with an MA on minimum wage? Interns and apprentices should be paid something by their employer, but as long as they are being trained, not necessarily minimum wage.	10/7/2014 4:45 AM
114	Having volunteered and interned in arts organisations for expenses only a fair amount over two/three years in order to change careers, I have mixed feelings about this. There are some small arts organisations that are struggling for money/funding and would face closure, or severe limitations on the breadth of activities, if they had to pay volunteers. However, when I interned part time for three months at a prestigious, large well known cultural organisation, while I was grateful for the opportunity and it did eventually lead to paid work, I felt it was wrong that they only paid me expenses. However that said, the work wasn't that hard so it really was simply way of getting exposure and bolstering my CV with a prestigious name.	10/7/2014 4:41 AM
115	At one time the arts sector paid all workers poorly, everyone was in the same boat. In recent years the upper echelons of 'chiefs' have shot ahead of the 'indians', I believe that this is particularly true of public sector and government funded jobs. This has led to a big gap in pay and a culture of regarding volunteers and interns as free labour as the experience MAY lead to a salaried job. In my experience this is rarely true. Volunteers invest time and money in their involvement, this should be acknowledged by the organisations they support.	10/7/2014 4:32 AM
116	the line between what is essential and what is not is very difficult to draw. Volunteers cannot practically be used for some roles.	10/7/2014 4:30 AM

Employment practices - volunteers, interns and freelances

117	It is difficult to get into the Arts Sector as it is due to the low funding and high competition, therefore volunteering and internships are often a necessary component when beginning your career. However this means a delay in starting a paid career, and it is heartbreaking and unjust to work for free, when you are completing a necessary role for the organisation.	10/7/2014 4:29 AM
118	In order for the arts to progress and be taken seriously a business like approach is essential. Payment gives value to work and those undertaking that work. There is no way that in our society today that we should see artists starving in garrets as being acceptable and that life as an artist should preclude anyone from having a 'normal' life with a family and a home etc.	10/7/2014 4:25 AM
119	if an organisation couldn't run as it is without the use of volunteers / interns then the balance of relationship is too swayed to the organisations reliance of cheap labour.	10/7/2014 4:21 AM
120	People have to live and should be supported	10/7/2014 4:20 AM
121	Agree completely about interns/apprentices being paid. Volunteers - I think there needs to be a mutual benefit, but given that these tend to be less structured/intensive commitments, the benefits could be in the form of tickets/mentoring/access to rehearsals ie non monetary.	10/7/2014 4:17 AM
122	An intern should be paid at least for his expenses and a bit more as reward. Perhaps not minimum wage, as interns are recent graduates who need to get experience and members of staff will spend time showing them how the job works, but something very close to it. On the other hand, volunteers, who are not committed to work a certain amount of hours, but are helping when they can, shouldn't be paid. If organisations pay volunteers, then they are employees and not volunteers anymore. But volunteers should at least be reimbursed their travel and lunch expenses.	10/7/2014 4:11 AM
123	Having completed a 'free' internship many years ago there is no way I could have done this without the support (particularly financial support) of my family. That said I still had to work full time as a free intern while working in a pub part-time to earn enough to stay doing the internship. Im lucky in what I managed to achieve but for some people that's just not a viable option. If we want to have a more diverse workforce in the Arts we should be supporting the training as a viable option for diverse groups of people from the outset. With regards to volunteers I think it depends on the nature of the volunteering and position of the volunteer. If it is an essential service but this is a part of an MA module, ie. as part of their credits they need to work in a museum or gallery and write about this experience as part of their study then this should be seen as an educational programme not as paid work. However, I have heard of cases of volunteers producing whole learning programmes just to try and get experience and get their foot into a door of an institution and that just isn't fair. That said I know many older volunteers who have had high flying careers in finance and law who have retired early who don't expect to be paid and just volunteer for fun, as they are interested and that's their way of supporting the arts and this should be prevented either.	10/7/2014 4:10 AM
124	An intern is being trained to take on a job in the future. There should be a detailed training programme around the post with set objectives. Without pay, only those with rich relatives will be able to do them - esp in London - so the arts will become run by an elite for an elite. Not good. An internship should also have an end e.g a 3 month programme Many organisations would just shut without unpaid volunteers. It is the volunteers who wish to volunteer so why stop them and know they are not paid. It depends what you call essential. Most volunteer roles are essential from working in a cafe to selling tickets. If they are to get funding from ACE then volunteer agreements and inductions should be in place - so volunteers are trained in necessary areas eg Health and safety. Also they should have a clear policy on what post is paid and which are volunteer roles and why - and that should be public knowledge Also in vol agreements it should be clearly stated if the organisation pays expenses. I think they should eg bus/car petrol money to get there. Again if not only the rich can afford to volunteer	10/7/2014 4:10 AM
125	If we are talking about increasing diversity and access to the arts, affording to live is imperative With volunteers, these funds may be less needed and could be seen as a donation in kind to the arts?	10/7/2014 4:03 AM
126	Employees of what ever status are employees: presumably agreed and budgeted. Volunteers are volunteers - so you making a contradiction of terms! Many community events would be impossible without the volunteer force. Once paid they are no longer volunteers and would come under the first category.	10/7/2014 4:00 AM
127	As an older professional actor, I have relied a lot in recent years in obtaining role-play acting work in training situations. This work is something that many actors rely upon for an income when they are not 'working' in theatre, TV or radio etc. I recent years (since 2008 particularly) very many organisations - NHS, University, Teaching Establishments, Police & Fire Service - who are/were the main customers for this work, have moved to using volunteers. It is my opinion (I have a vested interest admittedly) that those volunteers ought to be paid - if not Equity rates) then fairly for the work that they do.	10/7/2014 3:57 AM
128	Interns and apprentices are developing their skills and should be financially supported in order to do so. Volunteers are often doing so for a hobby or interest and working at levels such a box office (therefore, essential) but for fun rather than as part of a career path.	10/7/2014 3:56 AM

Employment practices - volunteers, interns and freelancers

129	Why would you use a volunteer to provide essential services? If people are skilled and/or have the experience to provide essential services they should be paid the going rate. Would anyone expect a plumber to fix a burst pipe for free? An apprentice should be paid a minimum wage but an intern who is associated with a university is gaining vital experience and a bursary should come from the institution for research for the intern and perhaps admin costs for the organisation who are providing the opportunity. It is hard enough to get funding for our own wages.	10/7/2014 3:47 AM
130	However, if that volunteer is NOT qualified (ie not experienced / not skilled) then that is a different and more complex area. We have to keep quality, experience and skills-based good practice in the mix.	10/7/2014 3:45 AM
131	Interns and apprentices are more likely to be young people starting out in the industry for whom it is essential to gain experience in order to progress within their chosen field. However, many are unable to support themselves during a zero salary internship. Many arts organisations cannot afford to employ experienced practitioners and, as such, could optimise their workload by paying a lower wage for fixed term internships or apprenticeships. A win win situation. However, volunteers are often students who want to gain experience whilst studying, as well as people interested in the arts who want to help when and if they can. Volunteers can often be recompensed with tickets/reduced entry, etc.	10/7/2014 3:37 AM
132	Some organisations have developed important volunteer pools, made up of people who do not wish to, or cannot, take on the pressures of employment. Alternatively volunteers may be people who are employed elsewhere and wish to 'give' back on a volunteer basis. On the other hand, volunteers should not take on responsibility for essential services. Responsibility should be remunerated with pay. There is a difference between a volunteer and an intern, and my comments relate specifically to volunteers.	10/7/2014 3:25 AM
133	Interns and apprentices are different. Apprentices should be paid the minimum wage. It is fair to pay interns travel expenses and subsistence only - if on a limited contract. It is fair to use volunteers to deliver essential services. Of course they need to be managed, supported and rewarded properly.	10/7/2014 3:15 AM
134	In principle I agree with point 1, however, in practice, I see how it could be challenging for smaller organisations. Large organisations should definitely do it.	10/7/2014 3:09 AM
135	If the volunteers are genuine, they will not expect payment, other than for expenses incurred.	10/7/2014 3:09 AM
136	Paying a fair wage is key to diversifying the workforce and offering equality of access, hence my answer re paying interns and apprentices. However, sometimes volunteers might not need to be paid, so this isn't always clear cut.	10/7/2014 3:07 AM
137	This is a no brainer as far as I'm concerned. The people who've benefited the most from arts funding are arts managers employed by ACE funded organisations.	10/7/2014 3:06 AM
138	I feel like there is a culture of under-paying in the arts sector, that's it's acceptable to not pay people because people are so keen to work in the arts. Many interns/apprentices are actually positions that should be paid, such as admin support, but organisations cut corners by offering them as work experience. This then sets a culture of under-paying for higher levels roles. I was a manager in an arts organisation but could barely afford to live on a monthly basis, leading me to leave the arts and seek employment in another sector despite my passions lying in the arts. You can't just live off your love for something. Unpaid positions also limit people from different social and economic backgrounds gaining employment in the arts. Only people from a wealthier background or with parental support can access this opportunities.	10/7/2014 3:01 AM
139	We have FOH volunteers who volunteer because they wish to give something to society and see volunteering as their way of doing this. Many of them are carers so the flexibility of being a volunteer also suits them and offers them a constructive reason to get out of the house and socialise.	10/7/2014 2:57 AM
140	I think if someone is engaged in a formal internship they should be paid. This will ensure there is at least a base level of equality around those that can apply and engage. Volunteers, by virtue of the title are their through their own choice. I don't necessarily think they should be paid just because they're delivering essential services. The contract is between the volunteer and the company. If the volunteer is happy with what they're being asked to do, then I think it is acceptable.	10/7/2014 2:54 AM
141	I do not think it is fair for organisations to rely on volunteers to do what is an essential part of their operations. Anyone working should be paid to work, unless they 'opt out' of being paid, because they can afford not to be paid.	10/7/2014 2:52 AM
142	For me the definition of a volunteer means no payment, however expenses should be reimbursed in my opinion. If expenses are paid I believe it is important to claim them to make it clear the true cost of volunteering to the establishment. If expenses are not claimed for any reason it makes it very difficult for other volunteers to claim and often prevents people from coming forward. This is especially so if unemployed or on a low wage. I think that volunteers should be an addition to basic services and all essential services should be covered by proper employment practice and a minimum wage at the very least. It is impractical to have set times and expectations on volunteers because to volunteer is to be able to not go in if not possible. I do think there is, and should be, a high level of commitment to volunteering, but it is the freedom to come and go or change at short notice that makes it attractive. No business can work solely on this basis so relying on volunteers should be an addition to the basic service not reliant on it.	10/7/2014 2:50 AM

Employment practices - volunteers, interns and freelances

143	Investing in career development of young people and those of any age wanting to build career experience in our industry should be the responsibility of all arts organisations, particularly those benefiting from government funding. Volunteering is credible and a very good way to encourage community engagement with your arts organisation, but if volunteers are delivering essential services then I question whether they are volunteers or in fact, workers.	10/7/2014 2:44 AM
144	For too long, internships and apprenticeships have been viewed as a source of cheap labour. Salaries in the arts are generally reasonably well paid, some areas better than others (geographical). I would support a move towards Living Wage rather than Minimum Wage but the latter is better than nothing. Regarding volunteers, I remain unclear. If they are paid, they are no longer volunteers so this would change their status. For some, this may prove problematic in terms of benefits or other. If they are volunteering with a view to finding paid work, some kind of guarantee such as definite interview when suitable jobs come up, support with job seeking etc.	10/7/2014 2:36 AM
145	Interns and apprentices - I see the types of jobs that were MY first step on the careers ladder now being offered as unpaid or 'lunch and travel allowance' internships. I wouldn't have been able to afford to take on this kind of role because I didn't have parental financing I could rely on - I'm worried this trend makes careers in the arts less accessible to those without wealthy parents or those with a free base in London. I also feel as though many arts organisations are treading a very fine line in terms of the legal definition of what roles can be classed as an internship. For volunteers, I think if the roles are temporary, and there are genuine learning/experience opportunities, then it's not essential that they're paid, but they shouldn't be out of pocket. So in my place of work, we cover travel and a daily meal allowance, and when we take on a group of volunteers for a particular project who are predominantly from out of the area, we provide accommodation. It's more of a grey area if they're fulfilling regular, permanent roles where a certain level of training has been required.	10/7/2014 2:35 AM
146	Not paying people devalues the role they are performing; significantly limits the opportunities people who can not afford to work for free from accessing careers in the arts; cuts down the number of entry level jobs available.	10/7/2014 2:34 AM
147	It would help to avoid exploitation, which whether intentional or not happens.	10/7/2014 2:28 AM
148	Many arts organisations rely on volunteers to provide essential services such as stewarding. Stewards, properly trained, have a strong sense of ownership of their arts organisation and help to improve customer service. Stewards often have a great knowledge of the arts organisation and its history which helps to involve viewers/audiences in the wider community and fund raising development. Also, many arts organisations are charities. Paying volunteers will create problems with their charitable status, especially if stewards are members of a (charitable) Friends organisation. However, there may be roles in which people who are volunteers are required to do by the organisation. In this case they should be paid, and not be treated as volunteers. For example it may be necessary to have a volunteers co-ordinator. There are strong management advantages to paying such an individual.	10/7/2014 2:26 AM
149	I think there are already too many financial obligations to Arts Venues and to add more financial responsibility at this time would be irresponsible at this time when so many organisations are finding it difficult to survive. For interns and apprentices in the Arts certainly it would be good if they got paid for their services but not from money already allocated. The big question is to look at what they are being used for, any role where a volunteer or intern is doing the same work as a paid member of staff needs to be paid. I feel the role of the organisation should be to look at what the volunteer / intern is looking to get out of the role and make sure that everything is done to help them achieve this.	10/7/2014 2:22 AM
150	Interns and apprentices are working to get experience and improve job prospects. They have little choice and fewer chances of employment if they do not undertake these roles. Volunteers are a different matter - they give their time freely.	10/7/2014 2:19 AM
151	Volunteers are volunteers - they have agreed to do the services voluntarily. Also as most arts organisations are charities and what is a charity without volunteers! It's essential for a culture of giving that people are giving of their time, and surely if your work as a volunteer is essential to an organisation then it is a worthy and brilliant volunteer post? Who would want to be an unnecessary volunteer?	10/7/2014 2:11 AM
152	Young arts professionals who have a great deal of enthusiasm and skill are being pushed out of the arts world, especially in London. Families who are wealthy enough to live in London and support their children whilst they work unpaid are given an unfair advantage over other, equally qualified, candidates who do not have funds from parents to support them or a family home in London to live in while they work unpaid. Those who are then able to work unpaid have a better chance at gaining access to paid work because they have been able to work for free. This then results in an elitism in the arts whereby only those graduates with wealthy families are able to pursue a career in the arts. Internships are an incredibly valuable experience, even if only for a few months, to get a 'foot in the door'. But we absolutely must offer payment, or at least travel expenses and lunch, to enable the best candidates to actually apply for the job.	10/7/2014 2:11 AM
153	Whilst I agree with the statements above, I also think that it depends on the type of role that interns, apprentices and volunteers have. We take on interns and apprentices but cannot afford to pay them from our core arts council funding, so they come via department of employment/jobs and benefits schemes.	10/7/2014 2:10 AM

Employment practices - volunteers, interns and freelancers

154	Interns and apprentices should certainly be paid, otherwise these valuable ways of learning on the job are only available to those who have financial support from elsewhere. Paying volunteers for essential services is a tricky one. If they are essential then the organisation should have a business plan in place to pay for them and should employ freelancers if they don't have the HR capabilities to employ more staff. If they are essential and you have no volunteers in to do them, then the organisation flounders.	10/7/2014 2:08 AM
155	The arts will never be truly representative if it does not pay the minimum wage (a legal requirement!). I would go further and propose NPOs should pay London Living Wage to all full-time staff.	10/7/2014 2:07 AM
156	If the relationship is a formal one such as apprenticeships then minimum wage should be paid. If you volunteer for something as you want to help or get experience in the sector then it would be nice to be paid, but you are getting something in return. I did a variety of volunteering pieces of work which then led to employment and opened up other opportunities. I think that people expect to be paid for everything these days and I have seen this from trying to ask people about work and experiences. They want a lot of money to work in a field they have no experience in.	10/7/2014 2:06 AM
157	All too often, interns and volunteers are used to replace paid-for staff, which leads to workers having fewer rights, less pay and little stability. I am alarmed by how commonplace this has become, as in practice it means that only those who can afford to live without a secure salary (i.e. living off parents) for extended periods of time can enter into the arts - this is ultimately a regressive policy that means that your career is determined by your family income and class, rather than your talent or ability.	10/7/2014 2:03 AM
158	Volunteers should not be expected to replace paid work that has a level of responsibility attached to it.	10/7/2014 1:58 AM
159	I don't think arts should be cheapened by slave labour.	10/7/2014 1:57 AM
160	It is difficult to support interns and apprentices due to the cost implications. Although costs are small compared to paid FTE's, it is hard to justify this cost for interns and apprentices when paid staff are losing hours, or roles. We would strongly like to provide experience for interns and apprentices, but cannot justify the cost in the current funding climate. Essential services should be delivered by essential staff. Volunteers should never be seen as essential and should be supportive to essential roles.	10/7/2014 1:57 AM
161	Work in the arts is WORK. There is no excuse for it not being paid, it devalues the entire sector and allows less scrupulous employers to find ways around the laws about pay. I know of at least one case of a successful arts organisation sacking a department of staff to replace them with volunteers, whilst the new Chief Exec earned over £150k. Also you pay for what you get; volunteers and interns are likely to be less skilled, experienced and serious about making an organisation better.	10/7/2014 1:57 AM
162	If you're in a position to receive ACE funding then this payment to interns and apprentices should have been costed into the funding application. I don't think this question is particularly well phrased. The word 'volunteer' is widely accepted as being someone who doesn't expect payment.....	10/7/2014 1:56 AM
163	Internships and apprenticeships in the arts should be available to everyone, not just those individuals who have families wealthy enough to support them when they are working without pay. This is particularly important when young people have to live away from home when taking advantage of these opportunities. Rent, food and other basic living expenses have to be subsidised (if not totally funded) by family when the positions are unwaged. I also firmly believe that short-term use of unpaid volunteers to provide essential services rapidly becomes the status quo. It is offered as a justification for reduced funding because the finances no longer need to fund those roles. This gradually leads to a narrowing of opportunity, again restricting participation in the arts to those who can afford it. Both of my teenagers were interested in a career in the arts. One has decided that there is simply no way to ensure she could ever earn enough to live independently, so has sadly opted for a career change. The other is still at uni but is seeing opportunities dwindle term by term. He desperately wanted to undertake a sandwich placement but that is looking impossible because he, even with our support, cannot survive for a year doing unpaid or even minimum-wage work while living away from home.	10/7/2014 1:51 AM
164	Apprentices and graduates should definitely be paid. The confusion arises from the term 'internships', which should only refer to work experience offered to students in full time education. Unfortunately, 'internships' has become a catch all term and now refers to graduates exploited by employers after University. When apprentices and graduates are given specific responsibilities and do a job of work, they should definitely be paid. If they are not this limits access to particular creative sectors. How can graduates support themselves if they are not been paid. The Fashion Industry is particularly exploitative with graduates now undertaking two years or more of unpaid internships and many businesses are now predicated on an immoral business model.	10/7/2014 1:46 AM
165	The arts is unusual (I think) as in the world of industry apprentices are paid and this should be the case. However that does mean that the arts needs to have apprentices training in specific skills and these need to be recognised and treat like any other apprentice schemes i.e. managed through a college or other learning provider with the apprentice keeping a log etc etc. That way the apprentice would have tangible skills and recognised qualification e.g. arts admin at the end of their time as an apprentice. Internships again should be of determinate length and should be paid at some level of wage which should be determined by law and /or a body which monitors and manages such things.	10/7/2014 1:45 AM

Employment practices - volunteers, interns and freelancers

166	I think there's an issues of respect here and a recognition of the relationship between endeavour, emotional investment and recompense at a rate that does justice to the investment on the part of the volunteer or intern.	10/7/2014 1:44 AM
167	For the arts to be representative, it needs to be possible for people from all backgrounds to access opportunities like internships. This can only happen if opportunities are paid. Otherwise, the arts will be disproportionately full of people with wealthy families who can bankroll the early stages of their careers. Volunteers should be paid if delivering essential services so that organisations can reflect what it really costs to deliver their core work.	10/7/2014 1:37 AM
168	The role of volunteers and the reasons for volunteering are many and varied. A blanket obligation to pay volunteers delivering essential services may deny people the opportunities that volunteering gives. Volunteering can be used as a way to move into employment. Those on benefits cannot, in many cases, afford to do a few hours paid work without being penalised and losing out financially especially if they are receiving ill-health benefits and are working towards being ready to move on.	10/7/2014 1:37 AM
169	If an organisation receives Arts Council Funding it should be able to run on that funding. If it is providing training then that should be formalised - fair exchange is no robbery. I have no problem with people volunteering. This is great. However, it is now almost becoming compulsory in the art world to completed and unpaid full time 'internship' in order to be able to gain paid employment. This does not encourage diversity - only those than can afford to do this are able to gain a foothold on the employment ladder. This is unjust. If a volunteer is delivering essential services then the organisation is not sustainable. Charities use volunteers and some arts organisations are charities. This needs to be properly debated and again a formalised agreement needs to be in place for the volunteer to understand their role and their benefit to the organisation.	10/7/2014 1:36 AM
170	Especially in the current climate, this is unsustainable. Apprentices SHOULD be paid minimum wage. Why pay interns and volunteers when they are willing to give their time for free.	10/7/2014 1:32 AM
171	If someone is doing a job (whether part time, full time, as an intern etc.) they should be paid for it, it should be illegal for any work or work shadowing to be unpaid. Time is valuable, and as valuable as work experience is, people can not afford to do it for free!	10/7/2014 1:32 AM
172	Many people wish to work within an arts organisation, for many people it is an integral aspect of their career goals. These people may sacrifice paid work for an unpaid role in an arts organisation and therefore they may be sacrificing their quality of life. For me personally, to secure a role within an arts organisation is an ultimate ambition and I would sacrifice paid work to do this unpaid with the prospect of developing to a paid position within the arts organisation. However, to work unpaid would be crippling and I would need to gain assistant through bank loans and lowering quality of life. It is only fair for someone who is contributing to an organisation's aims and objectives, deliverance of service that they are paid at least minimum wage or expenses.	10/7/2014 1:26 AM
173	Interns and apprentices are the life blood of an arts organisation, they undertake essential tasks, and are on their journey into becoming arts professionals. They play a key role in the function of the arts organisation, we want to attract the brightest and the best - and in return for their hard work there should be an income stream to help them on their journey. Unpaid internships are only accessible if the intern is able to hold down another income elsewhere, is a student with a loan or has outside support. We might be attracting the brightest and the best, but this does not bode well if they burn out. Volunteers sit at both the top and the bottom of an arts organisation hierarchy. But I disagree that volunteers should be paid. Their reason for volunteering is quite apart from those of an intern or apprentice. It is often not monetary return they need - they ask for recognition, an opportunity to socialise and make new friends, a chance to give back and feel fulfilled. It is our duty to ensure we create the right conditions for volunteers to get what they want in return for all their support and hard work. There is something magical about working with altruistic people who are passionate - and their passion is infectious. Bringing money into the equations shifts this balance. Then their work may become labour. In the case of board members, money exchange may incur conflicts of interest or worse. That said, I believe all expenditure incurred by volunteers should be covered by volunteers, and that we should ensure they are nurtured, respected and given personal and professional development opportunities. So that we as arts organisations can continue to learn from our volunteers.	10/7/2014 1:23 AM
174	There is a difference between being a volunteer and being an intern, and the arts sector would benefit from clear guidance on the difference, as some organisations, particularly charities, legitimately rely on volunteers to function effectively, and it could cause huge damage to the services to change this. However, I do feel that the situation is different for young people and graduates who are looking to get much-needed experience before applying for jobs. These young people are often exploited, due to the lack of opportunities for employment in the arts. If there was a clear distinction, those looking for jobs, gaining essential work experience and being treated as legitimate members of staff would not be confused with people who are willingly and happily giving their time as volunteers.	10/7/2014 1:20 AM
175	interns and apprentices should be paid for the work they do. It should be better than minimum wage too! Volunteers have volunteered and should get expenses and food paid for not a wage	10/7/2014 1:18 AM
176	If a job has to be done, then the work should be paid. If there is something to do, that will benefit the person doing it as well as others, then it might be fine if it is unpaid. But the person doing it should be able to fit it in with earning a living elsewhere.	10/7/2014 1:16 AM

Employment practices - volunteers, interns and freelancers

177	Voluntary internships & apprenticeships discriminate against those from more disadvantaged backgrounds - creating an immediate and very real barrier at an early stage in your career.	10/7/2014 1:16 AM
178	Volunteers should not be delivering essential services. There are all sorts of implications (legal and ethical) for cultural organisations if they do. There is a culture of seeing interns and apprentices as cheap labour no matter what sector you are in. Organisation should have policies on interns and apprentices stating why they do or don't engage them and on what terms.	10/7/2014 1:12 AM
179	only those within certain socio-economic brackets can afford to work for free, this keeps the sector monolithic and does not enable other communities/ groupings to engage Everyone should be paid where they're carrying out essential roles, without which an organisation could not function Unless an organisation was established as a voluntary body, it is unsustainable to rely on volunteers	10/7/2014 1:02 AM
180	Volunteers get invaluable work experience which should enhance their future career prospects. However, volunteer placements should not be too long. we have volunteer placements which run for 2 months and paid internships which run for 6 months. For volunteers we provide a lunch allowance and bus / rail fares.	10/7/2014 1:01 AM
181	Not every intern needs to be paid a minimum wage, a cover of minimal costs is good enough for a first year. However, any MA or PHD level volunteer should definitely be paid a minimum.	10/7/2014 1:00 AM
182	Furthermore, professional development or training should also be a criteria of arts council funding. Every arts/culture organisations should be running an internship/apprenticeship/work placement to increase diversity in the sector.	10/7/2014 12:58 AM
183	Minimum wage - too much red tape around arts council funding already. If this rule is needed, it should come from legislation, not punitive measures by the arts council. Volunteers are volunteers, doing things voluntarily for free. Start paying them and you're undermining the professional workforce, because arts organisations could get things done semi-professionally for a cut price. Better to have a clear divide and volunteers be volunteers.	10/7/2014 12:57 AM
184	Interns/apprentices need to have income to survive as they are building a career. If we don't pay them, we are potentially discriminating against those who can't afford to work for free. Volunteers by their name have voluntarily given their time to support the organisation. Quite often they will have particular skills that support the organisation and allow it to improve its efficiency. If volunteers are unhappy with the tasks they are asked to do, they can say no.	10/7/2014 12:53 AM
185	Interns and apprentices are usually investing via education in their skills. This investment should mean they have some reward in order to motivate them to continue to invest in their professional development. If volunteers are delivering essential services they need to be reliable and motivated in order for these services to be maintained. Therefore they deserve some nominal reward whether it is financial or benefits in kind. It is also my experience that people value more the things they have to pay for. If they are paying for their volunteers they will value them more.	10/7/2014 12:47 AM
186	I think volunteering is less clear. Individuals should be able to give their skills voluntarily to organisations but defining the difference between a volunteer and a pseudo apprenticeship/internship is important.	10/7/2014 12:47 AM
187	If the services are essential then they should definitely be paid	10/7/2014 12:46 AM
188	There's a big difference between interns, seeking a career, and volunteers, doing it for love, social reasons or to make a useful contribution to society. It's important to treat them differently	10/7/2014 12:43 AM
189	No one should have to work for free and live below the poverty line, even for a short time. Organisations that make people work for free are taking advantage of the fact that people are motivated and ambitious and doing whatever it takes to get a paid role in the industry. Being paid for your time and services is a basic principle that should always be adhered to.	10/7/2014 12:41 AM
190	Because without a wage only people with independent incomes can get experience and that stinks and then get jobs. Because a culture of volunteerism undermines professional status and eats away at future funding.	10/7/2014 12:26 AM
191	Unpaid interning is often the only 'way in', meaning it becomes inaccessible to anyone without financial means / parental help.	10/7/2014 12:16 AM
192	Interns and apprentices must be payed otherwise only the rich can gain valuable experience. That said my son is currently working part time in a small arts organisation, on the Living wage, alongside a full time paid intern. He is struggling to make ends meet. The arts also needs to look at part time low paid workers. A volunteer is unpaid. They should not really be used to deliver essential services.	10/6/2014 11:58 PM
193	A volunteer is just that - a volunteer. The issue perhaps is around 'essential' services - the fact is that volunteers do things that otherwise might have to be paid for eg stewarding so this may be regarded as essential; on the other hand this allows more resources to be put into the creative parts of events - and the volunteers are happy to give their time and efforts and to experience being part of the event.	10/6/2014 11:40 PM
194	If the work of the volunteers is essential to the successful and safe running of an organisation then they should be paid.	10/6/2014 11:25 PM

Employment practices - volunteers, interns and freelances

195	Organisations face difficult choices, but ultimately if they can only afford to operate with functions being subsidised by un-paid workers, they either have to reduce what they are doing, or pay more. Or cease operations.	10/6/2014 11:24 PM
196	I have encountered volunteers who have gone beyond their duties and possess such strong skillsets that it becomes an insult to not pay them something. The "awards" ceremonies at the end of the year don't amount to much if they are used like indentured servants. I brought 17 years of media background to a local museum here in the USA, provided them with numerous positioning pieces for use on their website and YouTube channel- when it came time for the annual major gift fundraiser and donor appreciation cocktail party they didn't invited me to the party but expected me to PARK CARS!!	10/6/2014 5:31 PM
197	I believe that especially full time internships and apprenticeships should be paid at least minimum wage, as it is very difficult to do something like that and have money at the same time to live. On the other hand I don't believe volunteers should get paid as that is the hole point of volunteering that you do it to help the community and give back without getting something back. Volunteering is a great way for people to feel part of the community and that they are able to help their fellow man just for the general well being of everyone unselfishly.	10/6/2014 5:29 PM
198	The need for NMW almost goes without needing any further support, except that we should be paying a living wage, NMW in any area should only apply for a limited period, say 18 or 24 months maximum. As to volunteers, they shouldn't be paid so the question really should be "Should volunteers be used for essential services?" If that involves safety, then no. So, use volunteers for some additional work, but not essential work when others are paid. Which sounds as if I should have answered "Strongly agree"...	10/6/2014 3:22 PM
199	It's almost a case by case scenario. If an internship can offer a valuable learning experience that is structured and thought through within an organization that is already stretched financially then not paying the intern could be acceptable. As long as the internship is part time and flexible enough to allow the intern to fund themselves through other means. Often internships are temporary and mean that the intern can then have something on their CV that raises their game, without them having to wait for a more permanent position to become available. Often arts council funding will not cover anything than basic and core costs whilst requiring that the small organizations keep re-inventing the wheel in their programs as well as fund raising initiatives. The administrative support that an intern can provide will often make it possible for more senior members of staff to explore new areas and eventually even allow the organization to make way for new permanent fully paid roles. Its often a question of size - for small scale or young organizations starting out, unpaid or low paid internships or apprenticeships can afford them the space for development. I do think that larger arts organizations that have already carved out a range of income streams that have been tested successfully, should not be allowed to accept internships without paying at least the minimum wage. Nevertheless as long as the internship is a structured for learning then it can still be invaluable for a young professional or student just starting out. The best thing about an unpaid internship is that the intern can walk away. I think it is more important to talk to young professionals about a value exchange - learning versus their work commitment - rather than reducing it to just wage exchange. In my experience having interns even unpaid can be a considerable weight on an organization involving management time that depending on how the intern turns out can sometimes be of no benefit. In addition unpaid work can and often does lead to paid work, mostly through the contacts made in a job. So a few months unpaid can eventually mean that a young professional will not only build a network for themselves but also be able to extend their reach through it.	10/6/2014 3:09 PM
200	I don't think that interns payment should be necessarily related to the Arts Council Founding. But I do think that interns that have previous work experience and have the capabilities and skills to deliver essential tasks for an organisation should be paid. Unpaid internships should be only for people that are starting their careers and have NO previous experience.	10/6/2014 2:57 PM
201	Volunteers are the lifeblood of arts organisations, the health of your organisation can be directly measured by the number and level of involvement of your volunteers. Therefore some but not all of essential services can be done by unpaid volunteers, this helps them feel like they are really contributing.	10/6/2014 2:54 PM
202	Volunteers, Apprentices, interns can often spend more time with certain participants are as vital as whoever is leading it, they are often the lynch pin to a session working well. I feel you could have a few session where people could work for free- i kind of trial for both them and the organisation but then if the project or works is more long term they should be paid for it, even if it's just lunch and travel expenses. I did some of the most avuable work experience for my travel costs and £5 for lunch - I could only afford to do it for a month but still in those four weeks I learn so much which has stayed with me now. So in difficult times some compromises might have to be made but where possible people should be paid.	10/6/2014 2:53 PM
203	Sometimes people volunteer for the love of it or to add another dimension to their life, or to contribute to an activity in their community from which they benefit. It would not necessarily be appropriate to pay everyone.	10/6/2014 2:51 PM
204	Offering internships without paying wages means that entry into an arts career is accessible only to those with wealthier families. Culture should reflect all members society.	10/6/2014 2:47 PM
205	Volunteers are volunteers. They should not be used for essential services, neither should they be put in a position where they feel they need to be paid.	10/6/2014 2:45 PM

Employment practices - volunteers, interns and freelances

206	if organisations expect volunteers to commit to a number of hours or to work patterns, as they would a paid member of staff then the volunteer should be paid. If it is entirely flexible and at the volunteers convenience then i don't think the volunteer needs to be paid. However, it should be recognised that often volunteers are looking for meaningful work experience so personal development, opportunities for further involvement & job vacancies should be offered.	10/6/2014 2:43 PM
207	There is a great deal of discussion around valuing the arts. If we value the arts then we need to value the creative people that deliver great art. You don't ask a trainee accountant to work for free, so why ask a creative individual?	10/6/2014 2:42 PM
208	Depends what you mean by essential....lots of volunteers do customer facing type roles which are essential but there is a good basis for volunteers taking some of those roles too (often suits the volunteer)	10/6/2014 2:38 PM
209	As regards the volunteers it depends on the nature of the organisation and on what is deemed to be essential - for example there are some big theatres that use volunteers as ushers and I feel that this should be paid part-time work. But paying volunteers to, for example, help deliver a large festival would make the festival unviable. But I do think that some people are in a position to offer extra assistance to an organisation and are happy to contribute back into society without remuneration. It's a tricky area.	10/6/2014 2:28 PM
210	its obvious its fare, its legal , its best practice and its usually public money	10/6/2014 2:22 PM
211	Because an organisation that both receives funding and generates income (from the public) should not be subsidised by the income of it's volunteers (i.e. income that is generated through other jobs to support their free services) It devalues the industry as a whole which floats upward, i.e. entry level positions now come with needing a huge amount of experience, and come with a huge a mount of responsibilities paying near minimum wage and more intermediate roles are seeing what you would expect for entry level positions for similare responsibility in the private sector. It privileges a group of people who can take on this work, by being financially supported throguh other means, or forces people who have to work multiple jobs to support themselves to not be able to comit 100% of the energy and enthusiasm within the roles. This is not only discriminatory but also means we are narrowing the influences, ideas and experience off people taking roles within the industry that is not representative of the public it serves/is funded via.	10/6/2014 2:14 PM
212	1) It is important that interns and apprentices are valued and are not seen as 'cheap labour' in organisations. Paying these people will also make it less likely that they will take the work of qualified paid staff.	10/6/2014 2:12 PM
213	It is a bit ridiculous that graduates have to go over to unpaid internships or not even getting a wage to survive! If this culture keeps on going, it will be only be the rich graduates who can afford this, while the other students have to work in retail even with a degree!! If we want to go into class distinctions, we are not going forward but backward, we should all be equal!	10/6/2014 2:11 PM
214	Only those who can afford not to be paid will gain experience Andy therefore work	10/6/2014 2:10 PM
215	There are differing scales of organisations from NPO to very small independents. There should be a common sense approach to encouraging larger charities and orgs not to rely on volunteers when they should really be paying.	10/6/2014 2:09 PM
216	I don't know of any service that volunteers offer in the arts that are non-essential, and therefore anyone doing any work for any organisation should be paid at least a minimum wage.	10/6/2014 2:05 PM
217	It is important for there to be a clear distinction of terms, 'interns' and 'apprentices' require clear definitions as in some cases they are used to describe what are actually dressed up volunteer placements. Apprentices should achieve qualifications, payment and experience. There also has to be a distinction between ACE funded organisations and non ACE funding. Organisations that are supported through ACE funds have a potential to secure further funds, whilst those that rely on Local Government or charities for support have less resources to pay volunteers, this is why people volunteer to help them. Thus there is a distinction to be made for small scale organisations with limited resources, where volunteers form part of the delivery cohort and both sides agree the recipricol benefits. These organisations are often able to train, support and develop their volunteers through mutual respect.	10/6/2014 2:00 PM
218	Essential services should, by law, be done by staff being paid the minimum wage. If people want to volunteer, that's fine, but the organisation should not be dependent on them.	10/6/2014 1:58 PM
219	At all of the organisations that I've worked at where unpaid interns are used to deliver essential services, the interns feel extremely demoralised, have little respect for the organisation after completely a couple of months, and feel taken advantage of. It's not good for team morale and good mental health.	10/6/2014 1:44 PM
220	The use of unpaid interns and volunteers are turning the arts into a middle class ghetto for children of people who can afford to subsidise them while they work for nothing - or worse, are out of pocket at the end of an internship. I think it should be illegal to 'employ' a volunteer without at the very least guaranteeing their expenses - most other charities will do at least that. Interns are frequently employed to do paid jobs - if it is a genuine learning experience, then fine, but most of them are not 'shadowing' the teacher but actually put to work doing the job. I realise the arts suffer from a lack of funding, but it is massively stifling to creative growth to be effectively restricting access to one particular social group who can afford it.	10/6/2014 1:32 PM

Employment practices - volunteers, interns and freelancers

221	<p>I think there is (or should be!) a clearer distinction between volunteers and interns / apprentices. The former freely and knowingly GIVE of their time and skills, while the latter are seeking valuable work experience as trainees and as such they should be paid accordingly. I would normally have no problems with unpaid volunteers helping to deliver essential services, provided they are sufficiently well qualified for the kind of work it is. However, it depends on what kind of services we are talking about: the organisation would need to ensure it carries out its duty of care responsibilities where - for instance - working with vulnerable adults / children is involved, so in the interests of accountability should restrict these activities to their paid employees. During a recent period of unpaid work, I insisted on being called a volunteer, since I don't believe in unpaid internships. I helped the organisation carry out some of its essential activities - membership recruitment and mailing list maintenance, survey design and analysis, and event management, all skills I'd previously obtained during paid employment. Although I also learned a few new skills, I did not apply for the purpose of using that experience as a stepping stone into future employment.</p>	10/6/2014 1:32 PM
222	<p>The issues of interns and apprentices is highly relevant to the accessibility of the arts as a career. The arts already struggles to employ anything like a representative cross-section of the population (in terms of class, ethnicity and economic background) and if the entry level opportunities represented by internships and apprenticeships are only available to those who can afford to work for free then the exclusivity of the whole sector will quickly become exaggerated. This is not only ethically indefensible, but it's bad for the arts sector's image (especially in an era when funding is under attack as being subsidy for the hobbies of the elite) and short-sighted in terms of securing talent. It's an approach which constricts the sector's professional gene pool. It's both fundamentally wrong and fundamentally unhealthy. Never mind a condition of Arts Council funding - isn't paying a minimum wage a requirement in law? I don't see any moral (or legal) difference between paying a 'below minimum' cash amount (which is clearly illegal) and paying zero (which is simply the smallest possible cash amount!). The Arts Council shouldn't fund anyone who breaks the law - and if you're in receipt of public funding, you can't claim not to be able to afford to pay minimum wage. You should have a business or project plan which accounts for realistic staffing costs. Finally, there is also a question of sectoral self-respect. The move towards unpaid internships is another downgrading of arts work, reinforcing the idea that it's 'not a proper job' or that you should just be grateful for having the chance to do something cultural. It makes the arts low-wage, low-status and nationally of low importance. This tendency is pernicious and should be actively combated by the entire sector. In this the Arts Councils should show leadership and so should other regular funders including local authorities and leading trusts and foundations. The issue of volunteers and essential service is I think more complex. The arts are built on volunteering. Most are technically voluntary organisations with voluntary boards (and surely this area of governance is itself an 'essential service'). So, how is an 'essential service' to be defined? Or, for that matter, a non-essential service? Moreover, volunteering is a social good not just in terms of what the volunteers contribute to organisations, but also in terms of the self-esteem and other forms of well-being gained by the volunteers. Volunteering also embeds organisations in communities, often allowing crucial involvement in generating its identity (e.g. by contributing to programming). Substantial skills and knowledge are often contributed by those who would not expect to be paid and do not need to be (because they are employed elsewhere or maybe retired). To relegate volunteers to (supposedly) non-essential tasks would be counter-productive in terms of all these areas of current two-way benefit. There perhaps needs to be some vigilance (from funders?) to ensure that internships are not just rebranded as volunteering or that volunteers are exploited, particularly where areas of high responsibility, long hours and/or workplace stress are concerned.</p>	10/6/2014 1:30 PM
223	<p>I strongly agree with the statements but it is sometime difficult to define 'essential services'. Also, what are considered essential services may change over time,</p>	10/6/2014 1:28 PM
224	<p>Interns are not bonded slaves</p>	10/6/2014 1:28 PM
225	<p>Our volunteers are essential all 350 of them!</p>	10/6/2014 1:26 PM
226	<p>If you are paying a volunteer, they are no longer a 'volunteer', they are a paid member of staff, probably on a low wage. Volunteers offer something that paid staff do not - they are able to do the things that we would never have the budget to pay for. Volunteers do not always volunteer because ultimately they want a job in the sector, there are a whole host of reasons why they do so, and why they are happy to do so.</p>	10/6/2014 1:23 PM
227	<p>I feel that if someone is working full time for an organisation that they should be paid (although I understand that this is not always possible!)</p>	10/6/2014 1:21 PM
228	<p>Unpaid work should be removed as far as possible from all organisations in receipt of public money and very clear guidelines be drawn up as to what constitutes volunteering and what constitutes a job of work. Apprentices should be paid at national minimum apprentice wage as they are learning to do a job of work. Interns are brought in to do a job of work. That is a fundamental difference and therefore interns should be paid. The only way this will happen is through enforcement. Too many organisations ignore guidance. To the best of my knowledge only 11 of the 51 NPOs in in the west midlands have accessed the Creative Employment Programme to pay interns / apprentices. Not good enough.</p>	10/6/2014 1:19 PM
229	<p>Because it will encourage them give their best when conducting their duties and attract more Volunteers</p>	10/6/2014 1:19 PM

Employment practices - volunteers, interns and freelances

230	Larger organisations with revenue (NPO) funding should be required to pay everyone for 'essential' work and for extra work (research perhaps) then volunteers could work well on flexible agreements. Small 'micro' entities cannot afford to do this and should be supported through University grants or similar (Not ACE grants) to be encouraged to pay NMW to all unless not an essential role (i.e. not a learning role)	10/6/2014 1:14 PM
231	1. wages and fees are already low in the sector 2. low wages and free labour reinforce three things: a) low value society places on arts and creative industries b) wealthier people are advantaged in the arts sector c) people from low income backgrounds are disadvantaged in the arts sector d) young people who can live at parental home in London are advantaged	10/6/2014 1:10 PM
232	All volunteer services are essential and therefore this statement would imply that all volunteers should be paid.	10/6/2014 1:03 PM
233	Paying interns and apprentices shows that organisations value their work. It means that people who want to continue their professional development by learning and developing new skills can do so and that the pool of people able to volunteer, undertake apprenticeships/internships is not restricted to financially well-off candidates. Last year I was offered an Arts Council Funded internship. I learnt the skills that led to my being offered a job I love. Without that opportunity offered by the Arts Council I would either be unemployed or working in a job I did not care about despite having a degree and volunteering regularly over 3 years for no monetary return (alongside working part-time). If the internship offered by the Arts Council had been unpaid or only covered lunch expenses I would not have had the option to apply because I could not have paid my rent or council taxes. Having volunteered for a variety of Arts organisations I understand that volunteers deliver essential services and organisations do not necessarily have the budget to offer financial recompense. It makes all the difference if organisations treat volunteers well, perhaps offering travel expenses or a free hot drink.	10/6/2014 1:02 PM
234	Otherwise you are simply replacing paid employment with free employment.	10/6/2014 12:53 PM
235	If they are volunteers they are already getting something from the organisation and if we start paying them then I think they are not volunteers. If they want to help they are ambassador and they should be proud as it	10/6/2014 12:51 PM
236	The Arts are financed mainly from the PR budgets of International Corporations that need to sanitise the stench around their activities. If organisations are taking these bribes it behoves them to pass on the largess to those they employ. Pay up you payed off fuckers.	10/6/2014 12:48 PM
237	Volunteering is by its nature working for non financial reward. While it shouldn't be exploited there should be a recognition that volunteers wish to give their time and get their own reward whether that be training, making friends, seeing behind the scenes or whatever.	10/6/2014 12:43 PM
238	Why should interns, apprentices and volunteers be expected to subsidise everyone else? That is what used to be called 'exploitation'! The situation with volunteers is a little bit more complicated since many may help through choice, but it's a fine line between helping and being taken advantage of - and if the service really is essential then someone should be prepared to pay for it. Young people are often doing the work for training purposes and they shouldn't be receiving high wages - but that is not a reason to pay them nothing. Furthermore, not paying interns and apprentices favours those from richer and privileged backgrounds as against people with talent and enthusiasm but not parental wealth.	10/6/2014 12:43 PM
239	I'm not sure if it should be a condition of arts council funding ONLY. It should be a requirement in every industry - minimum wage isn't much... If a company needs someone to perform essential services, how does their business manage when the volunteers don't turn up or whatever? It's ludicrous!	10/6/2014 12:43 PM
240	If organisations can use interns etc without paying them they will, and this is often only open to the rich which stops a diverse workforce in the arts.	10/6/2014 12:40 PM
241	If organisations are making money off the back of volunteers' contributions then they should be paid commensurate with said contribution.	10/6/2014 12:40 PM
242	Am unsure re: minimum wage as condition of ACE funding as other funders e.g. Heritage Lottery Fund and Paul Hamlyn etc. do not impose such restrictions. In fact HLF actively discourage and will cut down core costs in a funding application and push the use of volunteers.	10/6/2014 12:36 PM
243	I feel strongly that we shouldn't ask volunteers/interns to perform tasks which are essential to the safety (physical or otherwise) of an organisation. If the role is that essential there can be money found. Volunteers can be used to get people involved that want to be doing something, and have a clear understanding of what they get from doing the work as well as what the organisation gets.	10/6/2014 12:34 PM
244	Arts workers are increasingly expected to provide their services free of charge. Piracy of music, photographs, films and software is escalating. It is incumbent on all of us to remind everyone that the arts have financial as well as social value. Sorry to be brief; there's a lot I could say on this subject!	10/6/2014 12:32 PM
245	I do agree with both of these statements, however it is difficult for organisations to maintain their current overheads, particularly if they are without core funding. Therefore schemes such as Creative Employment are much needed, but they also need to take into consideration the financial pressures of smaller organisations and be accessible to smaller orgs.	10/6/2014 12:31 PM

Employment practices - volunteers, interns and freelancers

246	Interns and apprentices need to be able to afford to live. Without a decent wage, the arts will remain closed to those without wealthy families. Paying the minimum wage is absolutely essential, and in fact a living wage would be welcome.	10/6/2014 12:30 PM
247	Whilst I agree with this, the problem I see is that salaried staff are not being paid any more than paid interns, as they are on minimum wages too. So whilst I agree interns should be paid, salaried staff with more responsibilities and expectations should be paid more, which increases costs further. Without this progression it is ridiculous to worry about the pay of interns when actual staff and even freelancers are on such low pay.	10/6/2014 12:28 PM
248	Internship should be last less than 3 months. Otherwise, it should be considered as "staff" rather than "internship".	10/6/2014 12:27 PM
249	Apprentices and interns do valuable work and should be rewarded for their contributions to the sector.	10/6/2014 12:26 PM
250	Interns and apprentices need to be paid - this is a condition for NPO funding - because they are intending to enter the creative industries professionally. Volunteer motivations are very different and they are often very happy volunteering without pay delivering essential services to charitable organisations.	10/6/2014 12:26 PM
251	I agree for office based work that would otherwise be paid. However it would be counter productive say, for board positions, which are equally essential, or if the volunteer does not want to be paid (ie it shouldn't be obligatory)	10/6/2014 12:24 PM
252	Interns and apprentices are usually young people trying to start a professional career in the arts. Expecting them to work for nothing makes the arts a very exclusive, elitist profession - only those who can afford to work for nothing (i.e. their parents can pay) can afford to enter the profession. If an aim of arts council england is to create a diverse workforce, then all those within the workforce should be paid. We have a minimum wage in this country - that should be the minimum. People volunteer for all sorts of different reasons - if they are essentially an intern, then they should be paid accordingly. But they might be volunteering for different reasons - for instance, in return for free entry to concerts, or for social reasons, or because it is a cause they believe in. If they're paid, they are not a volunteer any more, so this could distort the other rewards they get from volunteering - in fact, for some people a low wage might put them off volunteering as it would under-value their role. It might be necessary for small organisations to rely on volunteers to get the organisation off the ground - this might be appropriate to what they are trying to achieve.	10/6/2014 12:24 PM
253	I would prefer money to go to practitioners rather than administrators. I have been involved in a voluntary basis for 8 years in festivals and events and do agree that interns and apprentices should be paid, especially if the funding is from the arts council. However I think that short-term focused internships are very useful to the person and organisation and are acceptable to be unpaid or expenses only.	10/6/2014 12:22 PM
254	It does depend on your definition of 'essential services' - but in the funded arts sector it does undermine the whole sector in the long term if roles that were previously done by paid staff or are done by paid staff in equivalent roles in other sectors, are delivered by unpaid volunteers. There is also a difference between those charities that are set up to offer services delivered by volunteers (eg volunteer driving schemes, befriending schemes) where it can be appropriate to have paid staff (organisers, trainers, coordinators etc) supporting them, and organisations that deliver services to customers as 'consumers'. There are ethical questions from many different angles.	10/6/2014 12:17 PM
255	Interns and apprentices should be paid to avoid their exploitation for what are effectively job-replacement roles in many cases. On the other hand a volunteer is a person who consciously decides to give their labour for free. There's an important principle here that should not be eroded by payment, although covering legitimate expenses should always be factored in.	10/6/2014 12:16 PM
256	Learning the job is a paid part of the process in pretty much any other line of work. It is simply tradition not to pay people in the arts, wages are left out of budgets and not prioritised simply out of bad habit. I don't think it is helpful to label new employees as interns or apprentices - they bring along skills and enthusiasm that any team needs and should be considered proper team members.	10/6/2014 12:07 PM
257	Volunteers are de facto volunteers.	10/6/2014 12:06 PM
258	I am horrified by the growth of unpaid internships in all areas of business, not just the arts. If someone is merely 'observing', making tea and photocopying for a week, then agreed, there is no need to pay them, but if they are taking an active, productive role in any kind of occupation for more than a week, then payment is a moral obligation on the part of the employer.	10/6/2014 12:05 PM
259	There is already anecdotal evidence that young people are forced to take internships in the belief that this is the only way to get experience in order to get a permanent job. This immediately excludes a large number of people who simply cannot afford to work unpaid, especially if they are living in urban centres such as London where they faced with high costs of living. The Arts Council should discourage the exploitation of interns and volunteers. There may be a case for using volunteers in certain cases but not in the delivery of essential services - arts organisations should make provision within their budgets.	10/6/2014 12:04 PM

Employment practices - volunteers, interns and freelancers

260	<p>Pay below minimum wage is generally disrespectful. How many employers would accept these terms? However, if there are other contractual benefits available to interns and volunteers which may benefit both parties which can be agreed in writing then this may be the only way for young people or older newly unemployed to gain access to work in an increasingly closed and competitive sector. However, all workers should be given due respect and I don't believe that employers should take their commitments lightly. A good way to remind oneself of this is to understand that an intern may well become their future superior/employer.</p>	10/6/2014 12:03 PM
261	<p>The State ought not to support unpaid work as a means of dealing with declining arts budgets. It would result in opportunities in the arts being confined to those who are able to work unpaid, i.e. people with independent financial support. It is already true that too much access to the arts is Middle class and white, and unpaid internships would exacerbate this. The question of using volunteers to deliver essential services in the arts is more problematic. My local council has been massively cut. They have been completely open with the arts community about the consequences of this, but also supportive of creative means of keeping, e.g. libraries open with volunteer labour in order to keep local libraries on life support until the financial climate changes. I would fear that closing libraries, theatres, galleries etc. would lead to them never being reopened.</p>	10/6/2014 12:01 PM
262	<p>In theory, yes, volunteers delivering essential services to larger arts organisations should be paid, or at least receive expenses or some other benefit. But small arts organisations like the free festival I volunteer for would fold if payment for workers became mandatory. Half the management committee, including myself, are either performers, technicians or arts/event managers, and neither we nor the performers who queue up to take part are paid for our work. The festival would not exist if we were paid, as we raise enough in grants and stall rents to cover hires and other services, but as we don't charge for entry to the event, we just cover our expenses.</p>	10/6/2014 11:58 AM
263	<p>This is also an income stream for volunteers and interns and until that issue is addressed then there is no need to even recognize artists with appropriate pay scales and such.</p>	10/6/2014 11:57 AM
264	<p>If internships and apprenticeships are properly constructed to provide the volunteers with skills for which they will later be paid, then this involves investment by the organisation in delivering a valuable benefit to the volunteer.</p>	10/6/2014 11:57 AM
265	<p>To avoid the notion that the arts are a luxury occupation, and thus the preserve of those with private means only</p>	10/6/2014 11:53 AM
266	<p>Employees are employees and should be paid at least their legal due. Do people pay less? Jail them! But volunteers are volunteers! We have more value delivered by our volunteers than our paid team and would simply close without them.</p>	10/6/2014 11:52 AM
267	<p>If there role is necessary to the empowerment and enrichment then why would you not pay somebody for their role in helping you along the way?</p>	10/6/2014 11:51 AM
268	<p>Interns should be recognised as workers deserving of a wage, otherwise privilege in the shape of people with other means of support are the only ones who can afford to start in the arts. Volunteers can operate very differently, eg, supporting one-off events, and get a lot out of it.</p>	10/6/2014 11:51 AM
269	<p>If volunteers are used to deliver services they are no longer volunteers, their position changes and as such so should their status - which of course means they should be paid accordingly. At this point the it is no longer about money but support, management and training. If we use volunteers to deliver services and pay them it undermines the bigger issue.</p>	10/6/2014 11:48 AM
270	<p>We can't allow arts to be for only those who can afford the luxury of not having to earn money. We will be much the poorer for it in terms of the ideas that come forward and the people we can work with.</p>	10/6/2014 11:48 AM
271	<p>In regards to interns, I understand the financial needs of some people, but at the same time, they do not have the full training/experience to warrant a paycheck for that position... it is a teaching/learning environment and likely a way to earn credit... also in every internship I've ever had, it's led to a paid position not because that position warranted it, but someone went, hey, this kid knows what they are doing, here's something that can get you paid...</p>	10/6/2014 11:48 AM
272	<p>Organisations on a shoestring survive on passionate volunteers. Let's not regulate them out of existence or new ventures would never get off the ground</p>	10/6/2014 11:47 AM
273	<p>I strongly agree re interns and apprentices, and a campaign to raise awareness and address this across the sector would be welcome. I would agree wherever possible with paying volunteers, but some organisations only exist because of volunteers, and are built around volunteering and community work, so urge caution in approaching this. Better funding is at the root of this matter, and the focus has to be on improving finances so that organisations can afford to pay everyone an appropriate wage. Campaigns could focus on the simple direct link between funding cuts/other cost & venue pressures creating a perfect storm, and the loss of paid jobs and growth in the sector overall as a result. And what the long term economic, cultural and social consequences are of losing so much of our creative & community infrastructure.</p>	10/6/2014 11:43 AM

Employment practices - volunteers, interns and freelancers

274	Arts Council funding is state funding, i.e. ultimately tax payers/the people's money. Internships and apprenticeships should not only be a viable option for the wealthy under any circumstances, doubly so when everybody, no matter how rich they are, pays for these organisations through their taxes. Nor should anybody who works for an arts organisation and gets a salary for it be able to pull up the drawbridge and prevent anyone else from earning a living too.	10/6/2014 11:38 AM
275	If someone is needed to do the work and their skills and experience make this possible they should be paid . Volunteers should have all their expenses covered otherwise this excludes those who have a low income. If volunteers are delivering essential services they should be paid staff or sessional workers not volunteers . Volunteers should add extra to a arts service , not take the place of paid workers.	10/6/2014 11:37 AM
276	Often interns are students or new graduates - unpaid roles mean that only those with parental support can take those positions, making internships extremely difficult to take on for many people. Art orgs always favour people with experience, which means already you're at a huge disadvantage when it comes to finding a full-time job. I had this experience at university and was extremely lucky to find an artist manager who did pay me for work experience, but it's virtually unheard of.	10/6/2014 11:37 AM
277	I don't like the idea of two classes of volunteer - paid and unpaid. Many volunteers have highly developed skills and wish to donate their expertise.	10/6/2014 11:36 AM
278	I agree with issue one provided arts funding increases - at the moment we offer a "free" training programme instead of young graduates or aspiring professionals going further into debt with a paper qualification. I disagree with the having to pay volunteers because Front of House and many other aspects of the theatre are willing partnership between paid and voluntary staff. The additional cost of recruiting and paying to replace the Friends and long-serving voluntary staff seems unreasonable in the current climate.	10/6/2014 11:36 AM
279	If organisations paid volunteers, then they wouldn't be volunteers. For certain roles, volunteers have been common for years eg. stewards in small theatres. Many small orgsations wouldn't survive if they couldn't use volunteer box office staff, stewards, even FoH managers.	10/6/2014 11:35 AM
280	Whilst undertaking two internships within established arts organizations, at different times, I was commuting to these locations (£20 return) three days a week for 6 months. I had to take on a job at a cafe to support myself, but this barely covered rent. I was technically paying to go to these internships, whilst undertaking tasks there that paid staff were doing.	10/6/2014 11:35 AM
281	Core services need to be core funded, or only those who can afford to be self financed can gain experience.	10/6/2014 11:35 AM
282	Everyone should be paid. If an organisation/company/theatre company is not able to pay people for their work, then that organisation should simply not be in business. Young people, especially, but people of all ages are being exploited as interns and volunteers. It is at risk of becoming the norm and "accepted practice" in the arts world now, but it is definitely not acceptable.	10/6/2014 11:31 AM
283	Art organisations, whether they are public or private, are often using free staff to cover essential duties, such as invigilation and sale. Very often you see interns running alone a gallery space. Such practice should be avoided as it's not a learning experience.	10/6/2014 11:30 AM
284	Good arts practice requires professional codes of ethics. If we underpay artists we will get the art we deserve.	10/6/2014 11:28 AM
285	It is exploitative and immoral to employ people to do essential work without payment. It devalues the whole profession, lowering wages at all levels, and ultimately makes the arts unviable as a career option for highly skilled people. The arts themselves would suffer as a result.	10/6/2014 11:27 AM
286	Our festival relies on 230 volunteers, but we are a folk festival that has a different approach to 'arts' festivals	10/6/2014 11:23 AM
287	1. because they have expenses the same as everyone else which should be build into the grant process. 2. many volunteers get 'abused' by the amount of work they are asked to do so they should get paid.	10/6/2014 11:21 AM
288	Why should anyone work for nothing! The arts are no different to any other organisation.	10/6/2014 11:15 AM
289	The danger of relying on interns and volunteers for delivering core programmes and essential services is that, in general, they lack experience and may not provide such high quality work as those who have been employed through equal opps recruitment processes. It is also unfair on the people carrying out the internships to have that level of responsibility without financial recompense.	10/6/2014 11:12 AM
290	Volunteers are volunteers, if you pay them they are paid staff... Maybe the question is more about whether organisations should not use volunteers to deliver essential services...	10/6/2014 11:12 AM

Employment practices - volunteers, interns and freelancers

291	I recently applied for an internship with an American man now living in London. He had a big well equipped apartment overlooking the Thames but yet he felt he didn't have to pay his interns who it seemed had to teach him more than he was able to teach them! If he can afford to live in such an apartment it should be illegal for him not to pay his interns at least minimum wage. I went to an interview but decided I couldn't afford to take an unpaid internship. Not everybody can afford to work for free and it means that the arts are appearing to be an elitist and bureaucratic industry which is not right because everyone who wishes to, should be allowed to exercise creativity as well as being able to pay the bills, pay for food and so on. Also I've happily done voluntary work but have felt that some organisations take advantage of my offering to volunteer and I've had to do tasks that other organisations have paid me to do.	10/6/2014 11:12 AM
292	There are many situations where internships and apprenticeships provide valuable training, replacing courses that would otherwise have to be paid for. These internships need to be carefully structured but I believe there is a place for unpaid/low paid internships as a replacement for paying to study or go on a course. Similarly, volunteers are often retired people who want to get involved for benefits other than payment, such as learning new skills, meeting new people or as an alternative to making a financial donation. They also want to feel that what they are doing is meaningful. However, I think it is important that volunteers are aware and happy with this arrangement, rather than feeling they have been pressured into it as a way of gaining meaningful experience.	10/6/2014 11:10 AM
293	The government sets levels for min wage and it is not for ACE as a government quango to set different standards. Whilst the role of volunteers has to be carefully considered, some roles are well suited to this sector (such as ushers to help and assist audiences). Many venues use volunteers in this way and as well as being a valuable resource, it also helps to cement the venue at the heart of the community and brings many hours of joy and satisfaction to those involved. However, do not see volunteers as the 'easy option' - they still need to be managed, trained, looked after and appreciated.	10/6/2014 11:09 AM
294	In my experience internships and apprenticeships are often two different things so I would not conflate the two. What is important is whether the person taking up a role, whatever it is called, is expected to complete tasks on behalf of the organisation and/or whether they have to demonstrate learning and an increase in skill. In that scenario, I would expect them to be paid. The second question relies on how essential services are defined and this varies from organisation to organisation, but if the organisation would cease to operate without the function being delivered by the volunteer, then they should be paid. The use of volunteers in essential roles does not constitute good governance.	10/6/2014 11:09 AM
295	debasing organisations by not paying at least minimum wage just panders to those that want to cut funding even further. A strong, well paid workforce with a decent career structure is required to continue to build creative businesses.	10/6/2014 11:06 AM
296	It is more the case that volunteers are replacing paid roles such as front of house but also curatorial and managerial. But you can't stop people volunteering	10/6/2014 11:04 AM
297	Too many people expect artists to work for the love of it.	10/6/2014 11:03 AM
298	Free labour and lengthy unpaid internships make access to arts careers easier for people from rich backgrounds and give an unfair advantage. Many arts roles are in London which is difficult for people not from the south of England, or who don't have financial support. Someone needs to shake up this standard.	10/6/2014 11:03 AM
299	It is true that volunteering is made for passion, but when a volunteer invest lots of time and energy in a cultural project, making it almost like a job, she/he should benefit from a financial reward, albeit small (expenses covered, minimum wage).	10/6/2014 11:02 AM
300	A volunteer is by definition not seeking out employment	10/6/2014 11:00 AM
301	Why should anyone not be paid for work that is central to an organisations mission? It will also decrease any diversity as the only people who can afford to do unpaid internships are this who have another source of income	10/6/2014 10:56 AM

Employment practices - volunteers, interns and freelancers

302	No case to answer for interns and apprentices: of course organisations should pay at least minimum wage if people are actually recruited and employed on either of these bases. "Volunteers": many organisations have relied on voluntary help for a long time, especially in friends/supporters or membership areas; some use voluntary FOH staff too. Theoretically, if someone volunteers, they shouldn't expect to, or be, paid as such (though benefits in kind, such as tickets, have often been offered and some reward is essential to maintain volunteer support). But organisations need to analyse whether voluntary help is in fact additional to work already being done by paid employees or a substitute for it and adhere to a strict policy that differentiates between the two. If volunteers are in fact providing services without which an organisation couldn't function (eg minimum FOH staffing to comply with legal or licence conditions), then voluntary staff are not the answer and a serious re-think is required. Organisations should have a strict volunteer policy as to jobs/functions/areas that are or are not appropriate for voluntary help, both to prevent volunteers being exploited (eg pressure to turn up if they know the organisation couldn't function without their presence) and to protect the salaries, employment conditions and posts of employees by not undermining them. There are also legal issues about the responsibilities of volunteers who may interact with the public or have internal roles which may carry legal, health & safety or organisational responsibility and which need to be considered in the context of asking for volunteers in the first place.	10/6/2014 10:56 AM
303	I agree, if the internship is for six months or more and not part of a course. Volunteers can help deliver essential services, as long as they have been properly trained and receive expenses and as long as there is someone paid to manage them during their work.	10/6/2014 10:54 AM
304	There is too much exploitation in the arts because of workers' desperation to get into the sector.	10/6/2014 10:53 AM
305	I have spent many years doing unpaid and voluntary work experience in the creative sector, and I feel that I now need to get paid for this work, particular above the most basic of benefits (Jobseeker's Allowance) in order to avoid just being a bohemian on benefits.	10/6/2014 10:52 AM
306	If interns are being paid, then internships in the arts will appeal and be realistic for those who cannot afford to work for free. This will eventually lead to the arts being more diverse and reflective of the UK.	10/6/2014 10:51 AM
307	In any other sector, people are paid to provide services that are needed or that they have trained to have skills in. It is wrong to be expected to use these skills for no pay or to fill a necessary job role with someone who is not being paid to do it.	10/6/2014 10:46 AM
308	Artists deserve to earn a living - with a wage that reflects their skill and experience, just as in any other job. ACE already suggest it is best practice to pay interns at least minimum wage. A volunteer is a volunteer. If you start to pay them they become an employee or freelance professional. Some arts orgs could not function without the support of volunteers, but those that volunteer do not expect to get paid.	10/6/2014 10:42 AM
309	Difficult to assess what are 'essential services' nowadays - doing the payroll is obviously an essential service, but so is front of house type roles but many volunteers fulfill these roles, and for many smaller organisations and festivals, they couldn't possibly pay volunteers.	10/6/2014 10:42 AM
310	If people are delivering important roles and functions then it seems to me to be morally bankrupt to take their labour but provide no financial reward.	10/6/2014 10:41 AM
311	This helps all people to be interns rather than just one who can afford to be	10/6/2014 10:41 AM
312	I think it is exploitative to 'use' often very skilled and possibly experienced (in other intern situations) interns for little or no money. But on the question of volunteers, they can or need not volunteer, and that is up to them. But organisations do need to think about their business model and what is important to them to really focus on key strands of work rather than trying to continue to deliver as always on reduced amounts of funding and income.	10/6/2014 10:41 AM
313	It's unfair to use people without paying them fairly. Interns and volunteers are regularly doing work which requires the skills of a paid member of staff so they should be paid too.	10/6/2014 10:40 AM
314	Interns etc are employed so should be paid at least the Min Wage - if charities cannot afford to do so then they should not be employing them. Volunteers should not be paid unless what they are offering is something that no-one else could deliver - otherwise they are offering their services free and this should be honored	10/6/2014 10:37 AM
315	An alarming number of venues are now offering what are in effect substantial roles (ie Press Officers) to volunteers or interns. This is devaluing the roles and limiting the roles to those who can afford to work for no pay. Its damaging for the long term stability of the industry and being on the receiving end of a string of interns its frustrating.	10/6/2014 10:33 AM
316	Although I am against the extensive use of unpaid interns, I think they do have a place on carefully constructed schemes which genuinely offer work experience. These should ideally be through a place of education and certainly should not be too long - but for a short period, they can benefit the intern. It's when these become long-term that they become exploitative.	10/6/2014 10:29 AM
317	If you're paid you're staff not a volunteer.	10/6/2014 10:28 AM

Employment practices - volunteers, interns and freelancers

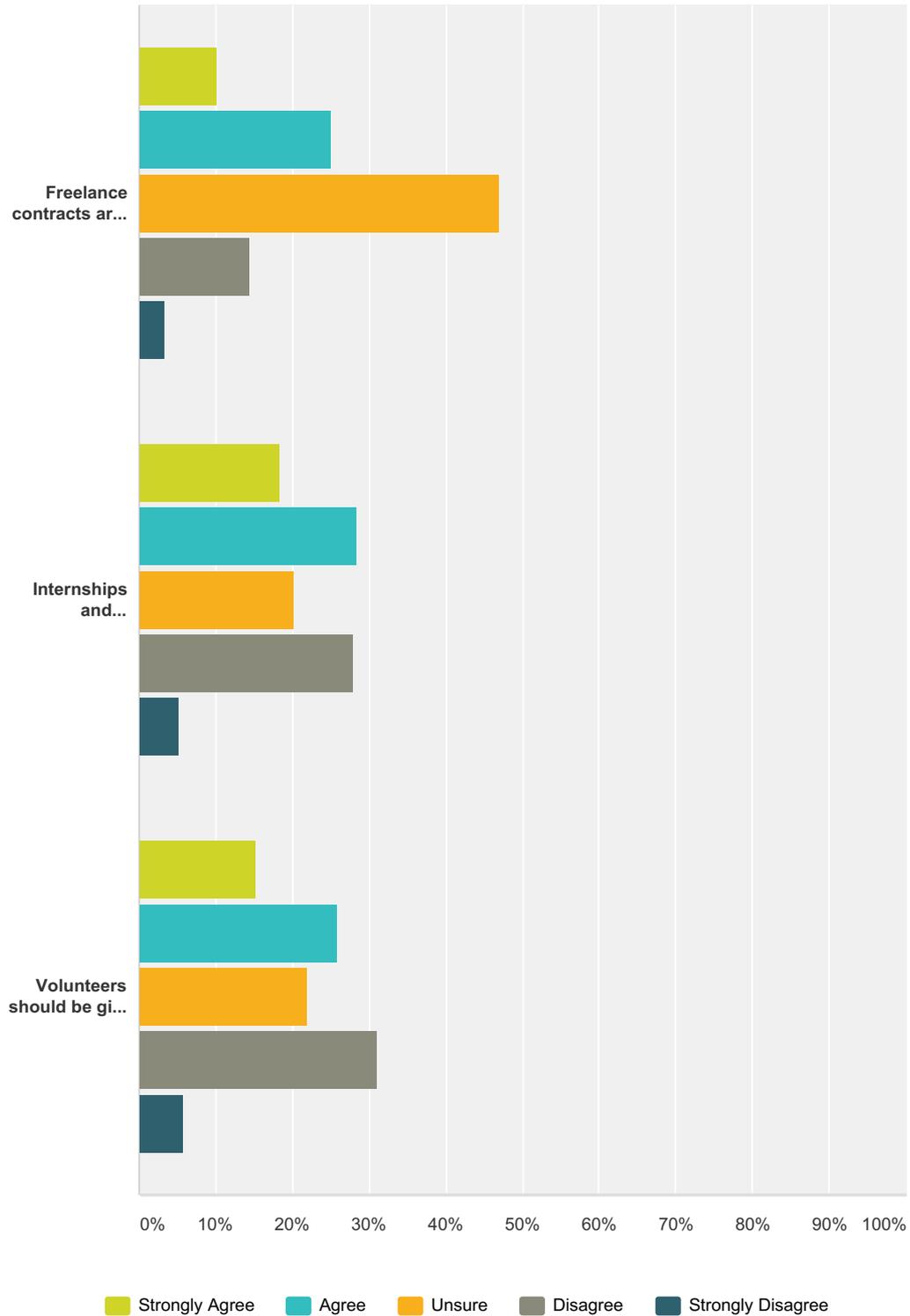
318	it would support people on lower incomes to gain experience in these roles. If you are providing a service, it is worth paying for and funding should reflect that.	10/6/2014 10:28 AM
319	It should not be the Arts Council's responsibility. My conscience is clear. I pay.	10/6/2014 10:26 AM
320	Several reasons: 1. The arts tend to be populated by young privileged workers who can afford to work for no pay. This makes for a very homogenous field. 2. Unpaid internships used to last 2 or 3 months and then if that person did a great job they were likely to be hired. This is no longer the case so people work, unpaid, fully aware that this will not lead to a job within that company/museum/etc.. and that they are one of the many interns that come in and out. Often the result is that the intern herself is less invested in the work and the full-time staff no longer even know the names of the numerous interns that come through. During my most recent internship, I was often referred to by members of staff as so and so's intern and "so and so" referred to me as His intern. Not very elegant. 3. Museums are increasingly demanding that interns be already specialized. For example a few years ago I saw a call for interns to work on an exhibition about the Bauhaus that I will never forget. The requirements listed, fluent German, specialized in the Bauhaus Movement, MA degree. I am sure there were plenty of candidates, but with requirements such as these I would have expected it to be a paid position. It means the museum needed this kind of help. 4. When jobs are paid, people work harder and quality of work goes up. I only realized this when I finally had a paid job. 5. Full-time staff often feels unappreciated and even threatened when there are capable people doing their job for free.	10/6/2014 10:25 AM
321	There is a huge amount of value in volunteering and committing to something because it can contribute new learnings about yourself and others that paid work id sometimes restricted in providing. Many organisations rely heavily on volunteers to sustain the breadth of reach they offer such as the National Trust's historic houses. However the landscape of volunteering has changed and the word 'volunteer' or 'intern' is more often abused as a way of screening for specific skills and receiving free labour where roles are actually skilled jobs. There are too often ill-structured volunteering opportunities that do not progress a person's skill set or enable them to 'gain experience' despite this being advertised to lure job seekers, desperate to gain the experience that so many job adverts stipulate unnecessarily. Thus, volunteering as a whole should offer a structured programme that enhances a person's abilities rather than simply takes advantage of them. This is set against a backdrop of requiring income to survive and it is not unreasonable to expect payment for contributing to an organisations goals. All too often creative outputs are expected for free, thus undermining the value of skills and knowledge within the sector and opening it up for exploitation. This message - that skills and knowledge are as valuable as in any other sector needs to be a united message, communicated at all levels and paying interns and volunteers is part of this. However, the creative industries and volunteering are an easy escape goat for the failings of the employment and education sectors as a whole. Graduates jump through hoops to gain experience on-top of forking out huge fees to get qualified. Job applications across the board are simply asking for too much previous experience, coupled with a talent for being 'creative' and qualifications. One requirement counteracts the other here, as having all the experience and qualifications for a job means the 'same' people are positioned for jobs whether they are actually the best match or not, and there is no room for growth or development. What should be considered is an individual's 'potential' based on their previous experiences. So, the role of the arts council here is not to simply include stipulations that volunteers should be paid, but to aggregate the conversation about the role of interns and volunteers across different sectors and champion the value that people bring to organisations as many who gain 'volunteering experience' in the arts sector are unable to find employment and take those skills with them to other sectors.	10/6/2014 10:24 AM
322	Paying volunteers or interns a minimum wage (ex. Their transportation expenses metro card) is an efficient way to keep them focused in order to make better work. Paying some money is the least reward for their work to keep them motivated, talking from my personal experience working in non governmental organizations in Uk and Greece.	10/6/2014 10:22 AM
323	Having been a graduate having to gain experience to get into a very competitive industry you can no longer expect a job at the end of the period of volunteering. Therefore payment must be giving to keep people engaged in this industry.	10/6/2014 10:10 AM
324	These people otherwise take the place of paid workers or end up exploited in a never ending series of intern roles.	10/6/2014 10:08 AM
325	I believe that everyone should be paid for their contribution - I have seen first hand the hardship that unpaid internships create, and the resentment that can build up when some staff are paid and others are not, often doing similar work. I don't think that the government should ever subsidise any organisation that uses free labour to keep their costs down, surely the point of funding is that you can pay your staff to deliver your project.	10/6/2014 10:06 AM
326	Some people love volunteering, I don't agree with putting on them but for eg retired people might love being hosts at the tester, showing seats etc its a essential service but has perks : friends , seeing shows etc	10/6/2014 10:02 AM
327	Anything else is unfair	10/6/2014 9:59 AM

Employment practices - volunteers, interns and freelances

328	Volunteers are an important part of arts organizations, and it's great that people from the community can get involved with arts orgs on a short term/non permanent basis without any money exchanging hands. I think general volunteer work- a few days a month doing various projects- can and should exist outside wage structures. This is different from internships, though, which should be paid if they are necessary to for the organization to run. Some internships are true exchanges of services, where orgs exchange time, education, networks, etc. in return for the intern's duties. A stipend would be ideal, but hourly pay can be determined case by case. Many internships are simply unpaid labor, unfortunately, where the intern is an unpaid essential employee, and that is worker exploitation.	10/6/2014 9:59 AM
329	Interns and apprentices are usually highly skilled workers; graduates and post graduates looking for vital experience within the field. If that intern/apprentice is doing work that is core to the business (front of house, research etc.) then it should be treated as an expense of the business. The business is funded by public funds, and even though a not for profit or charitable status, it is still a business and should account for all expenses and take responsibility for all workers.	10/6/2014 9:58 AM
330	Volunteering is complex relationship between organisation and individual, with individual reasons for volunteering driven by different factors. Some organisations/outfits wouldn't run if core volunteers had to be paid and paying volunteers would fundamentally change the conditions of volunteering. Interns and apprentices however, are in a more easily defined relationship of taking on a role to further their career/work prospects and should be entitled to a wage for delivering work in this structured manner. Paying interns/apprentices - as basic good practice - should be a condition of ACE funding and would ensure a wider selection of young people had the opportunity to get their first step on the ladder. The lines of clarity between was defines volunteer, intern, apprentice and staff should be defined for/as a sector.	10/6/2014 9:56 AM
331	Arts organisations are usually in receipt of public funding and bound by that to adhere to 'best practice' and 'due care' and have multiple conditions applied through the Arts Council to achieve that funding. To then take advantage of volunteers in delivering 'essential' services is scandalous, despite the pressures on managing revenue.	10/6/2014 9:54 AM
332	I think interns and volunteers are often necessary resource for arts organisations, and doing free work is away to get to paid and long-term posts. Unfortunately art world is highly unfair where most of the funding goes to traditional art forms and big insitutions. Also theses ogranizations are benefitting from interns (often flow of them taking care of day to day duties). Anyhow the cost efficiency so important and staff costs high that I understand (from the management POV) that volunteers and interns are nessessary. Anyhow management of these kind of resources can be criticized. Also there seem to be always more people willing to enter the field.	10/6/2014 9:53 AM
333	In 2012, I graduated from the Royal Welsh College of Music and Drama with a first class honours degree in Music. Upon leaving university, I struggled to find work in the arts sector. I really didn't want to find a 9-5 job that had nothing to do with music or the arts at all, after all I spent four years training to be a musician. How many doctors leave university and have to take up jobs as hair dressers? The whole situation seemed completely ridiculous. As a consequence I started working as a waitress for English National Opera, for just a little over a year. Luckily, through waitressing I was able to secure myself an internship working for the marketing department at the ENO. I worked there for free, for approximately three months. While I wasn't offered travel expenses, I couldn't believe how lucky I was to finally got some work experience. I managed to balance this work, with other projects as an assistant director, my real passion. Again this was unpaid. Had I not had supportive parents I would not have sustained myself through the internship and the directing projects. I waitressed pretty much every single night, but on 6.15 p/h I barely managed to pay my travel costs to be able to cover both my internship at ENO and the directing projects I was undertaking in Wales. I kept reminding myself however, to be grateful for the opportunities. But then after all most a year of doing these sorts of internships and work placements something snapped. Whilst applying for another position as an assistant director, I was again, told 'it would be work experience' with no fee. At this point I couldn't help but wonder when this 'free' work would stop? How long does one continue to do 'free' work? At the age of 26, I decided to go on and do an MA in Music, hoping that this might give me the edge to demand to at least be paid. A year on, and I am still in the same boat. Applications want you to prove you have at least a year of work experience, while internships, bar one or two, are vastly unpaid. As someone with so much to offer the arts sector, one cannot help but feel disheartened. Doesn't the art sector value young minds? Being told you have to do things for free- despite having the necessary qualifications and experience- is a slap around the face. It says, 'you're not good enough to be full-time'. It says, we 'want to exploit you'.	10/6/2014 9:53 AM
334	It depends on the mutual understanding of the volunteer and the organisation. If someone wishes to volunteer, understanding that there is no fee, that is their prerogative however a fee is preferable, obviously and organisations must NOT take advantage of volunteers!	10/6/2014 9:32 AM
335	This is a test	10/6/2014 7:09 AM

Q2 To what extent do you agree or disagree with the following statements:

Answered: 526 Skipped: 1



	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree	Total
Freelance contracts are preferable to short fixed-term employment contracts	10.31% 54	25.00% 131	46.95% 246	14.50% 76	3.24% 17	524
Internships and apprenticeships are exploitative ways of minimising wages	18.44% 97	28.33% 149	20.15% 106	27.95% 147	5.13% 27	526

Employment practices - volunteers, interns and freelances

Volunteers should be given the same status as paid workers	15.24%	25.90%	21.90%	31.05%	5.90%	525
80	136	115	163	31		
#	Please comment here on your views					Date
1	No experience to comment on first statement. Second statement: I have heard of/stumbled across very little positive things regarding internships and apprenticeships. The ambiguity between the two terms makes making a decision about them even more confusing. I understand the importance of these platforms, particularly for recent graduates who inevitably now need some 'experience' as three years of accumulating skills is not enough. Yet still I have friends in this position who cannot afford to take them on because of the low wage - or the fact some are unpaid. It is unfair and are only really a option for those with financial stability. Third statement- Volunteers are a tricky subject, depends on the workload/type and organisation and volunteer.					10/16/2014 9:47 AM
2	'Volunteer' is suggestive that you are, off your own back, giving your time with the intention of receiving no form of payment in return. I am unsure if they should be given the same status. I do believe interns and apprentices ARE being exploited. Should it be common practice that educated people and those willing to learn are taken advantage off in an environment where people may well have been employed with less qualifications than them to do the same job but are being trained, at full wage? That happens and that is NOT ok.					10/16/2014 9:41 AM
3	Internships and apprenticeships are usually just a box ticking exercise for companies to get funding. It should be illegal.					10/15/2014 2:52 PM
4	1) Really its impossible to answer the question and I am not 'unsure' as it entirely depends on the circumstances. 2) Wages are not the only perfectly legit, valuable and non-exploitative compensation(s) possible between an employer and an employee/intern/apprentice/director etc. 3) Pretty vague and loose question? Do you mean 'all other things being equal'?					10/15/2014 6:32 AM
5	Any unpaid or low-paid internship or apprenticeship should be a defined learning experience, preferably with a recognised qualification at the end of it. In reality, many companies use interns as unpaid assistants, offering no real training.					10/15/2014 3:49 AM
6	Freelance contracts have benefits, as do short fixed-term contracts - depends on the need of the employee, I personally like having my tax and NI paid for on fixed-term contracts, but the flexibility of freelance is a benefit, as is learning how to manage my own business and submit tax returns. Internships and apprenticeships are not exploitative - we have to accept that we live in a world where we need to fight for the jobs we want and sometimes there is no other way to gain entry level experience. A lot of people cannot afford to do a post-graduate course in their specialism. I do agree though that in some cases, some internship and apprenticeship employers do take liberties and do not treat, respect or recompense interns / apprentices as they should. Volunteers should not be given the same status, although they do have and take on large responsibilities at times and in many volunteer run organisations. However, rules are different for volunteers and they do not need to be as committed as a paid member of staff.					10/15/2014 1:52 AM
7	I don't know the benefits either way of freelance vs short-fixed term contracts. Arts orgs feel forced into running internships/apprenticeships because whilst their current workforce is overstretched, they can't afford to recruit another member of staff. This doesn't excuse the fact that internships and apprenticeships, when paid less than living wage, are exploitative and should be stopped.					10/14/2014 5:22 AM
8	I don't know enough about employment law but suspect that employment contracts may be more favourable than freelance contracts. If volunteers are doing the work of what should be 'paid' employees then they should have the same status and rights.					10/14/2014 4:13 AM
9	I think question one depends on the circumstances. As a freelance artist being employed on a short fixed term contract could be inflexible and increase admin. ... But as I said it depends on what the engagement is. Point two is only exploitative when internships or apprenticeships are either unpaid or these type of 'employments' are chosen by the employer so he doesn't have to employ higher skilled/older/more experienced staff and avoids respective wages in this way. Internships in themselves are a great way to get insights in to an organization/vocation and basic training. Apprenticeships are a great way to learn 'on the job. But they should both be paid! Unpaid volunteers should not have the same status as paid workers ... but if they are being paid and deliver essential services they should have more rights - and depending on how regular they work etc.: they should be employees.					10/13/2014 7:00 AM
10	Freelance contracts allow the contractor to reman flexible and to take on other work. Internships and apprenticeships are a great way of getting a foot in the door, and should be training opportunities, but that shouldn't exempt them from NMW legislation.					10/13/2014 4:24 AM

Employment practices - volunteers, interns and freelances

11	I have worked both freelance and in temporary employment contracts. There is more security and greater value placed on employment contracts. Freelance contracts tend to be lower paid and involve more risk and investment on the part of the freelancer. In my experiences interns and apprentices are expected to go above and beyond their role and have enormous levels of responsibility placed on them, more so than full time, fully paid employees in some cases. The category of volunteers is defined by its flexibility. Although a certain level of time commitment is required from volunteers they are not to be considered in the same zone of responsibility as paid workers, their role is an important one in the arts but they are not bound by the same legal and employment rules so should remain separate in status to avoid confusion.	10/12/2014 2:52 PM
12	Volunteers have different motivations and may not want the same status.	10/12/2014 1:44 PM
13	As above, unpaid or expenses paid volunteers and employees are not afforded the same status as contracted workers despite the fact that the work they do is just as valuable	10/12/2014 1:31 PM
14	The statement is too general to qualify .	10/12/2014 11:17 AM
15	The scaffolding of workers needs to be clear to suit the organisation.	10/12/2014 10:53 AM
16	re the last statement, a volunteer is exactly that: work without pay. I presume by 'status' you mean that their levels of responsibility and prestige should be the same as a paid worked: agreed.	10/12/2014 10:34 AM
17	Many graduates simply cannot afford to undertake free internships in a sector they are interested in. Some may, perhaps, find other work alongside, or may be funded by the 'bank of mum and dad', meaning that voluntary internships are out of reach of many people from less privileged backgrounds. There will always be someone who will work in the arts sector for free - why? No-one would imagine undertaking an unpaid internship in the Finance sector. It devalues the skills and knowledge earned in humanities degrees.	10/12/2014 10:26 AM
18	Internships and apprenticeships by some organisations are exploitative; but that should not be the norm. Clarity in definitions is important: too often work experience, internships and apprenticeship are muddled and what is really work experience is dressed up as an apprenticeship to make it seem more 'significant'. There should be respect for and clarity around the purpose and status of internships, apprenticeships and work experience and these should never be substitutes for bringing in suitably - but more expensive qualified and experienced professionals. Volunteers are invaluable and can be the vital element in a team and its success; they are part of a team and therefore they should be supported with protocols similar to those of paid staff/contractors but adapted to their voluntary and often part-time/occasional commitment.	10/12/2014 5:51 AM
19	I think most of the above statements reflect the employment model of the company and how their people are dealt with generally. It shouldn't really matter if they are if they are an intern, an apprentice or a volunteer. Re the contract in my personal experience they seem to be one and the same. My contracts as a freelancer are always for a fixed term.	10/10/2014 8:10 AM
20	Because volunteers should not have to take responsibility, their managers and coordinators should do that.	10/10/2014 7:37 AM
21	Internships and apprenticeships, where managed, supported and remunerated appropriately are great ways into the sector, providing training, contacts and experience that opens doors to first jobs and beyond. What is meant by volunteer 'status'?	10/10/2014 4:04 AM
22	I am a Freelancer and often work without a contract, having a fixed term I think is better for PAYE and contributions but how that works psychologically with the employee I am not sure.	10/10/2014 3:28 AM
23	Freelances often have short term fixed employment contracts! and then move on. Or have those contracts as part time work, and work as a freelance other parts of the week. See answer to Q1. Volunteers by definition have a different status to paid, contracted workers. Volunteers are not required to give notice. Can request to do specific tasks /projects, can refuse or opt out of others if they give a good reason or are unavaialbe for specific times or duties.	10/10/2014 1:37 AM
24	Depends on personal preferences and circumstances - issues around tax, pension eligibility etc. Staff may still have more training, experience and see wider picture than volunteers	10/10/2014 12:56 AM
25	Organisations use the language of internships and apprenticeships to get away with not paying.	10/9/2014 2:39 PM
26	A volunteer works for different reasons, to receive training or to support the organisation and this should be recognised.	10/9/2014 2:06 PM
27	Most of the arts organisations in Scotland and the UK, could not exist without volunteers. This extends not only to artist run organisations, but beyond. Over the years, however, the number of volunteers has increased, while the employment opportunities within the organisations has decreased. A very sad state of affairs. How sustainable is this ? Surely many young graduates will start moving elsewhere. One of the things I have noticed particularly in artist run organisations is a reduction in opening hours, and reduced numbers of exhibitions within a year of programming, because volunteers don't have the time and resources to commit to keeping spaces open. I have been in conversation with several spaces in Glasgow, and the message is the same. " We had to reduce hours because we couldn't fin volunteers to open the gallery " . It's very disheartening.	10/9/2014 10:59 AM

Employment practices - volunteers, interns and freelances

28	Question 2: In the long term, yes. Question 3: They should be given the same status, as most of the time similar amount of work as the one of the paid workers' is requested from them.	10/9/2014 10:49 AM
29	Depends on individual circumstances.	10/9/2014 5:00 AM
30	Freelancers often prefer to work in a way that they can negotiate their own work practices. However, if employed by an organisation this is not as preferable as it makes long term aims and strategic development difficult, lacking in continuity for an organisation. It can also make employment insecure and venerable. Internships and apprenticeships can be a way that organisations save on budgets however, a paid internship is much better opportunity than working for nothing at all, which often happens in the arts when paid or unpaid. Volunteers - depends on a persons circumstances they sometimes don't want the same rights as paid workers particularly if they are retired. They only have to volunteer when they wish not when they are told to do so. They have flexibility. They should have protective rights e.g. equality, health and safety and other general rights and support them when volunteering in the work place. They should be recognised and appreciated for doing a good job as they often cover positions where there should be employed persons doing the work - particularly in today's climate. All expenses should be covered for Volunteering.	10/9/2014 3:47 AM
31	Freelance contracts suit the short-term nature of most engagements. The red-tape and bureaucracy of employment law make it difficult for small organisations to manage large numbers of fixed-term employment contracts.	10/9/2014 3:14 AM
32	freelance contracts are different to employment contracts, so neither should be preferable, just different cases when they will apply. there is a lot of confusion over this in our sector. i would say that most freelance artists i know prefer to operate on a freelance basis but when i explain the merits of an employment contract (if it is relevant) then they are usually happy with this too. Internships / volunteering is not exploitative if it is set up and carried out properly. Both should be educational experiences, and the terms (i.e. you are free to leave at any time!) should be made very clear at the outset. When done correctly I don't think individuals feel exploited. I am mindful within an organisation of the need for them to not be viewed as a replacement of a member of staff, i.e. we shouldn't rely on them or put too much pressure on them, but we should respect them the same. Volunteers do not have the same status as paid workers - they are not employed and are free to drop out at any time. Employees are expected to work set hours, carry out specific duties, would be liable for disciplinary proceedings if they don't perform to expected standard, they are also expected to have relevant skills / experience for the job. Volunteers are learning new skills from the organisation and other employees, they are unlikely to be able to perform to the same standard if they are not experienced, they are under no obligation to work specific hours, they have no other commitment to the company. Of course they can be a hugely important / valuable asset and can perform to a very high level - they need to be treated with respect and valued, but this is not the same as the 'status' of an employee. Don't forget board members of charitable orgs are also volunteers and should remain so.	10/9/2014 1:18 AM
33	Freelance contracts give artists greater flexibility to juggle jobs. Sadly internships are being exploited for free labour, and this should not be the case. However there should be a distinction between volunteers and paid workers - as long as the volunteers are not being relied upon for essential services, and they are given the opportunity to become a paid worker should they show promise.	10/8/2014 2:11 PM
34	Point one - if contracts are short term it can be the need of the business that dictates the method of contract, can also be reflected in how quick HR processes are carried out. Point two - this depends on what is being asked of them. Point three - volunteers, as long as not exploited in what should be a paid post, get their rewards in other ways of mutual benefit	10/8/2014 1:35 PM
35	I don't feel I know enough to really comment on these statements. I think if internships and apprenticeships are truly employed in the spirit of good work experience & training someone in skills then it is fine to pay a minimum wage. After all, the benefits for the intern / apprentice are clear - they are learning a skill & gaining experience. Higher wages come with greater skills & proven experience so why should an unqualified person be able to earn the same as someone with greater skills & experience & usually more responsibility?	10/8/2014 12:29 PM
36	Are the freelance contracts preferable to the organization or the employee? Unclear.	10/8/2014 11:45 AM
37	Freelance contracts offer flexibility which can be good for both sides of the equation. But it's horses for courses. Internships and apprentices can and sometimes are exploitative ways of minimising wages. We need to be vigilant. But they also can be fantastic opportunities for people at the beginning of their career. What do we mean by status? Volunteers should be treated with the same amount of respect, HR procedures should apply - equality etc. And they should have clear targets so they can measure their achievements, have annual reviews etc to check how they are doing etc.	10/8/2014 10:22 AM
38	In this economic climate, people need a fair wage to get by. Where a company, foundation or business makes money from the hard work of interns, apprentices and volunteers, those people deserve to be paid.	10/8/2014 10:00 AM
39	I run an international performing arts organisation. My whole team are freelance which means they bring a wealth of experience in other companies to our company. They are paid for what they do, they want to keep being contracted, so work hard and behave courteously to each other and they don't have any complacency that, in my experience, comes with the security of employment! I can bring in students or those keen to learn for work on specific projects and I pay them accordingly.	10/8/2014 9:58 AM

Employment practices - volunteers, interns and freelances

40	Internships and apprenticeships: I believe that these can be a useful way for people to gain the skills and experience necessary to be considered as a candidate for permanent positions, and so while they deserve a fair wage I think they do need to be seen as learning opportunities as well. The reward I got from doing my internship was more than just money in my pocket - my long term job prospects improved and I was able to take my career forward in ways that I would not have had the opportunity to do if I had only been working in paid jobs where the aim was not at least partly on career development, etc. if that makes sense!	10/8/2014 9:20 AM
41	The word volunteer covers a huge range of meanings, abilities and skills.	10/8/2014 9:16 AM
42	As a freelancer, I prefer freelance contracts to short-term employment contracts as for me, they shift the balance of power back in my favour. On a short-term employment contract the employee is owned somewhat by the employer, whereas at least with freelance contracts, nobody can tell you that you can't also do other paid work simultaneously, which is sometimes the only way it's possible to make a living. For someone very junior, I don't think freelance contracts are as good as it's better for them to have real line-management and support to learn as much as possible and progress. Also to be entitled to training whilst working there and be included in the life of the organisation.	10/8/2014 8:57 AM
43	It should be made clear - legislation? - what these terms mean (intern, apprentice, volunteer) and how and when they can legitimately be used.	10/8/2014 7:27 AM
44	Many organisations have been able to sustain themselves through the use of freelancers because they do not have the on-costs required for fixed-term contracts. If the freelancer is employed by other organisations and is registered self-employed a freelance contract can be beneficial to them because they can claim expenditure against their self-assessment claim, which they would otherwise not be able to do if they worked under a fixed-term contract for each contractor. It also means that they are not charged a higher tax rate for other fixed-term contracts considering that they would have to choose one as their main employer and the financial benefit would go to HMRC. Internships and Apprenticeships provide a means for young people to gain work experience prior to permanent employment. It allows them to understand various aspects of a business whilst learning - that is not to say that some organisations may not abuse this approach to enhancing their team, but we should assume that as long as an ethical approach is used and they are treated like other employees, given the same benefits of holiday and sick pay, then it as creative way of helping others to learn and enhancing the capacity of the business, especially during these economically challenging times. Having previously been a volunteer I don't believe that there is an entitlement to the same status as a paid worker - this will depend on the responsibilities placed on the volunteer, which should be overseen by a supervisor or line-manager, as well as the level of their skills and experience. This is not to say that they are treated any less favourable to a paid worker because they are included in all of the team initiatives; conferences, meetings, events etc and are as important as the rest of us. 'Status' has various meanings so perhaps examples should be given if it is broader than the above.	10/8/2014 6:19 AM
45	Same status of all people working together Internships and apprenticeships are of course exploitative ways of minimising wages, but they allow the persons following this programs to get skills for the work they do.	10/8/2014 6:15 AM
46	Freelance contracts can be fantastic.(I have worked as a freelancer for 20 years) but the freelancer deserves to be treated with respect.(ie being TOLD if the contract is not being renewed-I was in a situation where I wasn't told by one employer I had worked 14 years for. I found out and was told "we didn't know how to tell you") We need to plan our work too. Internships/apprenticeships can be exploited to provide cheap labour but can also be fantastic training for their future. It very much depends on the organisation you end up in. Volunteers should be treated with respect.	10/8/2014 5:16 AM
47	My (extensive) experience of internships is that they are simply a way for companies to extract labour from (often young) people desperate to add to their CVs and find employment, for free. Very few internships are actually training programmes - they are a cover for pretty unequivocal exploitation. The more competitive the industry, the more "internships" proliferate, i.e. the more unwaged labour is taking place.	10/8/2014 4:46 AM
48	Internships and apprenticeships are valuable ways of helping people learn about a particular role and sector, as well as helping them to make contacts and explore avenues for their future aspirations. That said, there can be an exploitative element and this is the area that needs to be minimised as much as possible. Volunteers should be given the same status as employees in terms of insurance, health & safety and certain rights, however, they should be free to come and go as they wish which would mean that other rights (eg. working hours and payment) would not be the same. It is when volunteers are treated as employees in terms of the expectations of other members of staff and when they deliver essential services that exploitation occurs and when the status needs to change to that of an employee rather than volunteer.	10/8/2014 4:38 AM
49	Freelance contracts should be used for a service which is of a different nature from fixed-term employment I'm sure that in some settings internships and apprenticeships are used to minimise wages, but that in others they are valuable opportunities for young, untrained people to gain paid experience of a workplace. Volunteers status should be respected in the same way as paid workers but they should not be recruited to fulfill the same duties as paid staff	10/8/2014 4:32 AM
50	Too many short/fixed term employment contracts are just a way of keeping people uncertain; often a freelance contract would be more honest for both sides. I speak as a freelance - there are freedoms as well as risks to the role. There should be less dodging of employment responsibilities.	10/8/2014 4:10 AM

Employment practices - volunteers, interns and freelances

51	<p>1. The option should be "neither agree or disagree" as it's simply circumstantial to each organisation. 2. Again, the clue is in the title. Interns and apprentices have been around a long time. People seeking those roles know that the ultimate reward is longer term career development and that has a monetary value. 3. Each organisation is different. The ones I've worked in, volunteers are very much part of the family and are therefore seen as equal by employees. That's a cultural thing. The key is what you mean by "status." Therefore, organisations could more strongly formalise the role of the volunteer in their publicly stated principles, values and HR policies.</p>	10/8/2014 3:51 AM
52	<p>The pool of skilled and effective Freelancers is growing, and organisations should support this by building good relationships with relevant service providers in this sector. To tie them or others into short term contracts implies the need by the organisation to gain an element of control over a person and make their services exclusive. This does not help either party. Internships and apprentice ships can work well, as long as the engagement is fair, the benefits equate to the work put in (whether this is through pay, which would be best, or experience and networks gained) and the inter/apprentice is not exploited for just menial and insignificant tasks. Volunteers cannot have employment status, their lively hood does not depend on their work. But the should be properly managed and engaged, and be made to feel part of the organisation and that their contribution is valued.</p>	10/8/2014 3:28 AM
53	<p>It depends on the work of volunteers as to how they should be classified, if they are stuffing envelopes then they really should be treated as volunteers however, if they are working on a box office (for example) with clear responsibilities and accountability then they should be treated as staff. I think that many organisations do exploit interns to minimise wages, as when working as an intern I had more responsibility than I currently have in paid work.</p>	10/8/2014 3:18 AM
54	<p>Freelance contracts should be paid at appropriate freelance rates. Fixed term employment tends to be pro-rata at a scale but doesn't give enough income to see through employment gaps. People on short fixed term employment contracts are always looking for the next job which affects the current job. Internships and apprenticeships are exploitative if not funded, replace essential service or managed properly. Selection process and relationship with volunteers is different to paid staff - there is a different pastoral contract and they are not expected to deliver against key organisational/strategic outcomes.</p>	10/8/2014 3:14 AM
55	<p>Not very good phrased: Volunteers should be given the same status as paid workers What is meant by status? - legal status or status within the company? Volunteers should be threaten within the company as as paid workers, but with less commitments/repsonsibilities.</p>	10/8/2014 2:59 AM
56	<p>It depends on the individual as to whether a freelance or short fixed-contract is preferable. However, freelance contracts can become the zero hours contract equivalent for the arts and media. Interships and apprenticeships should involve proper pay so they don't become part of the race to the bottom.</p>	10/8/2014 2:46 AM
57	<p>I am not aware of the legal position between freelance and short term contracts in relation to employee rights etc. I realise that interns and apprentices are undergoing a period of training but again they are being called upon to carry out tasks over and above training. Volunteers should definitely be given the same status as paid workers - I am tired of visitors looking down their noses at me in the gallery where I work, although I have an MA in Art History !</p>	10/8/2014 2:25 AM
58	<p>Freelance contracts are cheaper for the organisation and they reduce overhead costs and give more flexibility to bring in people as and when needed. Some people 'freelancers' prefer the flexibility (and the additional money directly in their pockets) that a freelance contract can bring compared to a short-term fixed contract. of course freelancers have to manage their own tax and NI, don't get paid sick days or holidays, so freelancing is not for everyone. Some prefer the additional security even a short-fixed contract can bring. If the internship or apprenticeship is genuinely about learning for the individual and not just about bringing in extra staff cheaply then a lower is fair. there should be a structured approach to the learning with support for the learner. Volunteers should be valued and respected for what they do at all levels. not sure about same status. a person that assists with the props is not going to have the same status as a Creative Director but them neither is an employed stage hand.</p>	10/8/2014 2:04 AM
59	<p>Volunteer England advises that volunteers should not undertake the same work as a paid member of staff, otherwise it is not volunteering.</p>	10/8/2014 1:59 AM
60	<p>Depends on the circumstances - some freelances don't want fixed-term contracts for limited work and want to maintain control. Internships and apprenticeships, if not used to fill core gaps, but genuinely to induct people with support into the industry, can be beneficial - they are used to minimise wages by the unscrupulous and/or desperate.</p>	10/8/2014 1:50 AM
61	<p>The nature of the contract should reflect the nature of the employment required; freelance may work better in some instances than fixed-term and vice versa. I don't think internships etc are necessarily exploitative, but they need to be for a fixed period - say no more than 6 months - after which the status has to change. Volunteers do it because they want to get involved where and when they can, therefore they should not have the same status as paid workers.</p>	10/8/2014 1:45 AM
62	<p>The main problem with freelancing and working on nil hrs contracts, is that there is no sick pay.</p>	10/8/2014 1:09 AM

Employment practices - volunteers, interns and freelances

63	They should be praised and rewarded, perks, a certificate, a pint....	10/7/2014 9:12 PM
64	I'm unsure regarding the last section because: a) Volunteers should be respected for the work they do. b) By giving equal professional status, means there is no need for paid workers which is creating an extremely serious situation. c) Small companies cannot afford the legal costs of volunteers being given the same legal status, which means small businesses, who usually need voluntary help the most, cannot use volunteers. For example, I was recently asked by a local college if someone could come and gain work experience with me. I was willing, but because I work at home, I would have needed employers' liability as well as increased public liability and this would have cost a minimum of £500 for six weeks of using an intern. This stopped me being able to take advantage of the situation which would have proved mutually beneficial.	10/7/2014 4:33 PM
65	Thankfully, more help is becoming available to students to help them prepare for work as a freelancer (and how to ensure they are not exploited as interns) so they learn how to develop a pitch and cost their work realistically. We are looking at ways in which we can support them better in this so they have the back up of the university whilst they are still studying.	10/7/2014 11:55 AM
66	Volunteers should be aware that they are not paid and therefore in the 'hierarchy' not as important. However they are indispensable to the operation in hand. They should be treated as equals but not given similar 'rights' as a full time worker - there is a reason probably (lack of experience for example) why they don't have a full time job. Internship and apprenticeships are unfortunately unavoidable in the arts industry and therefore have to be accepted. So long as the intern/apprentice feels respected and valued, it is a great way for he/she to gain experience in the industry and get a small fee. So long as the internship/apprenticeship does not last for three years (for example) with no hope for a job at the end of it. - but there, the intern has not been respected and is being exploited so that ties in with my earlier point.	10/7/2014 11:50 AM
67	All contracts should be explicit about what is expected of freelance, internships, apprenticeships and of volunteer labour. Ambiguity is disrespectful and can lead to exploitation.	10/7/2014 11:24 AM
68	The benefit of freelance contracts to project commissioners is that they free them from the burdens of payroll management and affording the staff to oversee it - which many small organisations simply cannot afford. A volunteer needs to enter into a clear relationship with the manager - so that once the terms are accepted they will behave as reliably as a professional and thus can gain limited measures of equal status in terms of responsibility. But the volunteer needs to know what they will be getting as their 'quid pro quo' as a result of their involvement - and the manager needs to be deeply appreciative that something worthwhile is there to be received.... Otherwise exploitation can and does happen.	10/7/2014 11:15 AM
69	Volunteering is used as a way to exploit the labour of art professionals.	10/7/2014 10:55 AM
70	Internships, paid and used properly and responsibly, are good ways of inducting people into the reality of the work of the organisation - and should provide useful training and experience. Volunteers should be treated with respect and given a clear status - but that is a different one from a paid worker. But there should be training, job descriptions, defined responsibilities, clear lines of management, codes of conduct - and a process of selection, induction and, just as necessary, a procedure for disciplining and dismissal. (In these senses the status is like that of paid workers but cannot be defined or managed in exactly the same way).	10/7/2014 10:45 AM
71	Damaging the mindset of those who volunteer out of willingness to see arts succeed is unjust.	10/7/2014 8:27 AM
72	The tax implications of freelance vs short term should be considered, plus the T&Cs are different - freelancers are delivering a project/specific task employees are working under direction with fixed hours etc etc. Volunteers should not be tied into employment like arrangements, it may deter them from volunteering.	10/7/2014 8:22 AM
73	I disagree because I feel it is impossible to generalise about these issues.	10/7/2014 8:16 AM
74	I believe in the value of commitment to work and therefore feel that full time work in one project or position is preferable to freelance work. I also feel that interns and volunteers need to be acknowledged more as a valuable workforce as the work they do is at this point more often than not, unpaid, so motivation is required to ensure that they are going to make the best contribution that they can.	10/7/2014 8:14 AM
75	Freelance contracts are known throughout the industry so the employer must be clear if they can't offer a contract for say longer than 6 months then they should offer a freelance contract as an alternative and give the employee a choice. Internships are not exploitive. They merely give someone the opportunity to start in the sector and work their way up. Or have experience whilst studying. That's how I started. Volunteers are just that and are different altogether. They volunteer if they may have extra time or are on a scheme or can not be paid for benefit reasons, they should be treated the same as paid workers whilst at work but not necessarily given the same status as they will often work shorter hours and choose when they come in to work and leave.	10/7/2014 8:13 AM
76	A properly resourced and thought-through apprenticeship/internship can be of great value to the individual's development and employability, even if it doesn't belong to an official apprenticeship scheme.	10/7/2014 7:59 AM
77	My hesitancy comes from knowing that many arts careers begin with volunteering to gain experience. The crux is making it sure the work fits the volunteer, rather than it being a cynical capacity need being fulfilled for organisations.	10/7/2014 7:48 AM

Employment practices - volunteers, interns and freelances

78	<p>There is more certainty with a fixed term contract, but less flexibility. With some schemes though I have enjoyed working over a period of time with a fixed term contract and have been able to combine this with some freelance work. This is the most satisfying arrangement for me. However, there has been a diminishing amount of work available lately as there has been generally less funding available. During this scenario a fixed term contract would at least guarantee some security. Internships and apprenticeships are only exploitative if those taking the opportunity are not using the experience to gain new skills and experience. I think they are an ideal way to learn whilst at least being paid. If you are an undergraduate, or re-training, it is often down to the individual to fund their own development. Whilst completing an apprenticeship or internship, Providing you are not being expected to "fill the shoes" of someone with a vast amount of experience and there is an efficient mentoring system in place, I cannot see a problem. I have never had a problem with status whilst I have been working for charity. The main issue I have is a betrayal of my professional integrity, because I believe strongly that my services should be paid for. I should not be in a position where it is assumed that creative people love to do what they do therefore it is ok for us not to be paid!</p>	10/7/2014 7:42 AM
79	<p>Everybody should be treated equally regardless of status, although of course paid workers will have authority. I don't think that unpaid work is exploitation if the worker is aware that they won't be paid, as they are getting valuable experience, but it would be the better solution to pay them a small wage.</p>	10/7/2014 7:17 AM
80	<p>For the first question, I don't think it's a good comparison - it depends on the circumstances and the nature of the role. I think many orgs are guilty of making a job freelance when really it's PAYE - another sin is paying the equivalent of a PAYE job when a freelancer has to bear many more costs.</p>	10/7/2014 7:05 AM
81	<p>The arts are being subsidised by an unwaged workforce. This is simply unacceptable but no one wants to be the first to break the pattern of exploitation.</p>	10/7/2014 6:54 AM
82	<p>Volunteers are no less valuable than contracted employees. If you have a notion to use their help and skills in the first place. They should be offered parity. The cultural undervaluing of contributions made by volunteers, freelancers and interns needs to cease.</p>	10/7/2014 6:46 AM
83	<p>For tax reasons I much prefer not to have short fixed-term employment contracts.</p>	10/7/2014 6:24 AM
84	<p>see above</p>	10/7/2014 6:01 AM
85	<p>I think internships and apprentices that are correctly provided under appropriate definitions (such as those used by ACE) are valuable opportunities for those seeking steps into arts careers. If they are paid minimum wage or living wage I think this is appropriate. I do however think that the legal apprentice wage of £2.68 for those 16-18 or anyone older in their first year is disgraceful, and should be abolished.</p>	10/7/2014 5:50 AM
86	<p>preferable for whom? These are really badly worded!</p>	10/7/2014 5:45 AM
87	<p>See my comments above regarding volunteering. Surely the question should be - Internship and apprenticeship positions should be give the same status as paid workers?</p>	10/7/2014 5:38 AM
88	<p>Freelance contracts are much more flexible and you can negotiate to pay on results. If the freelancer doesn't deliver the service agreed, they don't get paid. Unfortunately with short fixed-term contracts, someone can be paid even if they are not performing well and there is rarely the time to improve performance. Internships and apprenticeships are valuable ways for people to gain experience and develop their skills - they should be seen in this way and not used to replace jobs. Properly done, an organisation should invest time and money in an intern or apprentice and not view them as cheap labour. I cannot answer the question about volunteers as it is unclear what you mean by same status. Organisations have a duty of care towards volunteers and so should be treated the same with respect to health and safety and length of time they work.</p>	10/7/2014 5:37 AM
89	<p>Q1 - it depends. Legally they aren't the same so giving them as an either / or is liable to create confusion on both sides of the contract (and with HMRC). Both can be appropriate - but in different contexts Nothing wrong with internships and apprenticeships so long as they are well managed, provide genuine training and opportunities to learn, and NOT used as ways of minimising wages. However, a lot of organisations are not set up to deliver good programmes of this kind - particularly in the area of apprenticeships. Volunteers are not the same as paid workers - they may be entitled to a equal but different status (discuss what form that should take in an organisation-specific context) - but not the same and, as with f/l v. short term, eliding the two will cause confusion at every level of the organisation.</p>	10/7/2014 5:36 AM
90	<p>Statement 1. How long would the short-term contract be for and is it full or part-time? If you were offering a 3-month full-time contract then it may be better to offer employment. If it's only part-time and unfixed hours then freelance makes more sense. Neither is 'better' or 'worse' - it's context-dependent. Statement 2. Interns and apprentices are being trained. However, as I said above, there will always be companies that exploit. Many, however, do not! Statement 3. Volunteers can leave on a whim. Employees have more 'investment'. The relationship is entirely different and inherently unequal. Equal status is, therefore, a nonsense. This does NOT equate to lack of value or respect for the essential role volunteers play, but they are not employees.</p>	10/7/2014 5:17 AM
91	<p>The status of volunteers should not be minimised- they are often an invaluable resource without which the venue would be unable to operate- treating them differently to paid workers would therefore be wrong.</p>	10/7/2014 5:08 AM

Employment practices - volunteers, interns and freelances

92	The last statement above is vague - non-skilled volunteers should not necessarily be given the same status as paid workers, but they should be treated just as fairly.	10/7/2014 5:06 AM
93	Volunteers should be valued and cared for as employee as their contribution is just as important in the arts. Internships and apprenticeships are great ways to introduce young people to working in the arts and develop their skills but the burden is on the employees and organisation taking them on as they need to train and spend a lot of time with these trainees. Therefore there should be more incentives for organisations to take on such trainees as well as incentives for young people with real interest in the arts to take up these offers.	10/7/2014 4:51 AM
94	As a freelancer and somebody who contracts freelancers, I'd always opt for a freelance contract rather than a short term employed contract, for practical and productivity reasons. Freelance contracts tend to be based on outcomes, they give the service provider flexibility within a short period of time and are better value for the contracting party. Internships and apprenticeships are not always exploitative - it depends on how much effort the employer gives to ensuring that real development can happen. Volunteers should be given the same status as paid workers, in that they should be treated as part of the team and trained and supported to deliver the same professional standards of service.	10/7/2014 4:45 AM
95	Freelancers don't have the same rights as employees and it concerns me, as an arts sector employee, how prevalent it is becoming. It is hard to find secure employment in the sector.	10/7/2014 4:41 AM
96	These are difficult questions. Drawing on my experience, I have been involved in setting up freelance contracts for development posts involving lottery projects. The reason for this was small projects cannot be exposed to the implications of employing people on a full employment contract. In every instance the freelance contract worked well and both sides were pleased with the outcome. As regards internships and apprenticeships I have no direct experience but I imagine that there is good and bad. Perhaps a standardisation of the terms and conditions of employment are required? Volunteers tend to come from the young and the 'retired'. The comment I would like to make is about the latter group. Some retire 'well' and volunteer as a lifestyle choice. An every increasing number within the retired sector are still in employment, pension and savings failure are often the reason. Employment in this age group often extends well beyond the statutory retirement age out of necessity. Increased, paid status could possibly offer huge benefits to both parties - a wealth of knowledge going to arts organisations and a welcome income source to the retired.	10/7/2014 4:32 AM
97	Volunteers should be highly valued by organisations. Often they are not given sufficient training and management. Arguably they should have more training and management time than a paid employee - not less which often seems to be the case.	10/7/2014 4:30 AM
98	Freelance contracts are often by choice, and can be completed alongside research or other jobs, so they are a good thing and preferable for some people. Internships and apprenticeships are often 6months+, at which point the candidate is often highly competent, and to not be paid a proper wage is unacceptable. Volunteers however work at a different schedule, depending on the type of volunteering it is often ad hoc and for personal enjoyment. However I do believe they should be paid at some level.	10/7/2014 4:29 AM
99	The choice between short fixed term contract and freelancing is a very personal one and every individual is likely to have a preference depending on personal circumstances. Internships and apprenticeships when they are managed well and focus on benefit for the person undertaking the role rather than on the organisational gain are terrific. All too often that does not happen and then exploitation can emerge.	10/7/2014 4:25 AM
100	it depends on the nature of the project and the length of time contracted.	10/7/2014 4:21 AM
101	Volunteers should have equality	10/7/2014 4:20 AM
102	Freelance/employment is down to the nature of the relationship (ie do I have autonomy to carry out the work in which case it could be freelance, or are you directing my work in which case you are employing me). Some people don't want to have the hassle of being freelance. Volunteers are not asked for the same level of commitment as paid workers and are not the same.	10/7/2014 4:17 AM
103	I am myself a freelancer and I prefer to be on a freelance contract than short-term employment contracts. It gives more liberty. Obviously most of the cultural organisations cannot afford to pay an extra member of staff so they bring on board interns to compensate. Volunteers shouldn't be given the same status as paid workers, if not they just become employees and are not volunteers anymore. Volunteers should be given simple tasks to help the organisation but without being a competitor to employees. Volunteers should be able to help when they want and shouldn't have a fixed schedule or a contract with the organisation. If they have to do a certain amount of hours per week and sign a contract in that case they become employee and should be paid.	10/7/2014 4:11 AM

Employment practices - volunteers, interns and freelances

104	<p>Freelance contracts are preferable to short fixed-term employment contracts - this depends on the situation. The negatives of short fixed-term employment are that it can take a lot of time and delays organising short fixed term contracts and there are so many rules and regulations about redundancy pay. ie. having contracts that are for 22 months to avoid this. Being freelance overcomes these issues and allows individuals to have power over when they will and wont work. However freelancers seem to have less rights and can be exploited by insitutions. Particularly if there are restructures and pay cuts. Freelancers are often paid more to do the equivalent work as members of staff. Internships and apprenticeships are exploitative ways of minimising wages - I agree that in a lot of cases internships are a way of covering up a real need for additional employees. An intern shouldnt be relied upon to do an actual role it should be about training. Volunteers should be given the same status as paid workers - Paid workers and volunteers needs are often different so should have a different status to paid workers (not lower or higher - just seperate).</p>	10/7/2014 4:10 AM
105	<p>Short term contracts mean you have to work at the venue. Being freelance means a job eg research etc can be mainly done form the freelancers office. you can get specific talents in to do specific jobs Internships are not ways of minimizing wages if they are paid and actually involve real training - too many are not that os all get tainted. They need to meet strict criteria and those should be properly monitored Vol status - what do you mean by same status? In terms how they are treated and given respect yes but they are not paid and can go at any time. And unfortunately sometimes managing volunteers is a thankless task if you have challenging volunteers and sometimes they need to leave. You do not want to get into employment law hassles if that happens</p>	10/7/2014 4:10 AM
106	<p>I feel internships are often beneficial in gaining skills in the workplace. However, there needs to be checks to ensure skills are gained and time is devoted to this. Without this. it is exploitative. Also, they are often a way for 'cheap labour'. Freelance contracts seem to be more flexible for creative / design roles. However, there is an issue with rates / payment for many artistic / creative roles vs building salaries.</p>	10/7/2014 4:03 AM
107	<p>Freelance enables organisations that cannot furnish all employment regulations to "buy" the expertise they need. No question of this. Apprenticeships etc are a way of obtaining reliable (sic) expertise that could not otherwise be afforded. This also offers opportunities to the very many unemployed event-management graduates for whom there is little work and who are often grateful for the CV opportunity - even to the extent of working as volunteers. Volunteers have the status, to varying degrees depending on their involvement, and are highly valued. Without them many events simply would not happen.</p>	10/7/2014 4:00 AM
108	<p>See my comments above</p>	10/7/2014 3:57 AM
109	<p>As a practising artist I would prefer a freelance contract. I do not have any experience of apprenticeships but have worked with an intern it was not exploitative as he benefitted from one to one guidance and mentoring gained skills and confidence and on the job learning. Not sure what 'status' implies, contracts? respect? In my experience as a volunteer and working with volunteers, people volunteer because they want to and do not want to have the responsibility of a paid worker perhaps they want to make a difference to society or suffer from health reasons, family or confidence problems or perhaps they want to gain experience. Otherwise they should be applying for paid jobs not volunteer work.</p>	10/7/2014 3:47 AM
110	<p>This is a complex area which shouldn't be diluted into black and white statements</p>	10/7/2014 3:45 AM
111	<p>In some cases Internships and apprenticeships are ways of minimising wages. In other contexts these are opportunities for learning and development which arise out of an organisation's desire to be part of the training eco-system, and out of an individual's desire to learn and gain experience. As long as the placement is time-bound, has a job description which is agreed by the individual, enables them to develop the precise skills they want to learn, there is a place for this kind of opportunity. The critical factor is that the placement is focussed on the individual's needs as opposed to having the needs of the organisation imposed upon it. However, it does also need to be in keeping with the organisation's needs, and contribute to it on some level. Volunteers should not be given the same status as paid workers - because they are not taking on responsibility and are not remunerated. With status comes responsibility, and many volunteers precisely do not want this responsibility.</p>	10/7/2014 3:25 AM
112	<p>Too many assumptions going on here to be useful. It is how you do these things that matters, not what.</p>	10/7/2014 3:15 AM
113	<p>Volunteers are an integral part of an organisation and should be valued for the work they do. I completely agree that internships are exploitative. Yes, it's important to get work experience but they restrict who can do them. I think the contracts statement depends on the individual- but I have had experiences where as a freelancer my work has been cut, leaving me with no work and no income. A fixed term contract can offer a level of security.</p>	10/7/2014 3:01 AM
114	<p>Fixed term contracts can create complications for people who are set up as sole traders - and make ta returns unnecessarily complex.</p>	10/7/2014 2:54 AM
115	<p>Volunteers have all sorts of reasons for which they become volunteers, so they should be evaluated on a case by case basis. Volunteers have the freedom to come and go and not have to work if they are not free, so I do not believe they should have the same rights as paid workers.</p>	10/7/2014 2:52 AM

Employment practices - volunteers, interns and freelances

116	Volunteering is often not a choice but a desperate attempt to gain employment and should not be held responsible for problems that arise.	10/7/2014 2:52 AM
117	I have no experience of freelance or short fixed-term employment contracts. I do have difficulties with zero-hours contracts which are predicated on the idea the arrangement is mutually advantageous, however this often becomes exploitative when working days can be cut via a text with little warning. It is impossible to conduct a life with bills and financial commitments on zero-hours contracts.	10/7/2014 2:50 AM
118	Freelance contracts and fixed-term contracts are each appropriate in different circumstances. Internships and apprenticeships, when planned, advertised and delivered well, should not be exploitative - the minimum wage is appropriate when support and learning opportunities are also given by the employer. Volunteers should be given rights and respect, but it is not the same type of relationship as that of the employer and their paid workers.	10/7/2014 2:44 AM
119	Short fixed term employment contracts cause all kinds of problems with trying to return to Self-employment status. Also makes insurance difficult to manage. Interns and apprentices - yes, see above. I don't think it is appropriate for volunteers to have exactly the same status, but there would indeed be benefits to having clear job descriptions, full induction, regular supervision sessions and annual appraisal, inclusion in relevant staff meetings etc.	10/7/2014 2:36 AM
120	Freelance/vs. short term contract - I think which is preferable is entirely down to personal circumstance and how much of a handle you have on self-employed paperwork. Internship/Apprenticeships - where they're replacing roles and duties that used to be covered by a properly salaried (if low paid!) role, then of course they are. Volunteers - certainly in our organisation, they're not required to have the same level of expertise, knowledge or responsibility, so I do think there's a difference. But they should be treated as equals on the ground, and given respect and due care by all permanent staff.	10/7/2014 2:35 AM
121	Apprenticeships and Internships are different things as Apprenticeships usually offer some payment and specific training whereas Internships are normally unpaid and can simply be making the tea. I am unsure of the pros and cons of freelance versus short fixed-term contracts	10/7/2014 2:34 AM
122	short fixed term contracts are bad for business, they either often don't bring in the level of skills required and therefore the time to develop the person into a fully contributing member of the organisation. At least with freelance contracts there's a greater chance of getting a project done to a high level.	10/7/2014 2:28 AM
123	This survey conflates issues that should be asked separately. Freelance vs short fixed term contracts. It is not a question of which is preferable. They both have their place. For example an arts organisation may employ freelances as, for example photographers. On the other hand short term contracts may be best for, say, summer season roles. Internships and apprenticeships: Interns should be paid (see Q1. However apprentices should be paid and there is national funding available. Provided they are properly set up apprenticeships are an excellent way to develop skills and knowledge. Volunteer status. They should be given respect, but not necessarily status. Surely being a volunteer means a different status. Not a well worded question. The respect should be reciprocal. Volunteers should respect the organisation. In my experience, problems occur when volunteers forget that it is what they can do for the organisation, not what the organisation can do for them!	10/7/2014 2:26 AM
124	As a freelancer myself, I can see that there is a greater burden on employers with short term contracts. Being self-employed does offer some advantages if you can make it work for you.	10/7/2014 2:19 AM
125	Volunteers should be integrated into any organisation - when an organisation creates a two tier system of benefits (aside from wages) but, for example on free tickets policy or invites to stuff then it splits organisations and causes problems.	10/7/2014 2:17 AM
126	I think id internships are managed properly and paid properly, they are in no way exploitative as they offer a valuable first step on the career ladder. But it should be part of a well thought out scheme, not just cheap labour. I don't know if volunteers should be given the same 'status' but should definitely be given the same level of respect as they are giving their time up for free.	10/7/2014 2:11 AM
127	If you have chosen to freelance then of course you'd prefer it to a short employment contracts, however if you haven't and that's all that's on offer, then it's a different matter. For me, personally, I only take freelance work and don't wish to be employed, despite the benefits (however, short-term employment contracts rarely bestow any). Internships and apprenticeships are a brilliant way to explore the arts and see if it's for you, or to learn. But they should be paid placements, unless very short term (6 weeks).	10/7/2014 2:08 AM
128	I think paid internships are extremely valuable for both the organisation and the intern.	10/7/2014 2:07 AM
129	I think freelance contracts enable you to be self employed and claim tax benefits etc. Not all short term contracts do, especially if you go on payroll, so i think there is something to be said for self-employed status. I think the fact there are now internships and similar offered is a real benefit to the sector. there wasn't 10-15 years ago when i was starting out. Volunteers have many rights if you look at employment law and it can be difficult for people to use volunteers due to the hoops which have to be jumped through.	10/7/2014 2:06 AM

Employment practices - volunteers, interns and freelances

130	I think these questions are too general - there are times when freelance contracts are preferable to all parties; they can provide more flexibility to both parties, but that depends on the individuals concerned. Volunteers should be given the same status as paid workers, however the volunteers need to behave in the same manner as a paid employee. It all comes down to clear communication about expectations! That said I think it is generally wrong to use volunteers where paid staff have previously undertaken roles - we need to value the skills of our staff, and our volunteers.	10/7/2014 2:04 AM
131	I would prefer workers to have permanent contracts rather than fixed-term employment - this shift towards fixed-term contracts is a worrying trend as it releases employers from basic responsibilities and takes away workers' rights. I don't have strong views of freelance vs. fixed term contracts as I have little experience of this. Similarly unsure of the volunteers getting same status as paid workers question - this seems to me like it could be a way of normalising volunteers delivering core services.	10/7/2014 2:03 AM
132	Internships and apprenticeships can be a really useful way of gaining skills and experience. They should not be taken advantage of, but at the same time they are not qualified. Volunteers should not be expected to have the same level of responsibility or commitment as a paid worker and therefore should be respected and valued but should not have the same power as paid workers.	10/7/2014 1:58 AM
133	Due to the flexible nature of arts work, freelancers working as and when needed is essential. It would be wrong to provide short fixed-term contracts when the work isn't there. This demotivates the employee and can be more costly to the organisation. Interns and apprenticeships are not exploitive if the focus is on training and experience. They can be beneficial to an organisation by how the organisation develops the young person to fit their organisational structure. If interns and apprentices are there souly to fill employment gaps, where the funds are not avilable for fully employed staff, then yes it is exploitive. However, this should not be the case and ACE should be looking at supporting organisations with their essential staffing.	10/7/2014 1:57 AM
134	Not sure that apprentices and internships should be seen in the same light. Apprenticeships tend to be tied to qualifications, formal training and pay.	10/7/2014 1:57 AM
135	Freelance contracts require more careful management. Fixed-term offers a more focussed approach to work. Minimising wages ? It depends on what you set the bar at. No-one says they should be on minimal wages. Volunteers should be valued, that's why you have them.	10/7/2014 1:56 AM
136	While it's true that volunteers are sometimes taken advantage of, in general they benefit too. For example, our local theatre relies on unpaid volunteers to act as stewards for performances (checking tickets, showing people to their seats etc.) In return, the volunteers see performances for free and are sometimes given a spare ticket or two for friends. I don't think that these volunteers should be entitled to the same employment rights, for example, as paid staff. However, volunteers are entitled to the same safe working conditions as paid workers. It worries me sometimes when I see less scrupulous organisations taking advantage of eager individuals and allowing, or even encouraging, them to undertake tasks without appropriate training and equipment. For example, I have seen teenagers clambering about at some height when helping to set up outdoor stages at local events, yet they have no harnesses/hard hats/other safety equipment that a reputable company would be using for its own employees. It also worries me that some organisations set up apprenticeships and then supply no recognisable training. Even if they do, the young people are sometimes used as cheap labour until they have completed their apprenticeships, at which point they are replaced by new people. It is unfortunate because there are excellent apprenticeship schemes out there but there is too little supervision of the schemes to sort the wheat from the chaff.	10/7/2014 1:51 AM
137	It is impossible to say that all volunteers are equally qualified or skilled. Some may be highly skilled, others may require lots of support and management so it should be left to the organisation to decide upon their status within the organisation. Also people volunteer for many reason - I think it is too complex a picture to generalise.	10/7/2014 1:46 AM
138	It is our experience that unless a job is more permanent most people prefer to remain freelance as moving backwards and forwards between employment and self employment can get complicated. However many freelancers could do with some guidance on tax laws and the benefits of being freelance to make the most of that situation.	10/7/2014 1:45 AM
139	I've been working as a freelancer (note spelling) since June 1990...from the perspective of the contracting partner, especially in these days of employment law, I believe contracting in freelancers brings a degree of flexibility to the organisation. During this period, I have also undertaken employed work as CEO of a couple of high profile arts and not-for-profit and Director of others and in these roles, I positively entertained the short term engagement of freelancers to plug a gap and enable to organisation address the gap through a mini-restructure. Volunteers, especially in terms of front of house and gallery assistants, are vital to any organisation, arguably, more so than some of the established staff team, and as a result they should be paid the going, staff rate (see response above). As for internships and apprenticeships, I have no doubt that a significant number of employees treat this staff with disrespect and articulate this disrespect through terms of payment and terms of reference.	10/7/2014 1:44 AM

Employment practices - volunteers, interns and freelances

140	<p>Freelance contracts verses short fixed term contracts is difficult to weigh up as it depends on the work and on the status of the individual applying for the work. Freelance contracts offer no sick pay, leave or other workers rights, but offer a certain level of freedom if the person in question is registered self employed. Short term fixed contracts offer no flexibility to a worker looking for further or extra work if needed but normally offer sick pay, leave and occasionally contribution to a pension. Some people feel this feels more secure and likely to lead to further work. Internships vary enormously and I am not even sure what is meant buy the term any more. It seems to be synonymous for unpaid full time work with significant responsibility. This is wrong. Apprenticeships at least come with a formal accreditation system and if managed well, allow for on the job training and an opportunity to test the viability of employing someone full time. I have had a successful and an unsuccessful apprentice. One has continued to work for me ever since, one was not sustainable and a significant drain on my finances. Volunteers should not have the same status as paid workers as they should not have the same responsibilities and duties. Volunteers should know the terms and conditions of their volunteering position and all should be agreed at the outset.</p>	10/7/2014 1:36 AM
141	<p>The term 'intern' has no legal meaning, interns have no right of pay and no right to work. Because of this loophole employers take advantage of young people who are desperate for work. I have done many internships and volunteer roles in the past that were unpaid and where I was treated very poorly, but as someone new and with little job experience I put up with it. This is unacceptable! Volunteers should be given expenses and have a similar status as paid workers.</p>	10/7/2014 1:32 AM
142	<p>I have no experience as a freelance so I cannot comment from experience, although personally I will also prefer to be on an employment contract, whether that short-term or temporary as opposed to freelance. The internships I have completed have always been in return of valuable lessons and university accreditation, however some organisations may exploit this method of employment. Anyone who is contributing to the organisations work and services should all be working on the same status.</p>	10/7/2014 1:26 AM
143	<p>Freelance / fixed term - some employees will prefer freelance, others will prefer fixed term.</p>	10/7/2014 1:23 AM
144	<p>Properly paid internships and apprenticeships are a great way of training and better suited to some individuals the industry than the over academic university route. There is potential for these to be exploited and used to replace proper staffing. They are good as training positions and a first step in the industry but should be seen as additional staffing.</p>	10/7/2014 1:19 AM
145	<p>It feels that with many arts organisations the only way to get a paid job is to work for free first. Most people cannot afford to work for free. So this system ensures that only the wealthy get the paid jobs in the end.</p>	10/7/2014 1:16 AM
146	<p>Freelance contracts are preferable to who? The freelancer or the employer?</p>	10/7/2014 1:12 AM
147	<p>Freelance contracts provide workers with more advantages than short term contracts, tax, insurance, conditions of employment are different Internships and apprenticeships - it varies depending on the role and support offered, there needs to be a clear distinction between paid employees, volunteers and I/A's, mentoring, training and career development should also be evident Volunteers are not in the same legal position as paid workers so should not have the same status or positions, since they're not liable in the same way</p>	10/7/2014 1:02 AM
148	<p>Wages for internships and apprenticeships should be increased, and organisations should ensure that they are not putting an apprentice into a role that truly needs someone with more experience.</p>	10/7/2014 12:58 AM
149	<p>It should be personal preference about freelance vs short fixed term employment. Different tax positions, different overheads for individual and for arts organisation. Internships and apprenticeships are used in all sorts of businesses. They are a good way of helping people get started in their career. What does 'status' mean? Hence me putting Unsure.</p>	10/7/2014 12:57 AM
150	<p>1. It depends on the term of the fixed-term employment contract, but I have found that as a freelancer, you have more flexibility and costs associated with delivering the work can be shown in your accounts, so potentially you end up with more money. 2. Interns etc need experience. We have all had to do work for nothing to build our expertise, so it's no different today. If mentorship and guidance is provided, it should be a positive experience for all. 3. Everybody should have the same status, regardless of where they sit in the pecking order. Everybody is entitled to respect.</p>	10/7/2014 12:53 AM
151	<p>The statements are too broad. Internships and apprenticeships can be exploitative but they can also be really valuable ways of training and supporting young people - but they need to be paid and have specific roles attached. Short-term contracts suit some people who choose not to be freelance Volunteers should have a specific role within the organisation with a real understanding of their value but people also volunteer for a range of reasons and sometimes it is social care rather than workforce need.</p>	10/7/2014 12:48 AM
152	<p>I work freelance and it is unstable and inconsistent therefore I find it difficult to plan finances and my future. I would therefore prefer to have a short term fixed contract as I would find this a less stressful way to work and I think I would feel more valued by the employer. If volunteers are given the same status as paid employees you would be in danger of demotivating your existing workforce. This does not however mean that I feel volunteers should not be respected and valued.</p>	10/7/2014 12:47 AM

Employment practices - volunteers, interns and freelances

153	What you are being paid or the terms of your employment does not effect your ability to contribute to an organisation. Individuals need to be treated according to their skills and abilities. Internships and apprenticeships are a valuable training opportunity and make a significant contribution to the capacity of the sector. But interns need to be paid according to the work they are doing - they are not always low level roles either and should nit only be considered as such. Freelance contracts enable pofessionals to build a portfolio and more sustainable career than short term contracts do.	10/7/2014 12:47 AM
154	Interns and apprentices are getting valuable experience which can lead to a paid position without the rigours of applying for a position (which they often wouldn't get due to experience). Employers do take risks with interns and apprentices as they have no experience.	10/7/2014 12:46 AM
155	Internships are often more about self-exploitation than deliberate exploitation by an organisation. There are thousands of voluntary run organisations where everything essential is done by volunteers. And boards are voluntary. It's importantbto see volunteers and jnterns as quite different	10/7/2014 12:43 AM
156	Fixed term contracts offer more security and better terms of engagement (such as accruing holiday), although freelance rates are usually higher, I think this is a bit case by case. Interns and apprentices should be paid, they are often being made to work long hours and take on responsibilities without receiving the rewards of the rest of their team Volunteers should be given the same assurances of safety and protection at work. They should be under the same working hours conditions etc (or certainly no worse) and supported as a paid worker should be	10/7/2014 12:41 AM
157	Both freelance and staff should have clear contracts with sick pay and holiday entitlement built as per BECTU agreements. Apprenticeships are an important way of keeping access to employment. Volunteers having same status as paid workers....what does that even mean!?	10/7/2014 12:26 AM
158	Sometimes people want to be involved (eg for a couple hours per week) who have no experience of the arts, but want to use spare time to contribute. That should be allowed	10/7/2014 12:16 AM
159	Sometimes it makes perfect sense to use a freelancer and suits both parties. I was freelance towards the end of my career. But I wouldn't have had the pension to fall back on in hard times if I had been freelance when I was younger. Pensions, or the lack of them, are a big issue for the arts.	10/6/2014 11:58 PM
160	I think it makes little difference if freelancers or short-term contractors are used. I do get fed up with the underlying implication that there's a difference between 'jobs' (even on a short term basis) and what freelancers undertake.	10/6/2014 11:24 PM
161	I believe freelance contracts should be awarded only when the work or service performed is out of the realm of an employee skillset (i.e. producing a public service announcement and nobody on staff has the training or equipment to shoot a professional video). In the United States, most colleges and universities will not allow interns to work at an institution or organization without some type of compensation (at least a stipend) and there must be a specific job outline that is approved by a professor. Well qualified volunteers (postgraduate students waiting for full time employment, retired teachers, local hstorians who took an avocational approach to history, etc.) should be treated and viewed in equal light as paid employees.	10/6/2014 5:31 PM
162	In some cases interns and apprentices are exploited for companies to save money, but I do not believe that is always the case.	10/6/2014 5:29 PM
163	Some short term contracts can give a greater sense of security to enable someone to explore the work in the way that a free-lance can't always do. Less competitive. Internships are definitely ways of reducing the wage bill. If apprenticeships are properly set up they can work well, but most aren't nowadays. Yes, volunteers should have the same status as paid workers, they have chosen to volunteer so that is the least they should have	10/6/2014 3:22 PM
164	I would say that in the current arts market in the UK we can definitely find cases where professional roles are being advertised as "internships" either unpaid or very badly paid. This SHOULD be regulated.	10/6/2014 2:57 PM
165	It is essential all volunteers are treated as valued members of staff, every thing they do contributes to your success so they are important. Having employed interns in the past I can see how they can potentially be abused and I am still unsure how I feel about their use. While you can get a dedicated and enthusiastic contributor they also consume a great amount of time and energy from permanent staff. I guess when everyone gains from the experience it is a good thing.	10/6/2014 2:54 PM
166	In the organisations I work for volunteers are part of the team, they are as important, however they don't have the pressure of being responsible or the session. Some people don't want that kind of responsibility, so I agree same status as paid workers as in you are another human being in this team, your thoughts and ideas are as important as the paid workers but if they choose not to want the responsibility they don't have to have it, if they do they should be encouraged.	10/6/2014 2:53 PM
167	I am unclear what you mean by status. I think everyone should be given equal respect and be treated fairly. I don't think we will get equal status without a complete change in the whole political system.	10/6/2014 2:51 PM

Employment practices - volunteers, interns and freelancers

168	Internships are often presented as a valuable way of gaining work experience, when in reality gaining a place on an internship has become increasingly competitive, often requiring previous experience, and doing work that is of direct benefit to the company.	10/6/2014 2:47 PM
169	All staff should have the same rights & responsibilities whether paid or voluntary.	10/6/2014 2:45 PM
170	you can't expect people to work for free. It shuts out anyone who can't afford to work for no salary and creates an unbalanced work environment.	10/6/2014 2:43 PM
171	In regards to freelance contracts vs short term fixed employment contracts - it depends upon the wage that is being paid as well as the benefits, if any, that a short term employment contract includes (sick pay, etc).	10/6/2014 2:42 PM
172	(1) I think freelance contracts are probably more straightforward but I am not aware of all the implications (2) I really do think it depends on the quality of the internship and apprenticeship - and the age of the young person taking it on. I am not sure I would have put internships and apprenticeships in the same sentence. Most internships really do seem to me to be financially exploitative. Those that don't pay should be banned. They are socially divisive. Apprenticeships? My daughter did a cultural apprenticeship and she worked her socks off but she learnt a lot. The pay was far too low but she (and we) accepted it as a means to an end. The organisation then moved her onto a job on minimum wage and she hopes to have a better wage in the next year. It has been stepping stones. However the low pay on apprenticeships is only justified if there is a genuine level of training and support - and I do worry about people who have no family support to help them. It is not justified at all if it is replacing a job that would previously have existed on a proper pay scale. (3) Volunteers - same status? Not sure what this is getting at so am having difficulty commenting. I am involved with a festival that could not manage without its volunteers.	10/6/2014 2:28 PM
173	Volunteers shouldn't do work for free as a paid worker do, however, one need to be treated with respect. I have been volunteering for a music organisation, and the employees and even the person responsible for the volunteers act like it's us and them. I am not sure if I want to keep volunteering there just because of that.	10/6/2014 2:11 PM
174	Freelancers have at least a tax break	10/6/2014 2:10 PM
175	Freelance contracts don't necessarily suit all workers so I don't believe they are preferable. Fixed term contracts are common among arts organisations with seasonal peaks of activity and as long as the dates, terms, minimum hours and rates of pay are clear and on a par with permanent contracts I don't see them as problematic. Internships and apprenticeships I think are often ways of getting work done whilst avoiding paying wages. I don't think anyone should have to work for free and I think it reduces access to the industry for people who cannot afford to work for free. I agree that volunteers should have the same status as paid workers but then I don't agree with using volunteers, so in an ideal world this question would be unnecessary!	10/6/2014 2:05 PM
176	Last first, volunteers should have the same status as paid workers. They provide a service and are involved in supporting the organisation. Internships/apprenticeships gain training, support and in some cases payment. For some, interns' are paid travel as a way of supporting their vocational gift. This is recognition for their volunteering, apprenticeships - to be meaningful require contracts, rates if pay and a training and development schedule.	10/6/2014 2:00 PM
177	Internships and apprenticeships that are long term and contain proper training (qualifications) could be paid less.	10/6/2014 1:58 PM
178	Volunteers should always been listened to if they're on the front line, however it depends if they're volunteering full time or how much experience they have. It's different if a volunteer is a board member and they, for instance, dedicate a set amount of time a month to feed into strategy. It's important that volunteers don't feel taken advantage of so in a sense they shouldn't be pushed too much and should feel very valued.	10/6/2014 1:44 PM
179	There is a difference between a volunteer and an intern, as someone who volunteers to do a job is not expecting it to be paid employment or for it to lead to paid employment. An intern or apprentice often already has relevant skills and/or training to justify being taken on with the expectation that it will further their career. If it doesn't, then they are most definitely being exploited.	10/6/2014 1:32 PM
180	I largely disagreed with the statement that internships and apprenticeships are exploitative ways of minimising wages, based on the experience of an arts organisation on whose board I served for some years. They are - or should be - trainee positions. One would not expect a trainee to be paid the same as a qualified employee. However, I have heard of other organisations who repeatedly advertise for unpaid internships to keep their own costs down, and that in my view is unfair. As for my unsure response on volunteers / paid workers, it rather depends on the work involved. The word 'status' is a bit ambiguous as it is used here: various employee rights, for example, the right to paid sick leave, maternity leave, etc., the right to claim unfair dismissal, simply would not apply to volunteers. But other 'status' issues might well be the same, such as the right to a safe working environment, the right not to be bullied or harassed at work, etc.	10/6/2014 1:32 PM

Employment practices - volunteers, interns and freelances

181	<p>Freelance contracts: it's impossible to generalise on this because circumstances vary. What's short-term? What kind of work is involved? Some organisations default to offering freelance contracts because it saves dealing with messy things like tax and national insurance. Continually offering freelance work also sidesteps employment rights like maternity, sick pay, holiday and redundancy. It's not always right for organisations to avoid those issues or to ask employees/contractors to take all the risks. In any case, it's not necessarily a matter of choice: organisations should be working according to the legal distinction between employed and self-employed work (largely based on whether the person doing the work can choose their own hours or has the right to sub-contract). Just declaring something to be 'freelance' because you can't be bothered organising it properly isn't really good enough. There is also a lack of imagination employed by many arts organisations, who look at their own immediate requirements and not at alternatives that could work better for employees (and therefore attract better candidates). So, typically, an organisation needing some part-time marketing help wonders whether to advertise for a 0.4 staff member (all they can afford) or whether it can go out as a freelance contract. How many people specifically need a two day per week job? How long will they stay in it? Boards fail to think about talking to the two or three other small organisations down the road to work out whether some kind of collaborative full time contract could be designed which might open things up to a wider field of quality professionals. Internships and apprenticeships: I don't think this is always intended as exploitation, I think often organisations genuinely believe that they are offering valuable experience to someone who couldn't otherwise get it. But there is an exploitative effect, particularly when internships are the only way in to an organisation. The sector as a whole is behaving exploitatively by nurturing the culture of wage-free labour. Volunteer status: what is meant by status? Volunteers should be valued, certainly. So should paid workers. The commitment of volunteers should be respected, but then again so should that of paid workers. Both are potential contributors of key expertise (although a paid worker is more likely to have been selected on the basis of the skills or knowledge that they bring). What is perhaps appropriate is that paid workers take on larger amounts of core responsibility. With responsibility comes status, so maybe paid workers get a bit more. But certainly volunteers should be given the same level of respect.</p>	10/6/2014 1:30 PM
182	<p>As a newly freelance worker, I think freelance work would suit some people more than short term contracts, although I am currently working freelance on a fixed term contract, so sometimes it is difficult to determine the difference.</p>	10/6/2014 1:28 PM
183	<p>Our network relies on volunteers 350 supported by waged secretariat (2) to fund professional companies to perform In Cornwall. "Status means what???" They are as valued as anyone waged</p>	10/6/2014 1:26 PM
184	<p>Freelance contracts v short fixed term employment contracts - both have their place depending on what you are trying to achieve. A freelancer is free from having to engage/get involved in most of the organisations politics and issues/challenges and can concentrate solely on the particular task they have to do. A fixed term employment contract takes a lot longer to recruit to (in a local authority for example), and brings with it a level of bureaucracy. Internships and apprenticeships should be a way of helping people get a 'foot on the ladder' of employment in their desired sector, but they certainly have the potential to be abused. The issue is that so many qualified people are looking for employment that internships and apprenticeships may be their only way in, even though they might be considered highly qualified. Volunteers should have a high status within the organisation - the amount that they bring and dedicate to that organisation should be recognised, although not in money terms. They need to feel appreciated by the organisation as a whole and by the staff team too - it is, however, very difficult to balance the staff/volunteer relationship in times when organisations are more reliant upon volunteers due to staff/budget cuts. Of course the direct correlation can be seen by staff and volunteers, leading to disharmony.</p>	10/6/2014 1:23 PM
185	<p>Internships can offer invaluable insights into the sector, as well as contacts and the possibility of future jobs, but they can feel exploitative at times.</p>	10/6/2014 1:21 PM
186	<p>Volunteers are not workers - there is no 'status' to be had - if they are given the same status then they should be paid.</p>	10/6/2014 1:19 PM
187	<p>Fixed term contracts are more secure than freelance ones of course but it depends on their flexibility. Many arts employers can no longer employ people on permanent contracts in case of funding cessation. Internships can be brilliant as long as everyone knows what is expected and it is crystal clear, just because it is unpaid does not mean it is by nature 'exploitative' at all. Arts jobs require very high levels of complex skills and extensive sector knowledge so that small companies cannot take risk on lower work standards from unskilled employees doing sometimes very demanding jobs. I do feel that employers need to be really careful about how they advertise and contract all workers and clarity is paramounts as is good management.</p>	10/6/2014 1:14 PM
188	<p>People volunteer for different reasons, some for experience to help them achieve employment, some to network, some to give something back after a long career, some to make friends. Volunteers should not be given work in lieu of paid employees. They can support the work of an organisations and what they receive in return clarified during the recruitment, volunteer contract and backed up during regular supervision. I am an arts professional who also volunteers. I have set up innovative volunteer schemes for teenagers/young adults. I have experience of work-experience students, professional placements, interns and volunteers.</p>	10/6/2014 1:10 PM

Employment practices - volunteers, interns and freelances

189	<p>Comment relates to second point: Often the aim of an internship/apprenticeship is to help a young professional develop new skills (which is great in theory). However, given the current economic crisis, many organisations are struggling to survive and interns are paid much less than their co-workers in an organisation for doing the same level/difficulty of work. Yes, internships are often 'exploitative ways of minimising wages,' but without the funding coming into the organisation to support a young professional with their career aspirations then the work simply could not be carried out by the organisation given the (all too-often) recently reduced staff team. So internships are often used as a means to inject a little money into an organisation to continue the work they do with a skeletal staff team.</p>	10/6/2014 1:02 PM
190	<p>Apprenticeships can work really well if used in a fair manner. Offered support and mentoring. Not just as someone who works for 12 months on less money and then immediately replaced by another apprentice. Getting young people involved in the arts is great. Just using them as cheap employment isn't.</p>	10/6/2014 12:53 PM
191	<p>It is becoming increasingly obvious that the special pleading of the Arts are a spurious distraction. Pay up or fuck off.</p>	10/6/2014 12:48 PM
192	<p>Not sure that I understand the distinction between freelance and short fixed-term contracts.</p>	10/6/2014 12:43 PM
193	<p>The first question would really depend on how much you would be likely to earn as a freelance. At least with a fixed, although short term, contract, you would know how much you would earn in that term, so unless the freelance contract is a big payer, it's more unsettling for people who have commitments. Real apprenticeships are necessary in order to have fully-trained, capable workforces - most apprenticeships around in this time are probably just a con. Internships are mostly wrong although a very small gallery, for example, may not have the funding for many staff, so if it's a part-time internship, it should benefit both sides. Volunteers should be employees, therefore they should be given holiday pay, sick pay and real pay!</p>	10/6/2014 12:43 PM
194	<p>Personal circumstances and personality dictate whether there is greater virtue in freelance contracts over short, fixed-term employment. Having experience of both, the former brings great freedom, but equally great responsibility, yet the latter is often 'short term' in name and extends to provide the security so many people crave. Internships I see as different to apprenticeships. An 'intern' is very recent vernacular for 'work experience', yet it seems accepted that an 'apprenticeship' applies a responsibility to the employer to provide an opening for employment and be measured themselves on the success rate of putting people into skilled work.</p>	10/6/2014 12:42 PM
195	<p>Freelance contracts have none of the security or protection of even short term fixed contracts e.g. sick pay, national insurance and pension contributions, travel or subsistence costs for work related travel, legal protection and liability insurance, professional development support, freelancers expected to provide own office equipment etc etc. They are being used in the sector frequently on a basis that is not really 'self-employed' at all - where hours and rates of pay are dictated by the employer and equivalent or less than they would be for a fixed term contract.</p>	10/6/2014 12:41 PM
196	<p>I disagree with long term unpaid internships, but apprenticeships for the young or under qualified can be a useful way into more fulfilling work.</p>	10/6/2014 12:40 PM
197	<p>In the real world the ability of an arts organisation to pay its volunteers is often restricted by the funding that prevent hiring properly. Also apprentices are generally at level 3 or 4 and their work which should be at a lower level of responsibility and entry rung is valuable for giving experience. The type of work that is done at Masters level with greater responsibility and autonomy should really be done by a properly paid person whether that be a freelancer or a short term employee.</p>	10/6/2014 12:36 PM
198	<p>Volunteers, interns and apprentices should be treated fairly, with respect and should have a rewarding experience. Volunteers are exploited if they are not in control of their voluntary time. voluntary work can be mutually beneficial providing much needed experience for the volunteer and an extra pair of hands for the organisation.</p>	10/6/2014 12:36 PM
199	<p>I think these are very dependant on the types of jobs being carried out. In some circumstances I would agree on volunteers status being equal but in others this might not be appropriate. I think freelance wages need to reflect the benefits a worker loses by not working full time.</p>	10/6/2014 12:34 PM
200	<p>If your business can't survive without using unpaid staff, your business model is flawed or unviable. Again, sorry to be brief, but time is short today!</p>	10/6/2014 12:32 PM
201	<p>Freelance status gives the worker greater flexibility than a short-term contract and frees the employer from sick pay / holiday / benefit constraints. Internships and apprenticeships are very useful ways of breaking into the sector, however they do need to be paid. Volunteers by their nature are giving their time freely, although they should be paid for travel expenses etc. they should be given the same protection as employees rights however to breaks etc.</p>	10/6/2014 12:31 PM
202	<p>I think in all these instances it depends on the circumstances - there isn't a black and white answer. I have volunteered in museums and this has been my pleasure to do this for the industry but also benefitted me in terms of added to my experience; expanded my network of contacts in the industry and has subsequently become part of my research for my PhD.</p>	10/6/2014 12:26 PM

Employment practices - volunteers, interns and freelances

203	I am not sure what is meant by 'same status as paid workers'? In what sense? Volunteers add value to organisations, they need protecting with insurance and policies but they do not have the same legal status as employees, that is just a fact. I am concerned that these questions have a bias within in them as there are no questions making positive statements about Apprenticeships and Internships.	10/6/2014 12:26 PM
204	The first and third question depends on circumstance. Freelance and fixed term contracts both have pros and cons. Volunteers should be valued as much as employees, however status has legal implications that are not always practical for volunteers. Internships and apprenticeships done well offer exceptional training and experience that would not otherwise be available, done badly are exploitative.	10/6/2014 12:24 PM
205	All these questions depend on the circumstance. The statements could sometimes be true, and sometimes not be true. If volunteers are doing the job of a paid worker, they should be paid, and hence get the same status as a paid worker. If they are in a role suitable to a volunteer, then probably the same status would not be appropriate.	10/6/2014 12:24 PM
206	If its about one or the other it entirely depends on the circumstances, the job to be done, the experience and situation of the person employed. The real issue is that there are less and less permanent full or part time jobs in the sector that allow stability, sustainability and meaningful career paths. A dependency by the sector on freelance and short term contracts can damage the sector in the long term by reducing the opportunity for viable careers and therefor it can't attract or retain people or reward them adequately. Internships and apprenticeships can be exploitative in the hands of poor or misguided employers - but they can also be valid career entry paths and ways for organisations to grow. In our sector Clear statements and policies are needed from funders to ensure fairness, and Volunteers cannot cannot have the same status as paid workers - the potential for undermining , unfairness, chaos and legal complications is huge. The way to deal with it is absolute clarity on how each contribute to the mission and how each supports the other. Volunteers should be volunteers - paid out of pocket expenses only but also looked after well and with clear demonstrations from the organisation of the value they bring.	10/6/2014 12:17 PM
207	The first two questions are difficult because they conflate internships and apprenticeships, which are not the same thing. They can be exploitative, but whether they are or not is often circumstantial, and vitally dependent on the duration involved. As a rough rule of thumb, internships over two months duration can be seen as fulfilling more systemic organisational needs, whereas less than that can be regarded more as educational opportunities. Freelance or short-term contracts are again circumstantial and can only be judged on a case by case basis.	10/6/2014 12:16 PM
208	Employees have, or at least should have, more secure working conditions with sick pay, holiday pay etc and can more easily organise to negotiate better conditions.	10/6/2014 12:07 PM
209	Freelancers can also make use of short fixed-term employment contracts and they can be a useful stopgap and means of networking for those who want to be employed full-time. Well-run paid internship and apprenticeship scheme are a very useful way of learning on the job. Volunteers should never receive the same status as paid workers; that is insulting and demoralising to the latter, who bring their education, experience and skills in their chosen field to the job.	10/6/2014 12:05 PM
210	Fixed-term contracts may have advantages in providing certainty for the duration of that contract but some people may prefer the flexibility of freelance contracts and the ability to take on other work at the same time. Internships and apprenticeships can be open to abuse by unscrupulous organsations but can also provide valuable work experience - the question is whether they are genuine internships/apprenticeships. Volunteers should have the same status as any other employee - this encourages mutual respect and acknowledges the important contribution of volunteers.	10/6/2014 12:04 PM
211	The terms of employment should be flexible, but the Arts Council should encourage employers to treat all workers as equal in their basic rights to good employment practice and fair treatment. In the film industry it is common practise for runners to share many of the perks of regular employees, but as this is a commercial profit making sector a minimum wage is preferred by both employer and employee to ensure a good working relationship. If the country and hovernment recognised the true value of the arts then this should be the same in the arts, however many of the large arts institutions are merely being propped up by funding rather than taking any strategic approach to building on the value of the arts in the UK. These means smaller organisations suffer from poor and inconsistent funding, and consequently the quality of their work and employment terms suffer.	10/6/2014 12:03 PM
212	Some people are genuinely self-employed, and they are happy to be paid on freelance terms. Others, especially people early in their careers, would really benefit from having a proper contract because of the employment rights thereby conferred, and also because employees are paid on time. Genuine volunteers are just that. If they are doing the work because that is their chosen profession and they need the experience (and if they have specialist skills) then they aren't volunteers at all. Volunteer roles are good for older, retired people, and also for people who have flexible paid work, but want to volunteer to assist their communities or enjoy access to 'inside' arts organisations.	10/6/2014 12:01 PM
213	I've been a freelance arts, charity and events manager for years. That's been my choice, and allowed me to put expenses against tax, which meant I could work wherever the work was. Short-term contracts wouldn't have given me that flexibility. In any case, most artists of whatever discipline have to be freelance.	10/6/2014 11:58 AM

Employment practices - volunteers, interns and freelances

214	It depends what work is being contracted. Internships and apprenticeships can be exploitative, and there must be safeguards against this. Where they are unpaid, they are an 'entry' into related professional work for those who can afford to work for free, and this is discriminatory. Volunteers should be properly trained and awarded status commensurate with their contribution.	10/6/2014 11:57 AM
215	All depends how you use them. On volunteers status - they should be given the status demanded by their role. So a volunteer FOH doesn't get the same status as our ops manager. But a volunteer producer does.	10/6/2014 11:52 AM
216	I work freelance and it is beautifully flexible and have worked shorter - the latter is just a longer version of the former! Volunteers are by nature generous with their time - their status should not be in question	10/6/2014 11:51 AM
217	I think the first question is a - it depends.... and its mostly about tax. As a self employed person i have worked under both situations. Under short term contracts i pay extra NI and tax. With freelance posts i dont benefit from stable income....	10/6/2014 11:48 AM
218	I would say you need to understand "status"... valued absolutely... I think being paid, their is a certain level of expectation of showing up every day to "work"... I've always treated volunteers very appreciative because they can simply quit at any time with nothing "bad" happening to them...	10/6/2014 11:48 AM
219	It's complicated as a value yes, in practice not always possible	10/6/2014 11:47 AM
220	Simplistic statements	10/6/2014 11:43 AM
221	The first statement is a bit vague. Preferable for whom? They're probably preferable for employers because uncontracted workers have fewer rights, Internships and apprenticeships are not inherently or inevitably exploitative, but unfortunately that's the way they're being used at the moment.	10/6/2014 11:38 AM
222	It depends on the person as some people will prefer regular paid sessional work. For others a fixed term contract may work better , it is probably easier to plan work around a regular sessional payment. Inters may be more work in the first few weeks than they give so therefore I do not necessarily see it as exploiting them if they are paid minimum wage . Once they are down the same level of work as a paid worker they should be paid accordingly. Being a volunteer is a very different thing from being a paid worker , people volunteer to gain experience to meet people , to learn new skills , to give something to their local community , so no I think they should be treated differently than paid workers .	10/6/2014 11:37 AM
223	As a freelance worker I would still rather have a fixed term contract rather than the insecurity of not knowing when my employment with someone will be terminated! Freelance work does have advantages, of course. Organisations definitely use interns to pick up the slack which they cannot manage or afford to pay someone to do. However, with constant financial struggles it's hard to know what other option they have. Volunteers usually do not have the same skills and experience as paid workers. They should definitely have rights and be treated with respect, but they cannot be expected to hold the same level of responsibility or accountability that you would have with a paid employee.	10/6/2014 11:37 AM
224	Volunteers and paid staff are part of the same team and should be respected as such.	10/6/2014 11:36 AM
225	I'm freelance. I had a short fixed term contract last year and it was a bit of a headache. It was much lower paid than the fee I could have charged for doing the same work as a freelancers, and many of the perks of being an employee which I was offered (pension & company health plan) I knew would be worth taking up as I was only going to be working there for a year. Unpaid internships are exploitative, but paid ones are really good for young people starting their careers.	10/6/2014 11:35 AM
226	As stated above, I don't think there should be any volunteers. Everyone should be paid. The more volunteers there are, the fewer paid jobs are available. If a company or organisation has a ready stream of willing volunteers, then they are obviously going to use them rather than employing people. It is up to everyone in the arts world to decide, collectively, to NEVER work for free and to never take up low-paid work. Then the industry would be forced to change and take notice. As long as there are people foolish enough to work for nothing or for low pay, this vicious circle can only continue and, I fear, get worse. Personally, I believe that freelance work is better than a fixed term contract, as it means that you, as a worker, are on the same terms as your casual employer. A fixed term contract does not give much of a guarantee (compared with a permanent post with annual salary) and can limit a worker's freedom to seek very necessary additional income. Better, then, to be on the same casual terms as your employer and be totally freelance: they choose when they want you to work, and most importantly, you have total choice, too, and the freedom to turn the work down if something better turns up.	10/6/2014 11:31 AM
227	We need to distinguish between interns and volunteers. Volunteers are normally students, art lovers and anyone with the desire to help in a sector they are passionate about. They are aware there are no chances to get hired, they are just looking for occasion of networking, improving their competences and keeping themselves busy. Therefore their status is different from both paid workers and interns	10/6/2014 11:30 AM
228	Properly paid interns and apprentices are not exploited.	10/6/2014 11:28 AM

Employment practices - volunteers, interns and freelances

229	Internships must not be used as an alternative to paid staff. The only justifiable reason for employing interns is to provide a training opportunity as part of an organisation's social responsibility programme - and in these cases interns should be paid a living wage. Unpaid internships can only be taken up by wealthy people, and this decreases diversity among the arts workforce.	10/6/2014 11:27 AM
230	Volunteers should not do the job of a paid employee and thus should not want/need the same status as a paid worker. That doesn't mean that they shouldn't be involved in decision-making processes, etc., but I think by treating them the same we blur the line that creates the shift of paid employment being replaced with volunteers. Not paying your interns (especially long-term, graduates, skilled worker) is exploitation of their work force. Organisations class it as volunteering, but in reality very few young people would do these internships for free if they could get a paid job in the sector instead.	10/6/2014 11:22 AM
231	for artists freelance is better providing they do their own pensions etc. totally agree with 2. they often are they should as they are often well skilled people	10/6/2014 11:21 AM
232	The arts are far too political especially within bigger more well known organisations. They are less glamorous due to hierarchies within the organisations and exploitation can easily occur.	10/6/2014 11:12 AM
233	Internships/apprenticeships CAN be exploitative ways of minimising wages but this is not always the case (see answers above). Volunteer should certainly have the same induction and company benefits (comp tickets etc) as paid workers. Other things might not be so appropriate.	10/6/2014 11:10 AM
234	Apprenticeships follow national guidelines and this is what should guide an organisation in where they will fit best - it has to be remembered that these are effectively paid training places where the apprentice contributes to the economic vitality of the organisation as well as gaining skills in their chosen area. Internships are different - they may be helping out at an organisation, but the emphasis is more heavily weighted on them undertaking activities in their chosen area that they want to focus on to help them gain knowledge and experience in a much shorter time period. Expenses as a minimum should always be paid. In recognition of their contribution, volunteers should be entitled to the same benefits as paid staff.	10/6/2014 11:09 AM
235	whilst I agree that no 2 statement can be the case they do also offer an entry route and experience to people where organisations may not be able to make employment commitment. Careful monitoring is required to prevent exploitation.	10/6/2014 11:06 AM
236	Apprenticeships in theory can diversify the workforce but there need to be paid job prospects for apprentices and interns - as well as professional mentors.	10/6/2014 11:04 AM
237	I think that internship are great as long as both parties are gaining from them unfortunately they can be abused a means for cheap labour.	10/6/2014 11:03 AM
238	Someone who works one Saturday a month as I do in a museum to help outreach shouldn't need to same rights as an employee. However many committee volunteers are retired people as they have the time and money for this.	10/6/2014 11:03 AM
239	As above	10/6/2014 11:00 AM
240	Freelance/fixed-term contracts: depends on the specific task or job, so each should be considered on its merits, both by the organisation and also by the contractor. There are advantages and disadvantages to both, especially in areas of taxation, NI, employment rights, etc. Internships/apprenticeships: if the latter are properly regulated (by organisations working with relevant unions or professional bodies) and a system of monitored training and progression is in place, real apprenticeships can offer an entry point and useful means for new people to get experience and develop potential. Internships need proper definition and a structure, with monitoring and feedback, to be acceptable -- "work experience" that "will look good on your CV" but has no potential for qualification, references, development or eligibility for a fully-paid job is exploitative and should be outlawed. Volunteers: what status is referred to? Employment rights? Health & safety responsibilities? Clear organisational policies on voluntary support are necessary for specific definitions of roles, rights and responsibilities and to make a distinction between voluntary and paid employees.	10/6/2014 10:56 AM
241	Depends on the circumstances. I think as long as it is managed, internships are valuable for short periods 3 - 6 months. An apprenticeship should pay the minimum wage. Volunteers should be treated well, but should not be given the responsibility you would expect with a paid member of staff.	10/6/2014 10:54 AM
242	There needs to be some grounding on the importance of volunteering either in this sector, or in other sectors of work (retail; admin; etc.)	10/6/2014 10:52 AM
243	Internships etc are not exploitative as long as the role is appropriate for someone in a entry level, training position	10/6/2014 10:51 AM

Employment practices - volunteers, interns and freelances

244	Freelance contracts give workers the option to manage their own workload and not be exclusive to one company at a time. It is difficult to make short-term contracts run consecutively so the need to be exclusive to one job at a time would make it difficult for a person to find enough work to be full time. Being freelance allows the person to manage various projects to fill their availability. The lack of pay attached to internships and apprenticeships makes them become exclusive to the well off. The people undertaking these still need to pay, rent / bills / for food as an employee does so only those with enough money in advance to support themselves for the duration are able to take these positions.	10/6/2014 10:46 AM
245	Freelance contracts are easier to manage, and allow artists to arrange their own tax affairs. Internships, when run properly, are a legitimate way for those new to the field can gain valuable experience.	10/6/2014 10:42 AM
246	Volunteers should not be given the responsibilities of paid workers. Completely agree that they should have recognisable status in organisations, but very tricky to balance status of volunteers and paid workers equally. Internships and apprenticeships are good ways for people entering the industry to gain valuable experience. Agree that long-term full-time internships and apprenticeships on minimum wage will mean that opportunities may be more exclusive. If a freelancer is offered a fixed term employment contract, it will make it more difficult to sort out their tax. Bringing a freelancer into an organisation gives a more objective viewpoint than a short term employee role, but depends on the task required.	10/6/2014 10:42 AM
247	All contribute and without whom institutions and galleries could not continue	10/6/2014 10:41 AM
248	I think organisations should have a policy for volunteers - they will be treated as employees in terms of insurance and representing the organisation's public face, often, and should have some kind of agreement about how they will be treated and how they work for the organisation. The 'same status' is a rather unclear phrase. Volunteers aren't paid and choose to do whatever they do, employees are legally obliged to do their contracted work and hours in return for their salary. It isn't the same. On freelancers and short term fixed contracts - surely it depends on the work. A freelance contract to do ongoing work on a regular basis in the office is not legal, but a short term contract is. Freelancers should be free to choose when they work to deliver the service they are contracted to deliver. In my head, freelancers have wider experience to bring to bear on the task in hand but that probably isn't actually correct.	10/6/2014 10:41 AM
249	Voluntary work should not be a way of getting someone to do the equivalent of paid work for free. There should be a difference. There should be more paid positions created for entry level candidates. I used to do a paid job in arts marketing (entry level) that is now done by unpaid interns.	10/6/2014 10:40 AM
250	Volunteers are not the same as paid employees so status is inherently different. Freelance v short term - these should be seen as having different roles i.e. the former is to provide a very short term and specific service whereas short-term is for longer periods and may involve a range of activities	10/6/2014 10:37 AM
251	The column headed "Unsure" should perhaps be better titled "It depends". Because it does. Freelance contracts make sense for certain needs and are, I'd suggest, more appropriate for more experienced people and more senior roles - for example, a freelance contract would make sense for an interim manager or a marketing consultant but a fixed-term contract would be more appropriate for a junior member of box office staff who's only needed for two months run up to Christmas. It all depends on the nature of the work to be done under the contract.	10/6/2014 10:29 AM
252	Freelance contracts should be used in different ways to employees. Too many orgs use freelance contracts when they should be using fixed-term. If you have to be based in the office, work fixed days and hours etc then you are not self-employed. To avoid discrimination, fixed-term should only be used as a last resort. Too many orgs use them as standard. There's a lot of poor practice around. This is bad for employees and employers alike.	10/6/2014 10:28 AM
253	I have recently experienced the precariousness of being a freelancer, I was fully employed with various projects which all disappeared within a few months due to being outbid on re-tenders, funding being cut etc. I suppose contracts would give some assurance and stability. Freelancers are too disposable and are unprotected in the same way that employment law protects employees from redundancy. As a freelancer you have to be constantly looking for work, managing the work you have, working in your freetime, juggling invoices, payments, doing your books and taxes. I would love to be a PAYE employee rather than a freelancer, getting paid regularly without having to chase people up, having someone else sort out my taxes, getting paid holidays, not worrying about being ill because a day off sick is a day unpaid, stressing about too much work or a lack of work and what might be looming in the future, not having letting agents, landlords and mortgage companies viewing me with suspicion because they perceive me as a high risk tenant or borrower. Volunteers should be regarded as highly as paid workers - they give so much energy and devotion to their duties, it is an attitude of society (that can be internalised by the individual themselves) that associates paid work with value	10/6/2014 10:28 AM
254	It is a horrible horrible situation. People WANT to work in the arts more than there is a demand for them.	10/6/2014 10:26 AM

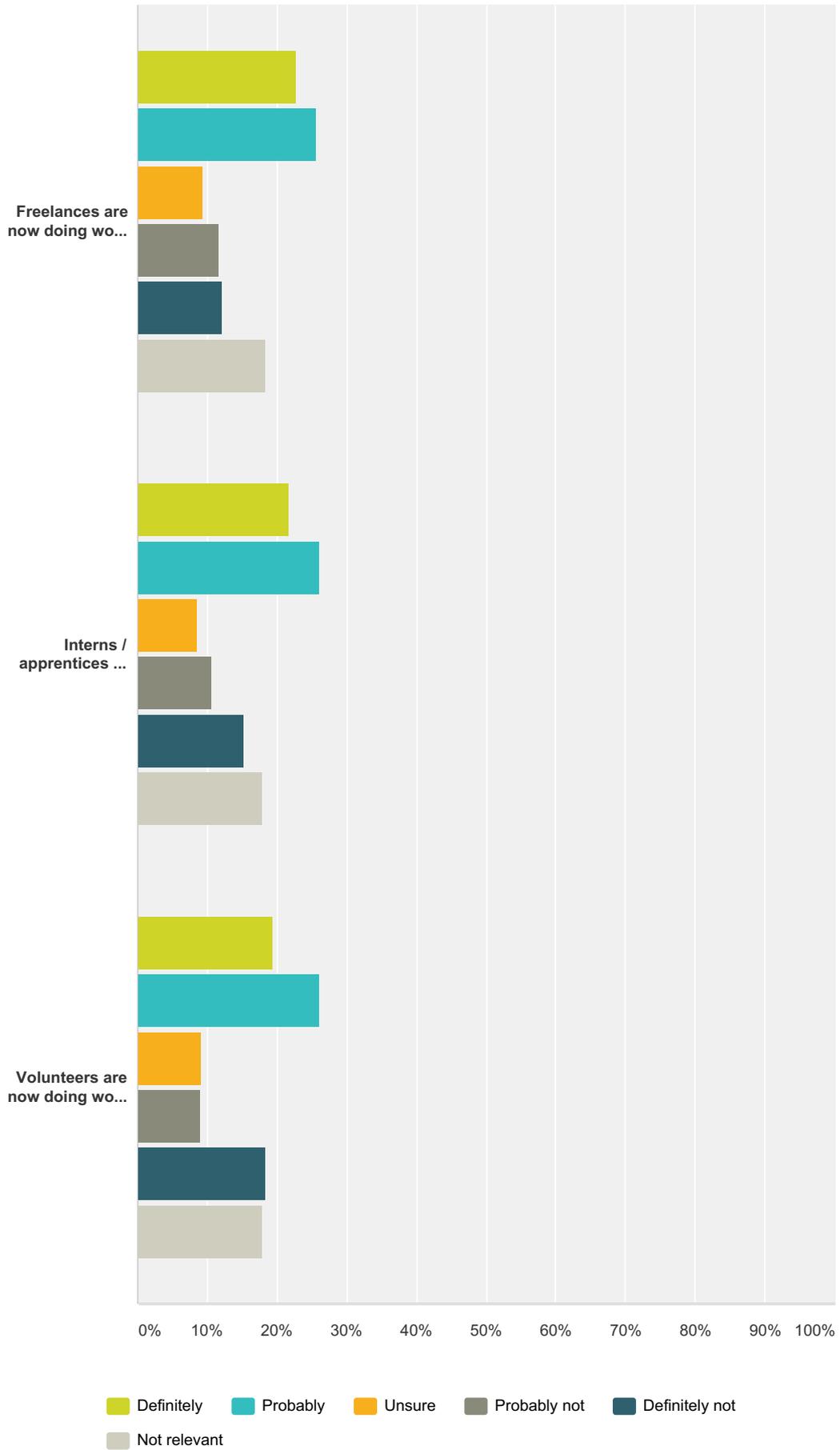
Employment practices - volunteers, interns and freelancers

255	Internships can be very could learning experiences when carried out fairly. I am sure there are many exploitative internships out there, but there are also valid ones. In my experience it depends on who ends up supervising you. I do think that the way you treat your interns is a great way of judging character. Companies and institutions should take this into account when evaluating their employees. Interns should have the possibility of giving feedback on their experience.	10/6/2014 10:25 AM
256	More clarification needs to be provided around 'status'. Should volunteers have access to the staff canteen like other employees? Well yes, probably. Should volunteers be given a company car like other members if staff, well probably not.	10/6/2014 10:24 AM
257	Freelancers should be treated as staff as they are for a short period of time. Interns are needed to keep fresh ideas in a organisation they show an organisation how to improve and should be valued. Volunteers should be valued but there shouldn't be the same expectations from them as staff therefore they don't get the status.	10/6/2014 10:10 AM
258	Freelance contracts contribute to the casualisation of workers in the arts: I currently work freelance and it is an unstable and stressful way to live. I would prefer short term stability to long-term uncertainty.	10/6/2014 10:06 AM
259	We all need a foot in and experience, it's a fab way to gain this experience but it should replace qualified and experienced staff. I have seen this and it devalues skills used in the arts and the sector as s whole	10/6/2014 10:02 AM
260	short fixed term employment contracts at least give you some employee benefits and will pay your NI	10/6/2014 9:59 AM
261	Again, internships CAN be exploitative, but are not always. I completed an unpaid internship in another country where I maintained a completely at-will relationship with the employer and the museum staff treated me as a trainee and important asset but not as if it wouldn't run if I wasn't there. I could take time off whenever needed, had access to a wealth of organizations and events around the city, and benefited as much from the work as the museum did from me. Of course, a stipend would have been great, but also complicates the process of international internships and I feel what I got out of it was more than sufficient as the museum staff spent so much of their own time with interns.	10/6/2014 9:59 AM
262	Volunteers should have the same status of staff, but should not be obliged to the same conditions i.e) hours of work A good internship/apprenticeship should have a comprehensive package of training, support and hands-on experience that forms a park, alongside the wage. Steps should be taken to make sure employers do not exploit the internships/apprenticeships, so that it does manifest as a way of minimising wages	10/6/2014 9:56 AM
263	I have had to turn to Freelance contracts as I simply can't get paid contracts, short or long, outside London. Competition is so tough and my personal circumstances do not allow for commuting or full-time hours. I would love to have a paid contract but at my age, repeated applications after short term contracts conclude is depressing and demoralizing and financially untenable. I do not like the insecurity of Freelance work but its that or applying for positions way beneath my experience and qualifications which I don't get appointed to anyway. Internships are great...for a specific duration and with clearly defined goals and targets on the part of the intern and organisation, offering the intern a route map and support for career progression. Prestigious organisations can take advantage of this, often getting them to do menial tasks irrelevant to their degree or qualification or heaping too much responsibility to avoid paying for the position. See above. Long term volunteers often know a lot more about organisations than those managing it and are themselves highly qualified and experienced in professional backgrounds. Many should be accorded proper status as befits their input and discretionary energy. There are many caveats to this on an individual basis!	10/6/2014 9:54 AM
264	Sometimes freelancers are able to start to service several masters and organizations and ideally they would be able to grow as an entrepreneurs offering the service over the time. I think that short fixed-term and definitive contract hodlers put different people in the same organization to very different position (which is totally unfair) unless short-fixed term employees would be paid more, because of their contract type. Therefore totally outsourcing the staff to freelancers seems natural way to cope in contemporary world, even though many are freelancers without their will. Tricky question, but I prefer the idea that certians tasks are developed though freelancer network instead just offering short-term contracts and keeping staff in unfair conditions inside the orgs.	10/6/2014 9:53 AM
265	This is far too broad brush. For instance: - I'd rather be a freelancer than be stuck on a short employment contract. - Interns/apprentices are sometimes taken on as a favour to those people, not because there's a job to do that would otherwise have a salary attached.	10/6/2014 9:39 AM
266	As long as freelance contracts don't represent 'employment by stealth' eg. Freelancers should have flexibility over their time/working location etc rather than be presumed to just be employees without the paid holidays etc.	10/6/2014 9:36 AM
267	See above. It is better to pay people on all levels. However if someone is happy to volunteer in the short term, and understands the terms then if it benefits them then fine.	10/6/2014 9:32 AM
268	This is a test	10/6/2014 7:09 AM

Q3 Which of the following is true in your organisation?

Answered: 522 Skipped: 5

Employment practices - volunteers, interns and freelances



	Definitely	Probably	Unsure	Probably not	Definitely not	Not relevant	Total
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Employment practices - volunteers, interns and freelances

Freelances are now doing work that would have previously been done by employees	22.80% 119	25.67% 134	9.39% 49	11.69% 61	12.07% 63	18.39% 96	522
Interns / apprentices are now doing work that would have previously been done by permanent staff	21.69% 113	26.10% 136	8.64% 45	10.56% 55	15.16% 79	17.85% 93	521
Volunteers are now doing work that would have previously been done by paid staff	19.39% 101	26.10% 136	9.21% 48	9.02% 47	18.43% 96	17.85% 93	521

#	Please give more details here if possible	Date
1	I have worked in theatre companies who expect actors to work on a profit share basis, but none of the actors ever received any pay	10/15/2014 2:52 PM
2	Our company pays all it's staff!	10/15/2014 3:49 AM
3	We have a freelancer who has joined recently to take on one aspect of a permanent employee's responsibilities as their area of work had grown beyond a one person job. The work taken on is ad hoc and not enough to sustain a permanent role. We have an apprentice who is paid a Living Wage and is gaining a qualification. This role is supportive and so some of the tasks would probably have been undertaken by a permanent member of staff, but also many wouldn't have. The role is in addition to the team, it doesn't replace another permanent staff member.	10/14/2014 5:22 AM
4	Not working in an organisation so have replied as a trustee	10/14/2014 4:13 AM
5	I have no exact knowledge if point one is the case. But I definitely agree with the other points especially because point three applies to myself, i.e. I currently volunteer (unpaid) in a position that was previously paid by a member of staff.	10/13/2014 7:00 AM
6	I work for an organisation that was previously only run by volunteers. So things are improving and new positions for paid staff have emerged and there are opportunities to bring in interns/apprentices. On the whole the staffing of the organisation is moving in the right direction. The only drawback is the temporary nature of employment contracts (6 months and then renewal subject to review of funding)	10/12/2014 2:52 PM
7	I am involved with a number of organisations & can't generalise.	10/12/2014 1:44 PM
8	We have evolved our organisation to expand and contract based on successful funding. Prior to this we were on a hamster wheel of raising funding simply to pay staff.	10/12/2014 11:17 AM
9	My organisation is fairly young (5 years) and could not afford permanent staff. Our ethos is built around the provision of volunteering opportunities for development of students.	10/12/2014 10:53 AM
10	There was no choice. If the work needs to be done but funding is insufficient, cheaper solutions have to be found or the work isn't done and the organisation begins to decline.	10/12/2014 10:34 AM
11	Whilst internships give a useful insight into a career path, and so it is a more useful introduction to the sector than entering as permanent staff, it seems that most people end up hopping from one internship to the next, with no real progression or job security.	10/12/2014 10:26 AM
12	it is common knowledge that some galleries laid off their paid invigilators/stewards and took on volunteers in their place. often these jobs were the best way for young people in the arts to subsidise their practice and help them to gain experience and knowledge, albeit on low wages. But at least they got wages.	10/10/2014 7:37 AM
13	The organisation I work for aims to increase reach and breadth of project impact by involving volunteers either from within the project in question or from the local community to support project delivery, allowing employed staff to concentrate their efforts on creating more and better opportunities for other participation work. This is a mutually beneficial arrangements - volunteers get satisfaction, enjoyment and opportunity from their involvement and the organisation is able to spread its reach wider and deeper. This is a more sustainable way of working particularly within community engagement where a 'top down' delivery approach is not appropriate..	10/10/2014 4:04 AM
14	I work with a lot of arts organisations - some receiving ACE funding, one of which is the largest recipient of NPO funding, regularly using volunteers and apprenticeships (paid less than the minimum wage)	10/10/2014 3:28 AM
15	I am a freelance consultant/director, self employed.	10/10/2014 1:37 AM
16	I am a consultant (aka freelancer)	10/10/2014 12:56 AM
17	We sometimes employ freelancers to fill gaps when our team is at capacity, or to work on the delivery of specific projects. We have apprentices who are paid and also get a college qualification. They are closely managed by members of the team and work as part of the team to gain the best possible experience, but they aren't replacing the work of paid members of staff.	10/9/2014 2:39 PM
18	Budget cuts.	10/9/2014 2:06 PM

Employment practices - volunteers, interns and freelances

19	Pretty depressing really.	10/9/2014 10:49 AM
20	Freelancers doing work previously done by employed people. Agree that this is happening more in England but not as much in Wales - Yet!!! Interns / apprentices are now doing work that would have previously been done by permanent staff - Agreed that there are move sin this direction. Volunteers are now doing work that would have previously been done by paid staff - Agreed!	10/9/2014 3:47 AM
21	As funding reduces in real terms over the next three years it is inevitable that cuts will have to be made in paid staff and taken over by 'volunteers' and interns.	10/9/2014 3:14 AM
22	Apprentice - one post in technical section and have recently extended contract by 6 months, increasing rate of pay at same time. Volunteers take on FOH roles and enjoy it thoroughly, often thanking the organisation for the opportunity.	10/8/2014 1:35 PM
23	Paid event staff have been replaced by volunteers. The problem is then that volunteers often drop out at late notice making things very stressful for the paid event co-ordinators! Volunteers do not have the same commitment to the role as paid staff because they're not getting paid!	10/8/2014 12:29 PM
24	Working in a art college, volunteers and interns are not doing the work that was previously done by paid staff. However it seems that PhD researchers are picking up the slack for the diminishing number of teaching staff. PhD students doing this work are only compensated for the hours they teach, barely above minimum wage, and are not paid for the hours of work it takes to prepare lectures and workshops.	10/8/2014 11:45 AM
25	I am a freelance consultant.	10/8/2014 10:22 AM
26	My freelance staff are specialists in their areas. Previously, the company manager did absolutely everything as the only employee. That meant paying a managerial salary for someone to photocopy for instance. On my arrival, I changed the management structure so that part-time specialists work intensively for a few days a month.	10/8/2014 9:58 AM
27	I am a freelance artist and do not employ anyone but myself . Occasionally I might pay someone else to assist of do something which is outside my own skill base.	10/8/2014 9:16 AM
28	This works both ways, in a previous role I was asked to do the work of a recently departed intern as the organisation decided to no longer employ interns unpaid.	10/8/2014 8:57 AM
29	Teaching assistants are working in areas that previously would have been dealt with by sessional or P/T staff on teaching grade pay.	10/8/2014 7:27 AM
30	Following the management re-structure we were faced with no choice but to employ freelancers in order to reduce our salary expenditure due to funding cuts, otherwise we would have been unable to operate and would have probably been faced with closing the business. Internships have mainly been for the artistic benefit of the individual rather than the organisation and the previous apprentices had jobs created for them paid at the living wage - these posts are only possible with funding. Volunteers have always had the opportunity to be supported with career development and offered paid training opportunities as part of their programme of work. No volunteers have been used to fill redundant posts - the preferable choice is to contract a freelancer who has the relevant specialist skills and experience.	10/8/2014 6:19 AM
31	My experience is that freelancers are the first to be laid off. The freelancers I know are the ones having most difficulty finding work now. I of know situations where interns/apprentices have been brought in to cover work previously done by full time staff or staff on maternity leave.	10/8/2014 5:16 AM
32	I have first-hand experience of working at a company, in every respect fulfilling the duties normally done by a paid employee. I have been expected to take work home, stay longer than my agreed hours, and carry out tasks I know are done in other companies by paid staff. This is not interning, this is unpaid employment.	10/8/2014 4:46 AM
33	1. Our charity has always used freelancers for the specialised nature of the work and flexibility. 2. Depends on the circumstances. We got a donor to specifically fund a short term internship position which we would never have hired a full time. It gave the intern tremendous insight and access and, based on her current role, strongly contributed to her career path. 3. There have always specific areas of the work that rely on the volunteers. Simply the nature of community based work and a pool of people who really just want to help.	10/8/2014 3:51 AM
34	I am a freelancer and it would be great if you could also run a survey from that perspective. Many freelancers are now stepping into the gaps left by organisations, either as sole traders or by pooling their resources and expertise with others through bespoke partnerships for the duration of a project or commission.	10/8/2014 3:28 AM
35	As a funding organisation my employer with is not representative of the standard practice of organisations in the broader arts sector. My answers reflect my experience of freelance work over the last 10 years.	10/8/2014 3:14 AM
36	"Volunteers are now doing work that would have previously been done by paid staff" We have volunteer-roles tailored after the Volunteer's ambitions which can be taken on work that have been done by staff before.	10/8/2014 2:59 AM
37	In the art gallery where I volunteer I am doing exactly the same job as the paid members of staff, and likewise interns in the schools' team.	10/8/2014 2:25 AM

Employment practices - volunteers, interns and freelances

38	I am a sole trader - freelance	10/8/2014 1:50 AM
39	All these statements are possible in some situations, depending on the organisation.	10/8/2014 1:45 AM
40	It's crap, really, but it had to do my time... If it were possible, them we'd pay everyone, the same, globally x	10/7/2014 9:12 PM
41	I run a word music agency. There is not much work in this genre. I work very hard to support and develop my artists, many of whom need help from a cultural point of view. I would love to employ other people but cannot afford to do so. I can't even afford to have voluntary help from interns due to the reasons given above. I seriously struggle to make a living, but many of the jobs I would apply for on a part time basis to help support myself, are no longer available, as there are various "training" courses aimed at the under 25s. A recent example was six months of weekly workshops which apparently produced marketing consultants of under 25. How insulting to those of us who have studied for four years on a professional marketing course and have years of experience in this area to earn the title of consultants!	10/7/2014 4:33 PM
42	We are a very small company working with people that are going through rehabilitation for addictions, it has been found that building these people's confidence up as peers mentors with expenses covered has aided in recovery, we then offer apprenticeships with in the company where possible & plausible.	10/7/2014 1:09 PM
43	we have a paid, structured internships programme. Many of the roles include visual communications and are project based - i.e. short term work that would not otherwise be undertaken as it would not justify the appointment of permanent staff. However several have been retained on completion as they have developed the role to a point where the value-added contribution of their work is accepted as essential!	10/7/2014 11:55 AM
44	I do not run an organisation.	10/7/2014 11:24 AM
45	Our organisation is small and mobile and has always been based on a combination of freelance and voluntary work. Swinging from project to project, it cannot not attract the budgets to employ anyone on anything other than freelance contracts.	10/7/2014 11:15 AM
46	I'm self employed and a freelance but I always pay people if I need assistance or a project team, including people at 'work experience' level. In other organisations for which I have worked recently as a freelance (and as a staff member in the relatively recent past I have seen incidences of 'definitely' and 'probably' in answer to all three of the questions in this section.	10/7/2014 10:45 AM
47	Comments in view of major Festival work.	10/7/2014 8:27 AM
48	Volunteers know they are giving their time. Interns are 'buying' experience with their labour. If freelances are doing work that was previously done by employees, unless those tasks are outsourced to their companies, they could be caught for PAYE and may also come under employment legislation. Those who do this need to be very careful....	10/7/2014 8:22 AM
49	volunteers have been developing a small community garden here - we used to have contractors who just sprayed weed-killer.	10/7/2014 8:16 AM
50	Interns and volunteers often are assigned projects or tasks that would ordinarily form part of the responsibilities of permanent employees. This means that either they handle all the over flow and backlog of work, or they could potentially fill the role of permanent employee altogether in certain circumstances.	10/7/2014 8:14 AM
51	This will differ from organisation to organisation but I know of a couple who use college interns to do lots of their work There should perhaps be a set time/hour limit on internships	10/7/2014 8:13 AM
52	I have heard anecdotally of several shocking examples of interns being bought in to deliver essential services without training or support - e.g.. one CEP apprentice was asked to eld education workshops to the public on her second day in post and with no support or prior experience. That doesn;t do any of us any favours. As an arts professional who previously worked under full time employment contract I have been freelance now for the past two years following redundancy.	10/7/2014 7:48 AM
53	I work for many different organisations, so I cannot comment on the first two statements. However I work a lot in Education, and for local authorities, and I know of many cases, certainly in Schools where creative parents are volunteering to run art based projects. This is particularly worrying as there are less and less Primary School teachers confident enough to deliver the creative aspects of the curriculum. The standards vary enormously from one School to another.	10/7/2014 7:42 AM
54	I'm a freelancer so don't work for one organisation	10/7/2014 7:05 AM
55	I've worked in organisations which actively pursue the volunteer option as a 'cost measure' and budget management tool, and use anodyne terms like 'Big Society' to justify it. What essentially happens in practise is the large-scale undermining of moral and goodwill of both contracted employees and volunteers alike. Neither feel valued!	10/7/2014 6:46 AM

Employment practices - volunteers, interns and freelances

56	Because of cuts in all sectors our society have taken a cut in essential services. People who dont want to see these services go are now volunteering to try and maintain the support network that used to be provided by the government and arts funding. Volunteers need to be supported as they provide a valuable service to the community. The community needs to support volunteers because for some people it can be a lifeline to help re engage with society.	10/7/2014 6:33 AM
57	I am a freelance fine art/exhibition technician and have lost work to interns in galleries. While working for a museum (approximately 16 days at a time, 5-6 times a year, I was made to go on short fixed term employments contracts as they were advised by an auditor we should be treated as employees. At a later date I was able to return to freelance. There seems to be a very grey area in terms of whether you should be employed or self-employed in these kind of situations.	10/7/2014 6:24 AM
58	In my organisation, the team has been made up of volunteers who were promised that due to their competence, hard work and passion that they'd be given paid work. When this time came, the volunteers were informed that they'd be paid at below minimum wage and would be freelance/interns - but it was never officially stated whether they were freelance or interns. There has never been any permanent or employed staff.	10/7/2014 5:49 AM
59	We are having to use freelancers for some aspects of our work as we cannot recruit skilled workers who want to work as part of an organisation. Many freelancers we contract are freelancers because they like the freedom of being able to pick and choose contracts and not have to deal with organisational politics. We only use volunteers when they approach us to gain experience or to enhance a service e.g. event management students volunteer on some of our events to gain experience but they also enhance the event by being customer relation staff thus enhancing the visitor experience. We couldn't afford to do this otherwise.	10/7/2014 5:37 AM
60	Have seen interns used as employees, though I'm not sure whether or not they would previously BEEN employees. Examples I've seen have been on/around minimum wage and/but learning a lot and sometimes leading to permanent employment (though this may be part time). Not so sure about apprentices and in any case the word "apprentice" is sometimes bandied about without much thought to/understanding of what an apprenticeship actually is/should be. F/L have seen project based companies alter ratio of employees (down) to f/ls (up) in the past 5 years - though they have always had both. Sometimes coupled with move from large to small premises or small premises to virtual office - - all as means of keeping fixed costs and related overheads down and maximising financial flexibility, although this does create management challenges in terms of limited /reduced control.	10/7/2014 5:36 AM
61	Previously we had sufficient staff to 'person' events. Now we are forced to use volunteers - who are amazing but unreliable. At a recent event only 50% of the volunteers turned up on the day.	10/7/2014 5:17 AM
62	In previous shrinkages in the sector, paid posts were lost and activity reconfigured around freelance services. It's happening again now. This is not necessarily a bad thing in itself, especially as many people in the sector prefer to be freelance. It provides a certain dynamism in organisations and also gives space for smaller organisations and collectives of creative individuals to collaborate and deliver elements of the overall arts offer. In my experience volunteers are not replacing previous activity undertaken by paid staff in any great numbers. However, some functions which are undertaken by paid staff in richer institutions, are delivered via volunteer schemes in less financially well off organisations. In our organisation, volunteers are recruited as stewards on outdoor shows they want to be involved in. Everybody works freelance (including me) and we don't have interns or apprentices as we don't have the capacity to give them a meaningful experience.	10/7/2014 4:45 AM
63	I work for a university (but in a cultural/arts role) so the rules are different so we cannot have volunteers. We certainly have a lot of freelancers and the permanent roles are kept to a minimum.	10/7/2014 4:41 AM
64	The employment market has become more fluid, in line with operating environment being more complex and fast moving. Makes no sense to have to try to find a permanent extra staff member to tackle short projects/explore research.	10/7/2014 4:17 AM
65	Volunteers shouldn't be doing work that have been previously done by paid staff.	10/7/2014 4:11 AM
66	These are huge broad statements and each case is different - these questions are very loaded in the way they have been phrased Using the word 'now ' in each question is loading it in the negative when you read it it makes me question if you want this survey to say come out with a result you want eg we have lost lots of full time jobs in the arts and it is all now done by unpaid interns and volunteers. That is not true The work place in all industries is changing. Freelance work can only be done by law if you are not using the resources of the employer eg as a freelancer I cannot go in to a theatre and work in their office doing marketing. I can do from my office or at home but no in their space otherwise i am an employee. Therefore only certain jobs can be done by freelancers - eg I could not be a stage manager as a freelancer but I could do a web design for them	10/7/2014 4:10 AM
67	All but one paid member of staff in my organisation is being undertaken by volunteers.	10/7/2014 4:09 AM
68	More roles have been created. Some of this work just wouldn't have been done. Without these roles we couldn't meet the needs of increased artistic capacity / further life of successful pieces.	10/7/2014 4:03 AM
69	#1 This has always been the case: or work that wouldn't previously have been undertaken at all. #2 Not by us! #3 Not by us either!	10/7/2014 4:00 AM

Employment practices - volunteers, interns and freelancers

70	We work project by project and have worked with volunteers giving them skills. A lot of time had to go in to managing the volunteers and we paid them expenses. They did not want to take the money (but they did) as they know we were working to a budget they were happy to be part of the work.	10/7/2014 3:47 AM
71	We don't use interns, apprentices or volunteers.	10/7/2014 3:15 AM
72	Answers based on last arts organisation I was working for. Interns and volunteers have replaced permanent administration staff. The work loads of permanent staff became unrealistic as the organisation were unable/unwilling to employ support roles.	10/7/2014 3:01 AM
73	I Am a freelancer.	10/7/2014 2:54 AM
74	I have experienced venues where previously jobs would have been paid positions, albeit generally at a minimum wage, but now those positions are staffed by volunteers. I suppose within a generation if these positions continue to be volunteer run that will soon become the norm. Generally I have noticed a dilution of job and staff roles. For example when I first worked in a library thirty five years ago you had to be a Chartered Librarian to do Storytime in the library, as a mere library assistant I was employed to do Storytime eight years ago and now the role is taken by volunteers. There are so few paid opportunities now in the arts that competition for the volunteer roles means that there is no shortage of people willing to take on volunteering in the hope of paid employment eventually. The prevalence of people making themselves available actually removes the paid employment positions. When money is tight why would you employ someone if the job can be done for free?	10/7/2014 2:50 AM
75	We do have freelancers, interns, apprentices, trainees, and volunteers but none are doing work that was previously the remit of paid staff. They each have their own remit and responsibilities, which have been developed specifically for the particular learning programme or contract.	10/7/2014 2:44 AM
76	Freelancers - this does make sense in my place of work because there were some jobs where people twiddled their thumbs in down time, while others are busy all-year round. Interns - I have lost one member of staff from my team. I now cover most of their duties (working significant overtime to do so), with a temporary intern covering the rest. Volunteers - I've ticked unsure here because it's not the case in my area of the organisation, but I suspect there are bigger areas where they are taking advantage of volunteers to cover tasks that are 'more mundane'...	10/7/2014 2:35 AM
77	There is evidence of all of the above happening. Both from personal experience and from reports.	10/7/2014 2:34 AM
78	I am currently a freelance consultant so not relevant to me. Although in the most recent organisation I worked in interns were being used to fill in gaps where work would have been done by a permanent member of staff.	10/7/2014 2:28 AM
79	I don't think interns or apprentices or volunteers would have the necessary skills to carry out the work required of positions of permanent paid staff. It's a training/skills issue.	10/7/2014 2:10 AM
80	We have always used freelancers and in fact made a permanent member of staff to save money as it was cheaper to have full time person than all the freelancers we did. We still use a number of freelancers throughout our work. Interns are doing work of freelancers, they get paid less, but then have a years experience of working with a large company which has in previous years worked well for all of our interns.	10/7/2014 2:06 AM
81	This does not happen at my current place of work but I have seen this many times in previous roles.	10/7/2014 2:03 AM
82	volunteers are to augment what is delivered and not replace key members of fulltime staff. So they are an additional nice-to-have part in the organisation.....	10/7/2014 2:00 AM
83	We're a minute organisation of 2 voluntary staff ourselves....	10/7/2014 1:56 AM
84	As a local authority we pay all staff for their services, whether full time, contract or freelance. The issue for us is that is that core staff are now doing the jobs of two or three people because of cuts. In the Museum/Heritage Service there is a well established volunteer programme mainly using retired people - this provides a lot of support, but they cannot undertake the duties/responsibilities of paid staff.	10/7/2014 1:46 AM
85	Many areas of business use freelancers (or sub contractors), it's how it's always been in the building trade for example. It's an efficient way of working and running a business. Those who are really good at what they do will always be in work, those who struggle either need to accept that and keep at it or change career path to something they are good at - in life we can't always do what we want / be what we want.....I'd like to be able to sing, I tried I was terrible.....but I can add up!	10/7/2014 1:45 AM
86	I am currently not working as part of an organisation - I'm researching and writing.	10/7/2014 1:44 AM
87	All these are probably true in some cases but not in all.	10/7/2014 1:37 AM

Employment practices - volunteers, interns and freelances

88	I have had a freelancer working for me in the past at their request (rather than paid employment) and I have had an apprentice employed to deliver the social media aspect of my business with a view to their job creating more revenue which would lead to their continuing employment. However the position was not sustainable and therefore duties have had to be carried out now by core staff. I would like to outsource these duties but cannot currently afford to do so. I have a volunteer who comes to help with the sculpture garden, but again this is extra. Core staff attend to these duties, but not well as we tend to have other priorities. I have paid people in the past for specific jobs in the garden but no volunteer has ever been used in stead of paying someone.	10/7/2014 1:36 AM
89	In many places that I have volunteered people have been laid off due to shortage of funding and the companies have got around this by getting unpaid volunteers and interns to replace them, doing this in a constant cycle so that they do not have to spend money on permanent staff. Interns are also exploited as they are expected to work overtime for no pay or no extra pay, and do not have the same rights as their co-workers.	10/7/2014 1:32 AM
90	As a charity organisation we have undergone a complete restructuring of staff and employees resulting in redundancies and the recruitment of freelancers and volunteers. Freelancers are most certainly completing roles that would have previously been done by employees however, volunteers are recruited as to benefit themselves and teach employability skills.	10/7/2014 1:26 AM
91	A flexible workforce brings new skills and vision to an arts organisation - a guest programmer for instance connect the organisation to new networks of artists, expertise and a sense of outward facing. In my experience, freelancers want to be freelance, because it lends to their art. I think it's dangerous to assume being freelance means being exploited.	10/7/2014 1:23 AM
92	We no longer employ interns after several years of doing so, but this is a very recent change.	10/7/2014 1:20 AM
93	We give all our staff permanent contracts. We would not take on an intern because the work here is skilled and fairly boring. The intern would not benefit from being here.	10/7/2014 1:16 AM
94	Not applicable	10/7/2014 1:02 AM
95	Don't know enough examples to say.	10/7/2014 12:57 AM
96	I work for a social enterprise. We depend on volunteers in certain training circumstances but we never pay them and we give them nothing in terms of reward. Most of our trainers are now on zero hours contracts and this causes them a lot of personal stress. Also they are not particularly loyal to the organisation. The organisation, although they only have zero hours contracts, expect them to attend many meetings without pay. Previously these people would have had guaranteed contracts	10/7/2014 12:47 AM
97	Freelancers, interns, apprentices and volunteers are being used to do work that previously wasn't being done but which it has been decided is something that should be done (eg educational outreach) and which is encouraged by sponsors.	10/6/2014 5:59 PM
98	I'm a free-lance artist and designer not relevant	10/6/2014 3:22 PM
99	In order to reduce costs our organisation contracted out work. I personally think it was short sighted and they could have looked at permanent part time instead. The overall quality of the organisation has dropped as maintenance is not being done and installations are handled by people unfamiliar with the space. Also direct control of financial management has been contracted to an account who neither understands or cares about the organisation. We all know the arts are chronically underfunded worldwide so rely on the commitment of people willing to work for little or nothing. Part time permanents have more invested in the organisation than contractors who may only work for you once.	10/6/2014 2:54 PM
100	At my organisation we pay all our staff and use no volunteers or interns. We have some freelancers, most of whom prefer to work freelance as it is consistent with other contracts they do throughout the year (we are a festival with a lot of temporary positions). However I do think some of those positions could be employees. There hasn't been any shift towards freelancers recently though - this is a long-running situation.	10/6/2014 2:05 PM
101	N/a	10/6/2014 2:00 PM
102	The PR intern with no experience in arts PR is writing a PR strategy. After she finishes, we won't be getting another intern and the CEO has decided that she will outsource any outstanding communications tasks for ad hoc volunteers (this has gone from a team of 3 permanent staff in communications to 1 in a year). An external press agency are taking care of press instead of the inhouse team, but they work with many other arts orgs so they can't dedicate a lot of their time to us.	10/6/2014 1:44 PM
103	There has been no transfer of roles to volunteers we have expanded capacity through volunteers and by training created jobs waged.	10/6/2014 1:26 PM
104	All of the above are true to a greater or lesser extent. For us, volunteers are definitely doing work previously done by paid staff, although we try not to highlight the fact. The choice is often closure of a department or museum etc., or the engagement of volunteers to support it.	10/6/2014 1:23 PM

Employment practices - volunteers, interns and freelances

105	sometimes true in the case of theatre FOH staff for example. This role is relatively simple and can be done easily by good trained up volunteers who see the benefit of watching the film/show/band for free while meeting new people and doing quite a social people focused role. It rather depends on the work.	10/6/2014 1:14 PM
106	I am a freelancer but I know that points 1 and 2 above are true of my last f/t employers and several of my client organisations.	10/6/2014 1:10 PM
107	I'm currently working in the private sector and so this section probably doesn't reflect current trends.	10/6/2014 1:02 PM
108	Some areas of the business are worst. Using apprentices in cafe and bar where they are on there own is appalling.	10/6/2014 12:53 PM
109	We are an artist led organisation that funds itself entirely from studio rental, gallery rental and sale of work.	10/6/2014 12:48 PM
110	I don't work in an arts organisation. My views above are based on a very small sample of people I know or have heard about.	10/6/2014 12:43 PM
111	I am a student and I know for sure that, in Art and Design, there are are least two tutors (out of three that teach my HND Year 2 class) who are freelance. It's a very small college...	10/6/2014 12:43 PM
112	In the commercial gallery world that i work in i have worked free-lance foe ten years, things haven't changed much in that time, including pay.	10/6/2014 12:40 PM
113	short term volunteers do not have the organisational knowledge in order to take on the work previously done by permanent staff that's why we pay freelancers.	10/6/2014 12:36 PM
114	An intern is a short term project worker gaining work experience not a permanent member of staff. An apprentice is a trainee member of staff learning on the job. A volunteer is someone donating some of their spare time to the organisation	10/6/2014 12:36 PM
115	I would not allow these exploitative practices on general principles.	10/6/2014 12:32 PM
116	I think it is possible that freelances may be doing the work that was previously undertaken by employees but this will vary. In terms of interns/apprentices and volunteers, this is not likely to always be the case given the training and qualifications that are required for many tasks - to say nothing of other aspects such as liability etc.	10/6/2014 12:26 PM
117	Again, these statements are sometimes true, and sometimes not true. On the whole, it seems to have become more common for arts organisations to have interns, and sometimes, this has been at the cost of member of permanent staff - I think it would be better to survey organisations for that information.	10/6/2014 12:24 PM
118	We started out only using volunteers to run events and 2 festivals, we are now able to employee freelancers and a number of suppliers.	10/6/2014 12:22 PM
119	There is clearly a temptation amongst organisations that have suffered severe funding cuts to remain functional by exploiting these kinds of labour. In my own work as an educationalist who runs intership programmes I could see this trend emerging over the past five years. Many organisations too readily convince themselves of the 'opportunity' that internships represent, and that they are always doing others, rather than themselves, a favour.	10/6/2014 12:16 PM
120	The quickest way to end the habit of not paying people would be for workers to not take on unpaid work. We need a strong union to organise resistance and put a stop to the systematic exploitation. This also concerns people in paid positions who put up with bullying and disrespect but are too afraid to leave, in case they can't find another paid position.	10/6/2014 12:07 PM
121	I work freelance	10/6/2014 12:06 PM
122	Again, there is anecdotal evidence that this is happening but whether this is the case and, if so, the extent of it, needs to be established.	10/6/2014 12:04 PM
123	I don't know what the definition of 'interns' is in the UK.	10/6/2014 12:03 PM
124	I'm a freelance, so I don't have an organisation. I've answered the questions with regard to the quango that supports writers in this region.	10/6/2014 12:01 PM
125	Over the years, I've seen this happen more and more. Unless you're lucky enough to land a contract as director, general manager or departmental head of a festival or building-based organisation, you're gonna be freelance these days.	10/6/2014 11:58 AM
126	As above - our volunteers do all frontline work on box office, FOH, stage, marketing. It's essentially the management team that are paid and not much else.	10/6/2014 11:52 AM
127	The nature of things - if you can get somebody to do the same work without paying them or paying them less than a permanent worker, then of course this is going to happen. That is a result of question 1 if you DON'T pay people	10/6/2014 11:51 AM

Employment practices - volunteers, interns and freelancers

128	It depends on the organization... freelancers probably are taking up some of the slack... our volunteers have always done something for quote-unquote free... is the question, because of these three, are paid positions being eliminated in favor of this, or is there simply "no money available, period" and a little money in the pocket of a freelancer/intern, etc is better than nothing...	10/6/2014 11:48 AM
129	I am a struggling freelancer myself	10/6/2014 11:43 AM
130	I work for different organisation on a freelance capacity I also volunteer for a local museum . I do think that sometimes volunteers will do the work of paid sessional workers and some organisations are happy for people to do work for free as long as they want to.	10/6/2014 11:37 AM
131	As a board member I am occasionally asked to be operational rather than purely strategic.	10/6/2014 11:36 AM
132	I don't work in an organisation now.	10/6/2014 11:35 AM
133	Volunteers are adding value to an organisation but they are not substituting previous paid positions. Due to the highly requested positions within the art sector, organisations can now count on a large amount of free staff willing to help but who previously wasn't so large	10/6/2014 11:30 AM
134	Arts in Television	10/6/2014 11:28 AM
135	work on my own	10/6/2014 11:21 AM
136	The organisation that I work for has a very large internship programme. In general this attracts recent arts graduates and they are expected to work for 6 months 2-3 days per week unpaid (they get some travel expenses covered). They do invigilating, take workshop/events bookings, do mail outs, data inputting, tours for Open Days (one of them told me she was not sure if she was giving the correct information on the tours she ran because she had only just started her internship), housekeeping tasks related to events (catering, setting up equipment etc). There are also a couple of paid internships in the organisation but they are not referred to as this, rather they have job titles which suggest they are employed on the same basis as other staff. These are year long, funded through government scheme and I think paid minimum wage. However, I have noticed that these staff are given a lot of responsibility, despite the roles being funded as 'apprenticeships', in some cases deputising for experienced permanent staff on a regular basis.	10/6/2014 11:12 AM
137	This is true, although not at the expense of permanent staff. This work would previously have been done by permanent staff balancing a heavy workload. Getting Interns, apprentices and volunteers to do this provides them with tangible projects to be working on while freeing permanent staff to spend more time on other jobs.	10/6/2014 11:10 AM
138	All of the above play a part in our organisation, but always have, or are in addition to existing staff. We do use freelancers to experiment in new areas or where specialist expertise is needed. But if a regular need is identified as a result, then these freelancers are likely to be replaced by permanent staff. This has happened quite a bit with our education work.	10/6/2014 11:09 AM
139	While it is true that freelancers are carrying out work that might have been done by (overstretched) staff in the past, they are also completing tasks that wouldn't have been done at all so they can offer positive benefits and do not always take away from the roles of permanent staff. My experience of interns and apprentices is that they tend to operate at very junior levels and, if they do work that would have previously been done by permanent staff, it tends to be ad hoc and temporary. They also take up a lot of time being trained and supervised so there is rarely a net loss in terms of organisational complement. The volunteers I have worked with have always offered 'add ons', but I imagine it varies from organisation to organisation.	10/6/2014 11:09 AM
140	I was surprised to learn that theatre ushers in England are usually volunteers not staff.	10/6/2014 11:03 AM
141	My organisation is a charity (I was made redundant from the arts organisation I previously worked for which no longer exists). As a charity it has a "staff" of only one freelance part timer and relies on volunteers.	10/6/2014 10:53 AM
142	Volunteers do work that other paid staff are unable to do.	10/6/2014 10:52 AM
143	We have a long history of working with freelancers - our core team of paid employees is very small. We have worked with interns who have worked on projects where we may have previously used a freelancer. The reason for this was to allow for training opportunities in a specialised field.	10/6/2014 10:42 AM
144	There is no doubt with such severe funding cuts across the board!	10/6/2014 10:42 AM
145	researched this through talking to employees	10/6/2014 10:41 AM
146	I am a freelance consultant and don't work for an organisation.	10/6/2014 10:41 AM
147	I no longer have a paid position. I cannot find paid work because you're expected to do it for free for "work experience". Esp as I'm unemployed and claiming benefits there is pressure to do ever more voluntary work. But why should I do the same work I used to get paid for for free now?!	10/6/2014 10:40 AM

Employment practices - volunteers, interns and freelancers

148	<p>some places take the piss to be frank - if you are staffed with freelancers you don't have to pay the tax, national insurance contributions, recompense for sickness, holidays and redundancy that you have to by law with PAYE employees. All that responsibility falls on the freelancer, who can be let go with a bare minimum of notice and no recompense. internships are ungovernable - they are valuable ways of gaining experience and knowledge but only if you choose the right one and you have no way of knowing that prior to completing it, most people if they can afford to work for free at all can only do one or two at the most and if you end up devoting 3-6 months of your time to something that isn't worthwhile, that's your chance gone. They can range from having little or nothing of responsibility to do to practically doing a full time, skilled job with no wage and no support. They should be better regulated, defining roles and support, wages (if any), remittance, rights, a system of fairly rating internships and organisations should be in place so you can find out about the best and most worthwhile opportunities before you undertake them. It's pointless putting in place legislation to say that "internships" must be paid according to the minimum wage as organisations are unable or unwilling to pay so rename these positions e.g. "voluntary placements" - the role should be regulated with pay rather than the title.</p>	10/6/2014 10:28 AM
149	<p>The last place I worked was using people that used to be full-time as free-lancers. My father who works in heritage is now a free-lancer doing the same work he used to do on a contract. In many ways this has been difficult because he has fewer benefits, but it also allows him to accept work from other organizations. As I said in question 1, I am quite sure interns are doing work that used to be paid. I would also like to add that the demand for specialized interns is potentially going to be a problem in the long run. From what I understand, once upon a time people were hired based on their potential and this allowed room for chance in a persons career, the possibility of unexpected directions and ultimately for people that were more versatile. Today it seems like we need to be programmed from the start. It has turned into a supermarket. Looking back I shouldn't have specialized in the thing that interested me the most, but instead I should have found out all the future exhibitions being planned in museums, picked one and done my thesis on a related subject. But this takes away all the fantasy and passion that has always driven people toward the arts.</p>	10/6/2014 10:25 AM
150	<p>I know the small the charity the higher the expectation for those willing to do the job to tick that job off on there CV</p>	10/6/2014 10:10 AM
151	<p>This is so hard. I worked in arts management for ten years I volunteered for a year to get in it was worth it. But I have seen lastly jobs as interns that I thought are really paid role they are getting done for nothing.</p>	10/6/2014 10:02 AM
152	<p>My organisation has a policy that volunteers will never replace paid staff, however in part, the volunteer's role is vital to the organisation being open on a daily basis and the volunteer or "trainee" takes precedence over paid staff for shifts.</p>	10/6/2014 9:58 AM
153	<p>It's definitely happening in countless organisations.</p>	10/6/2014 9:54 AM
154	<p>I don't work for one arts organisation, I freelance for several.</p>	10/6/2014 9:39 AM
155	<p>I am the freelancer, I pay my interns and helpers. I do work previously done by full time staff because they need specialist publicity services and results. It's cheaper for them to use me than employ part or full time staff</p>	10/6/2014 9:32 AM
156	<p>This is a test</p>	10/6/2014 7:09 AM

Q4 Do you have any further comments or observations to make about the work of volunteers, interns, apprentices and freelances in the arts?

Answered: 172 Skipped: 355

#	Responses	Date
1	If a company is not viable enough to pay it's workers it should not expect them to work just for the love of it or just to have something 'for their CV' !! This was unheard of even in 'experimental' theatre in the 1970's which I worked in. None of us could have relied on parents to prop up the arts, which is what I believe internships are!	10/15/2014 2:52 PM
2	"...and anecdotally, freelances, interns and volunteers are a growing part of the sector's workforce". Growing... from where to where over what period? Perhaps a piece of work to move this from 'anecdotal' to some quantitative research to put alongside this subjective piece of work. It would be interesting to be able to balance people's perceptions against what is actually the case to see if they align.	10/15/2014 6:32 AM
3	It's harder to have a career, especially once you've started. I think sometimes freelance contracts are the only way forward. But with more freelancers competition for contracts grows. I suppose it also means that you become a jack of all trades - great to get lots of different experience under your belt, but, can you still become a specialist? I worry about that. I don't feel like I'm really talented at anything in particular.	10/15/2014 1:52 AM
4	People should be paid for work and expertise. If they are new to the arts then they may be paid minimum wage while they learn the trade. There should be no zero hours contracts.	10/14/2014 4:13 AM
5	There is more work than there is money and this needs to be sorted out. I was disgusted that the UK cut arts funding, pumped millions into the Olympics and then didn't even pay volunteers! I know of volunteers who paid £200 of their own money to stay in London for two weeks to be able to take part in the opening ceremony. Wrong.	10/13/2014 7:00 AM
6	Need further research on this area in order to enhance professionalism at all levels and perceptions of the arts. Will assist in identifying the hard questions and realistic resource needs for an organisation's engaging and sustainable programs, products and services.	10/12/2014 2:18 PM
7	Clearly not sustainable - demographic time bomb.	10/12/2014 1:44 PM
8	Being so badly paid, it is necessary for successful arts workers to have portfolio careers - meaning many freelance jobs at once. This will continue and I don't see it as a bad thing. Gone are the days when there was a job for life in most industries.	10/12/2014 11:17 AM
9	Volunteers are very different to interns and apprentices. It is horrible taking advantage of interns and apprentices as cheap labour but volunteers are involved in an organisation because they choose to be and their vital help should not be rejected.	10/12/2014 10:34 AM
10	unpaid and partially paid internships are immoral and should not be accepted as the norm	10/10/2014 11:04 AM
11	The above roles in their various forms all play a vital role in the arts and I believe in other areas of the working world. In respect of charities volunteers are a vital and extremely important asset. In small scale arts organisations freelancers are the only way that the company could operate. And as I have said previously having posts within your organisations for interns and apprentices is a tremendous 'leg-up' for the young people concerned.	10/10/2014 8:10 AM
12	I am a freelancer myself (not a freelance) and have been for many years. I believe we have a particular type of knowledge that can only be achieved from working on the outside of PAYE roles. We can be more strategic project by project than fixed-post staff; more flexible in the way we work and more objective in our approach to finding solutions or offering consultation. The number of freelancers has expanded hugely since the high number of redundancies and the public sector cuts. We offer something very different to ex-arts council or public body staff, yet often jobs do not get advertised because they are filled within internal networks. There is no support network or union for freelance art professionals - primarily because they are almost always in competition with each other.	10/10/2014 7:37 AM
13	Join a trade union - anyone that fits the bill and find out about your rights	10/10/2014 3:28 AM

Employment practices - volunteers, interns and freelances

14	THE WAY THAT MANY ARTS ORGANISATIONS ARE MAKING CUTS , BY SAFEGUARDING THE JOBS OF PERMANENT STAFF AND THEIR OFFICE BASE, IS TO CUT BACK THE NUMBER OF FREELANCES INVOLVED ON PROJECTS , EITHER AS CAST MEMBERS , TECHNICAL STAFF, BACKSTAGE CREW, WORKSHOP LEADERS,GUEST ARTISTS. THE WORK FOR FREELANCES IS DIMINISHING WITH EVERY SET OF BUDGET CUTS . GRADUATES COMING OUT OF ARTS DEGREE COURSES AND THOSE WHO HAVE RETURNED TO DO MAs IN THE HOPE /EXPECTATION OF A BETTER QUALIFICATION FOR JOB HUNTING , ARE UNABLE TO FIND ANY WORK IN THE ARTS SECTOR.MANY ARE LEAVING THIS COUNTRY FOR BETTER CHANCES OR JUST A BETTER WAY OF LIFE ELSEWHERE. WE ARE CREATING, FOR THE THIRD TIME IN THE LAST 40 YEARS, AN ARTS BRAIN DRAIN WHICH WILL LEAVE A MAJOR GAP WHEN /IF WE BEGING A SECTORAL RECOVERY.	10/10/2014 1:37 AM
15	I think that we also need to address the elephant in the room and that elephant is the new direction that certain museums -ok, the ones that have seen their budget being severely cut- to employ several part-time staff rather fewer full time ones. Of course, it is still better that no new staff at all, but I feel that we are inside a yet another vicious circle which asks from the part-timer to have 2 or 3 different jobs -most of the times irrelevant to his/her studies - in order to survive.	10/9/2014 10:49 AM
16	I am happy to work for free because I am financially independent (retired/pension). This means I can pick and choose when and if I work, and can feel satisfaction that I am giving something EXTRA to organisations that I believe in, without feeling obliged to work if it is not convenient. However, it does seem obvious that those wishing to earn their living in the arts may be exploited by organisations struggling with cuts. Any response to this situation should also bear in mind the needs of those who are content to give their time on their own terms, but only as an extra, not for essentials.	10/9/2014 5:00 AM
17	Yes, you need to talk to Emmanuel de Lange at the trade union Equity. They are so concerned about the use of 'volunteers' replacing real jobs that they've employed a full time member of staff to deal with it. Low Pay and No Pay Organiser: Emmanuel de Lange 020 7670 0237 edelange@equity.org.uk	10/9/2014 4:09 AM
18	Artists in all art forms always do more than they are paid for, often exploited, with the arts often seen as unnecessary, a luxury, the icing on the cake in the bigger picture. People working in the arts are the cake! Often highly intelligent, adaptable, creative thinkers and can deliver projects within limited budgets and tight timescales. The arts are able to impact significantly on Government agendas are under used and always have to be proved time and time again. Without experienced paid professionals who are the arts volunteers, interns and apprentices going to lean from???	10/9/2014 3:47 AM
19	I am definitely in favour of apprentice schemes, providing they are given proper training and paid something. The intern system is open to abuse and in my view is discriminatory and should be subject to minimum wage. Volunteers are essential to most arts organistions, but should be offered some expenses payments if their contribution requires a lot of time or travel. In my experience most volunteers are retired and as the state pension and retirement age gets ever more remote this may have a knock-on effect on the number of volunteers willing and able to undertake duties,	10/9/2014 3:14 AM
20	Freelancers should be given more support, particularly when first starting out. There is a huge gap between graduates and professionals - it is hard to find work the first few years after you graduate and not enough is being done to help. Tax, juggling work and budgeting all need to be addressed. Also - zero hour contracts sometimes work in our favour - the government need to realise this and not do sweeping bans on them - I have lost work this year as an employer had to scrap my zero hour contract due to new legislation, when actually it worked well for my schedule - signing up to shifts as and when I needed.	10/8/2014 2:11 PM
21	It is a balance between need to save, treating people with integrity and the roles being asked of them that should decide how the role is treated.	10/8/2014 1:35 PM
22	Pretty uncomfortable about one survey bringing together the issues of volunteers, interns, and apprentices - for whom there are clear corelations - with the issues around freelancers. Freelancers come in many different guises in the arts - from individual arts practitioners to consultants like myself. We nearly always have huge amounts of experience, skill and knowledge - that's our capital, through which we earn a living in what can be a tough world. As a freelancer, if you are not at the top of your game, you won't make it work. As such we bring huge value to organisations. And when organisations look at our day rates and think " wow, you must be earning a fortune" they need to remember the fee covers all our tax, NI, insurance, materials. We don't get sick pay or holiday pay. We have to supply everything from the laptop to the printer ink.	10/8/2014 10:22 AM
23	The arts has such a strong presence in this country that it deserves equal standing to other industries. It's a sector filled with talented, passionate people and the assumption has now become one where people do it for the love and not the pay. Whilst this is true, this attitude has resulted in little or no pay for those working in the arts/performing arts unless in a very senior position. This is effectively pricing those of current lower incomes out of the arts, and we are losing so much talent and skill. All work deserves a fair wage.	10/8/2014 10:00 AM
24	Most of us working in the arts are used to working across the sector, in teaching, management, and in our own artistic pursuits. Freelancing is now very normal, allows for flexibility, and seems to ensure that individuals are happier in their work. I do not use the services of volunteers but train and mentor students and young professionals entering the profession (in a freelance capacity).	10/8/2014 9:58 AM

Employment practices - volunteers, interns and freelances

25	<p>I think there is a tendency across cultural organisations to respond to austerity by lowering their expectations. This includes their attitude to employment and in my experience affects full-time employed workers as well. Workloads and responsibility don't match salary or job description, and employees are somehow expected to be grateful to be working in the arts, as though it is some kind of reward in itself. This is a serious flaw in the sector that will cause it to haemorrhage talented and able people to other sectors. Conversely, my experience of working as a freelancer in the arts has empowered me somewhat, compared to the salaried workers. I am able to manage my workload according to what I'm willing to take on, rather than just having volumes of work dumped on me and being expected to be grateful for an inadequate salary and no prospects of progression. I think that the serial use of interns and volunteers to deliver essential services should be addressed. Cultural organisations should be subject to efficiencies, but that shouldn't lead to staff being squeezed and pressured to deliver more, or try to farm work out to unpaid workers who are ultimately looking for meaningful work experience. Rather the drive should be towards finding new resources to support growth and empowerment of the organisations, or downsizing their ambitions and continuing to deliver them to a high standard, with good conditions for those who work for them.</p>	10/8/2014 8:57 AM
26	<p>Consideration should be given to the size, financial standing and possibly location of an organisation in order to determine and consistently apply the definition of a role and remuneration.</p>	10/8/2014 7:27 AM
27	<p>The work of volunteers, interns, apprentices and freelancers is integral to the not-for-profit sector. They bring added value like any other member of the team and allow us to fulfil our mission. They help to give a diverse range of views on how we approach our work. Freelancers add value just by the fact that they work with a variety of organisations and have a broader perspective of the various structures that exist in business through this experience - this can be a complimentary benefit to both the freelancer and their contractor.</p>	10/8/2014 6:19 AM
28	<p>I am deeply worried and depressed by the state of the arts at the moment. I know that money is tight and funding cuts have had a big impact, but the sheer scale of exploitation across the arts is terrible at the moment, and practices that should be regarded as unethical - if not illegal - have become the norm. Unpaid interns have absolutely no power to stand up for themselves, as there is inadequate state regulation and no appropriate unionisation. The pressure to work for free is extremely strong, as paid jobs are so scarce and people are desperate to try and build their CVs and 'stay in the game.' From experience I know it's a really awful, precarious, exploitative and financially unviable situation to be in.</p>	10/8/2014 4:46 AM
29	<p>Freelance workers should have the same status as paid staff, they often don't. Freelance workers and to an extent volunteers are often the 'glue' that holds things together and runs through things (organisations/projects etc). Volunteers should be 'added value' and not essential. Nothing should succeed or fail based on volunteer input</p>	10/8/2014 4:32 AM
30	<p>The work tends to vary between organisations but I have observed that smaller organisations tend to give their interns more responsibility than other the larger ones. The roles are far more varied and there are a large number of unpaid volunteers in very small museums or theatres who would be being paid if they worked somewhere larger. In some respects I think that it damages the chance of getting paid elsewhere because employers can see that you are willing to work for free when filling out job applications.</p>	10/8/2014 3:18 AM
31	<p>Currently a career in the arts is perceived to be only for white middle class self funded individuals. This is overwhelmingly the case in practice too. There needs to be distinct clear boundaries set - in expectations, person's relationship with host organisation in terms of roles and responsibilities and outcomes.</p>	10/8/2014 3:14 AM
32	<p>Volunteers, Interns etc all need to gain experience from somewhere and I do understand the logic behind unpaid work. However, some of the duties given to these people involve the 'dirty work' that the rest of the paid staff do not want to do. Therefore, at times volunteers etc are not taken seriously and end up not even doing work related to what they had originally applied for. If these people are paid even minimum wage and given rights similar to paid workers, I believe their role would be taken more seriously!</p>	10/8/2014 2:58 AM
33	<p>i think volunteers, interns and apprentices are being used to replace paid staff and freelancers. so many people want to get into the arts that there are always people willing to work for nothing of very low pay to get the experience, but this is exploitative and closes off getting the most talented.</p>	10/8/2014 2:04 AM
34	<p>All organisations should be transparent about their pay rates and scales Arts Council should insist on fair pay (and evidence of it) as a condition of funding - but expect to pay more for work that is currently funded by extra unpaid, underpaid or voluntary work (often hidden). Freelance rates should be set as recommended for those responsible for own tax/NI and business with reasonable day rates and recommended minimum rates published by arts council, and enforced for fair salaried pay, rather than offered on a salaried 'pro rata' basis, where the daily rates are often unsustainable as the difference between freelance and salaried conditions are rarely understood.</p>	10/8/2014 1:50 AM
35	<p>I currently have 11 jobs (including 7 nil hrs contracts), just to afford to live. I spend hours of my week travelling between jobs and can't afford to get ill (or take a holiday!) for loss of earnings.</p>	10/8/2014 1:09 AM
36	<p>It's worth volunteering and getting stuck in, if not for anything else but to see if you like various states of the arts without the commitment ... But then when you've got what it takes, go for it and get yourself a couple of volunteers</p>	10/7/2014 9:12 PM

Employment practices - volunteers, interns and freelances

37	Freelancing helps organisations to reduce costs. Take freelances as trainees and pay them less, but this insidious increase in unpaid workers of all types is eroding our industry. It should be stopped.	10/7/2014 4:33 PM
38	In the current financial climate I have experienced freelance opportunities cut by 75% as I have seen arts organisations relying on volunteers, interns and even staff. I have specialist skills and experience that are not being accessed as cheap labour is being used compromising quality and I don't have equal access to work opportunities in the public funded sector. Therefore this has become a challenging sector to sustain a career in. It's also difficult to become an employee as many staff don't leave their jobs or there isn't a significant turn over to allow new staff into the workforce. The arts sector has become a challenging sector for freelancers as arts organisations choose to not invest in external expertise.	10/7/2014 1:31 PM
39	I mentor technical apprentices, most of these young people are not academic nor have the funds to go through a 3 yr university/college course. For them the best way is to learn on the job and learn a trade. One thing that is difficult is to be able to offer an apprentice position to a 16year old, that is not officer based.	10/7/2014 1:09 PM
40	Volunteers and interns are valuable members of arts teams. Bringing these individuals into the organization is a good way to test out younger/less experienced workers to see if they would be a good fit for hiring after the internship or volunteer work is done. They also tend to be very enthusiastic members of the team who naturally help to promote the organization outside the office.	10/7/2014 12:30 PM
41	All bring great value incl.new ideas to organisations. If the work is structured well, they will quickly be contributing to the bottom line so should receive suitable remuneration for this.	10/7/2014 11:55 AM
42	invaluable assets. so long as there is an understanding of 'exchange' - the intern is giving time to 'help' and the employer is giving time to teach etc the intern/apprentice system works extremely well and is the best possible way to enter the arts industry, where practical experience is the only way to learn.	10/7/2014 11:50 AM
43	As in all jobs of this kind it is important to respect the tangible and intable skills and experience of applicants. This does not always happen and it leads to misunderstandings and missed opportunities for both the employee and the employer..	10/7/2014 11:24 AM
44	In London, the current situation with 'internships' (a ghastly American term that is indelibly associated with Bill Clinton and a possible abuse of his position) means that the demographic of those who can afford to do this is extremely restricted... arts work (and especially arts educational work) is in danger of becoming the postgraduate equivalent of a gap 'yah'...	10/7/2014 11:15 AM
45	What ever happened to the Blg Society? George Osborne seems to think it's a nuisance now. Whilst not wanting to see unemployment figures politically massaged, a proper programme of job creation and development (with the benefits, if they could be separated from the problems of the Manpower Services Commission of the 1980's) might be the next step rather than a government policy of suppressing the poor and unemployed and in particular stifling career prospects for 16-25 year olds.	10/7/2014 10:45 AM
46	It's important for newcomers to gain skills and assess whether they have both the aptitude and made the appropriate career choice. Many older people of good will have the wisdom and vision to see the long term case for all arts but street arts particular in raising expectations, widening horizons, and elevating optimism and dynamic as well as building community.	10/7/2014 8:27 AM
47	Messy area and you haven't even mentioned zero hours contracts, used to be for FOH staff etc, probably creeping in elsewhere. These issues will soon become a legal minfield, not only for arts organisations but also voluntary orgs, charities and the commercial sector.	10/7/2014 8:22 AM
48	There should be some guidelines for organisations to adhere by. There are some CEO's who have been in a role for many years and need to be brought up to speed.	10/7/2014 8:13 AM
49	Arts needs to represent society and we need to successfully engage new and different audiences to survive. If we don't value under represented sectors of society because we are too busy exploiting their voluntary involvement, then we're not off to a good start!	10/7/2014 7:48 AM
50	Think I have covered most points above. But a focus on funding for freelance projects run by artists would be good, and a continued campaign to pay artists and art workers, rather than it becoming acceptable for organisations to use so many volunteers for important roles.	10/7/2014 7:42 AM
51	There are a huge number of unpaid workers in the arts and I feel that they should be more readily acknowledged for the hard work they put in.	10/7/2014 7:17 AM
52	I am as much concerned about how staff (whatever sort) are paid and treated as about what their contract is. New PAYE salaries are at a standstill if not lower than 5 years ago just as much as freelance roles are. A good properly paid freelance job - where someone manages their own time/conditions and that enables a freelancer to cover their own pension / benefits / insurance / training / expenses is the right thing for some roles. It's just important that type of contract is chosen for the right reason and not to save money.	10/7/2014 7:05 AM
53	If you are serious about the contributions of these groups and believe they bring value to your work, then treat those people as you would the management team. Offer these people a genuine stake in the work you are doing - because they are the ones usually making great sacrifices to work for you.	10/7/2014 6:46 AM

Employment practices - volunteers, interns and freelancers

54	<p>We are a very small organisation with a skeleton (freelance) staff and no regular revenue funding. However, within these obvious limitations we take our responsibility to artists, producers and interns (when we can afford them) seriously and always pay a fair, if still not very large, rate. Volunteers we use to enhance and support what we offer rather than provide essential services and always look for ways to develop volunteers and make sure there is something in it for them. Often volunteers develop their skills and end up becoming paid freelancers after a while. Clearly we would like to be able to do better in all these areas, but we are mindful of the huge value all these types of "workers" bring to our organisation and they are our first priority when working out what we can afford to deliver. Interestingly perhaps, we have always only contracted freelancers, there have been no employees ever, having identified very early on in the organisation's history that this was the best way for us to stay lean and effective by cutting our cloth accordingly. We find that this also works for particularly the artists who work with us, who tend to have portfolio careers piecing together different contracts. It gives us and them flexibility and seems to work well. I don't think we would change this approach even if we became revenue funded in future.</p>	10/7/2014 6:41 AM
55	<p>Many smaller organisations are dependent on the 'good will' of inters and volunteers to complete necessary work that they can not pay for. This could be useful in the short term: but if for more than say one 'performance' or 'exhibition' the organisations need to realise that they need to address/review their resources and sustainability.</p>	10/7/2014 6:35 AM
56	<p>There is a problem that arts employers are not properly valuing apprenticeships as either a training opportunity they can offer or valuing the qualification with any weight or understanding what it is. The profession is still heavily biased towards jobs that have a degree as a requirement, often with no real need for an academic qualification at that level in practice. Previous Apprentices that I have employed have gone on to really struggle to get permanent jobs, because so many posts say they are for graduates. In reality though the accredited work experience can be just as, if not more, valuable. I also feel that organisations need to take responsibility for providing entry level posts into the profession such as paid apprentices and interns. They are relatively cheap to employ (though if on NMW not underpaid in my view) and can make a real contribution to an organisation, encouraging other staff to train and develop them as part of their roles.</p>	10/7/2014 5:50 AM
57	<p>Just to reiterate that largely volunteers do not/should not fall into the same conversation category as interns or apprenticeships. Volunteering is done because of a desire to help and be involved, interning and doing an apprenticeship is about work place, career development/enhancement. Of course volunteering still looks good on a CV and that experience can enhance job prospects in all sorts of ways.</p>	10/7/2014 5:38 AM
58	<p>Despite the fact that internships and traineeships are often touted as initiatives to increase diversity, it is usually the case that those people who are offered the positions are the same types of people as who are employed by the organisation generally. There is an unspoken expectation that the interns and trainees will be highly qualified and have graduate experience if not also direct experience in another organisation delivering a similar role. This of course results in a lack of diversity. I believe that this is largely due to a combination of unconscious (or conscious) bias and the reality that most of these positions are used as cheap labour rather than development opportunities.</p>	10/7/2014 4:59 AM
59	<p>They are all valuable to the arts and particularly our organisation.</p>	10/7/2014 4:51 AM
60	<p>It is fair to say that a great many people working in the arts start their career as volunteers through their own agency - ie being part of 'profit share' companies (in which profit is invariably a purely theoretical concept) It is not necessarily worse to structure this unavoidable element of discretionary effort by people passionate about working in the arts, through apprenticeship schemes, if they provide genuinely valuable experience within a professional, functioning organisation (as opposed to the trial and error dysfunction of many graduate start-up arts groups). It can also give the grounding for new entrants to start their own companies with a greater level of competence and knowledge and chance of survival. I would support a campaign that encourages genuinely like- for-like calculation of freelance employed-equivalent fees and terms. I often see contracts advertised as £40K FTE pro rata , when in fact the fee is £20K for 26 weeks or 130 days. This is not FTE as it does not take into account the costs of national insurance, holiday and sick pay and the cost of administering one's own employment, all of which are costs which the employer saves in offering positions as freelance contracts. When calculating a freelance fee as FTE I add around 15-20% over salary figure to balance these elements.</p>	10/7/2014 4:45 AM

Employment practices - volunteers, interns and freelances

61	I was only able to intern/volunteer as I worked part-time in other non-arts jobs in order to fund my unpaid activities and build up my arts management CV. I was not able to go for any full time unpaid opportunities. However, volunteering in this fashion meant I now have a paid job in the arts sector, so it worked but it was hard won! I think the problem is that there is so much volunteering/unpaid/low paid work going on throughout the arts that the true cost of the arts isn't known at all, and also, increasingly it is becoming a sector where only the middle-class or wealthy can consider working in it. I had to stop working as an actor because I simply couldn't pay any bills, and only could have survived if I had had a partner or parents who could have supported me: which is when I changed to arts management. This has worked out as a better situation for me but the sector is still horribly underpaid so it has been a decision I have had to weigh up very carefully, and in part I am only making it work because I am employed by a university and paid above the standard sector rates.	10/7/2014 4:41 AM
62	This is a good, timely debate and I hope that the results of this survey are used to good effect.	10/7/2014 4:32 AM
63	There are now many ways to enter the arts - volunteering, interns, jobs, being a friend etc Those organisation that exploit volunteer or low paid workers will soon fail. Freelancers seem to be a bad thing according to all your wording here - when they are not - they come in, work to task, get it done and move on. They bring lots of experience from lots of other organisations - as they work across the sector all the time so can share that knowledge I am disappointed this survey comes across in such a negative way.	10/7/2014 4:10 AM
64	In order to keep musical and arts events going in the town where I live, professional administrators like myself now have to do the work voluntarily in order to maintain promoting live performances. Whilst a lot of funding applications have, quite rightly, criteria that will only fund the artist, I am seeing a lot of volunteers pulling out of working in the arts because of the enormous time, effort and pressure involved. These volunteers are not being replaced and in the end, the service folds. The volunteer in the arts sector is doing more than offering their time and expertise; speaking personally and what I see where I am involved, our home phones, broadband, computers, stationery, post, etc, are all acting as invisible subsidy to the arts. I don't think many of the artists realise just how much effort unpaid staff are propping up their profession, and if the volunteer stops applying for grants to pay the artist, then in the end the artists suffer just as much.	10/7/2014 4:09 AM
65	I feel freelance voices are too often lost in buildings and on boards. It might be healthier all round to redress this.	10/7/2014 4:03 AM
66	Freelances in the arts should NOT come in to the same category as volunteers, apprentices and interns. Freelances are professional people who have made a decision to work that way not to work for an organisation. It is a chosen way of life. The categories apprentices and interns by their title suggest they do not have experience, confidence or maybe qualifications needed to survive in their chosen field. They could be young in their profession. Volunteers are very different. Volunteers can be any age and can be exceptionally gifted and qualified solicitors, Gp's, Freelance artists all volunteer. Does it make a difference if the volunteer is on a low income? Isn't it something people do because they want to make a difference?	10/7/2014 3:47 AM
67	All these terms are complex and I strongly feel that linking 'freelances' with the other three is clouding the issue. Freelance is a way of working, and often by highly experienced highly skilled people who have either chosen to work that way or have to work that way. The other three terms denote either pathways to working (and a sense of progression), or, in volunteering - ways of contributing generously by giving time. They are very different to freelancing.	10/7/2014 3:45 AM
68	Having worked in the arts and reached a management role, but still unable to earn a living wage I feel quite strongly that the culture of underpaid freelancers and volunteers exacerbates the issue. Although I understand the arts is generally underfunded, I feel that people should not be exploited to work unpaid in order to cut corners.	10/7/2014 3:01 AM
69	These roles are important and valuable for the people that take them up. If there are employers that are exploiting these roles, that should be tackled but should not undermine the value of freelance working, volunteering, apprenticeships and traineeships (unpaid internships are reprehensible!)	10/7/2014 2:57 AM
70	I have been working as a freelancer full time for just over 2 years now. I love being in charge of my own schedule, workload, and having control over what projects I work on. I tend to work with independent artists and companies, which means I'm not really filling the role of core staff within organisations. To be honest this is a less appealing area of work for me. If I'd wanted to work in larger organisational contexts I would've continued to stay in employed environment.	10/7/2014 2:54 AM
71	The use of interns is particularly exploitative and apprenticeships are often a farce involving no real skills at all.	10/7/2014 2:52 AM

Employment practices - volunteers, interns and freelancers

72	<p>In the current employment market it appears that no employer is prepared to take a punt on anyone and is not prepared to provide any training. It seems that it is up to the prospective employee to make themselves employable at their own cost. This means that to get experience and an idea of what might be required they have to volunteer or offer themselves as interns for very little money. If this was something you needed to do once or twice then there is some value in this, especially if they are students where earning a little money in the holiday will support their learning and give them the experience they need, or the first step to paid employment. However jobs are not forthcoming and internships are then facilitated by parents. I have observed families supporting many internships, or "internments" as they are known colloquially with the financial burden excessive. The true cost of the work and/or training is not being taken by the employer. Volunteers may be valued by those who hold the finances, but on the ground volunteers are sneered at within the workforce and passed over for paid work. It is almost as if the altruistic nature of volunteering removes the professionalism of the person. Volunteering is only transferable across establishments not within them in my experience. As a volunteer for one charity within the arts I was required to sign a document relinquishing any right to paid employment as a result of my volunteer role within the charity. I am over 50 and find that assumptions are made for my motives for volunteering; that I am filling in time in a retirement or that I am a lady-that-lunches and not wanting to be paid. In some cases volunteering is for a cause that means something to them, but I am in the same position as a student looking for employment and trying to make myself an attractive opportunity to an employer. I have at least ten years working life left to offer with a wealth of experience which is not recognised.</p>	10/7/2014 2:50 AM
73	<p>Where possible, trainees such as interns and apprentices should be seen as an investment. We are creating a valuable and skilled workforce from the roots up.</p>	10/7/2014 2:44 AM
74	<p>Freelancing is a great way of sharing specific skills and knowledge among a number of different organisations.</p>	10/7/2014 2:36 AM
75	<p>The temptation for organisations to use the above is strong due to financial pressure. however, I feel that it harms the industry more than it helps because it devalues the work and inhibits diversity.</p>	10/7/2014 2:34 AM
76	<p>One should not limit internships or apprenticeships to people who can afford to work for free. It is only making the art industry as exclusive as it has been known until now. Is it not one of the main goals of the Arts Council to bring the arts closer to everyone? How are we supposed to make this happen, if the people working in high positions in the arts only come from privileged backgrounds?</p>	10/7/2014 2:32 AM
77	<p>It would be good to have a central resource where organisations could view the offer made by freelancers and consultants.</p>	10/7/2014 2:28 AM
78	<p>I feel that freelancers end up suffering at both ends of the scale when income is low - lack of protection on the one hand - no benefits, pension etc - and restricted on the other if profits are low compared to turnover. I feel furious when companies hold back payment to freelancers to protect their own cash flow. This happens on a constant basis and in some cases I have been getting payment as late as 3 months after the work has been completed.</p>	10/7/2014 2:19 AM
79	<p>Employers too often use freelancers as an excuse not to provide training opportunities for their staff- I have worked in organisations where the number of freelancers outnumbers core staff three to one!</p>	10/7/2014 2:11 AM
80	<p>I think that it is great that the arts are offering opportunities for people to undertake internships etc. I think that freelancers need to realise that we are not going to hand things to them on a plate. I have freelancers who complain when offered work that they would need to get a bus at 7.30am, and cannot work out the best way to get there. I have seen this a number of times from different artists. My view is you either want the work or you don't. So people wanting to work in the sector need to be a bit more driven and focused. I do feel that some things are changing and people expect to be paid for everything that they do and this is not helpful. In order to be successful you need to be adaptable and do things which are not ideal, but help you to reach your goal. being successful takes hard work and certainly some of the ones i work with are not up for that, but want to be successful.</p>	10/7/2014 2:06 AM
81	<p>Many paid contracts nowadays are part time - so the organisation gets highly qualified staff for a fraction of the price, but expects them to do a full time job in part time hours.</p>	10/7/2014 1:58 AM
82	<p>Arts organisations seem to be constantly changing the language around these jobs. When there started to be a public mood change on unpaid internships roles which had previously been called internships started being advertised as volunteer opportunities. There needs to be a way that they can stop ducking out of employers responsibilities by simply changing the language they use.</p>	10/7/2014 1:57 AM
83	<p>All are part of the fabric, and all can bring qualities and benefits to an organisation provided the objectives are clearly defined.</p>	10/7/2014 1:56 AM
84	<p>Volunteers are essential and should be encouraged. Ditto interns, apprentices and freelancers. They all have their place. However, terms and conditions must be fair and equitable. If people cannot earn a living wage in the arts then the whole field will become available only to those who have the wealth to indulge themselves.</p>	10/7/2014 1:51 AM

Employment practices - volunteers, interns and freelancers

85	I think the creative industries have become exploitative of young people, particularly graduates. There are websites such as Fashion United that list scores of unpaid internships - graduates are not even paid a travel allowance and many interns are taken on with false promises of a possible job at the end of three or six months work, if they 'show their commitment'. This invariably turns out to be a false promise and their is no reciprocal arrangement - what of the employer's commitment to the intern. This sort of practice really needs to be stopped - there needs to be fairer routes into the creative industries for young people of all abilities, looking for their first job. At the moment too many junior jobs ask for two year's experience, which is why interning has become so insidious. In my role I occasionally use freelancers, this is often to work on a specific project within a set timescale. It allows organisations to be flexible in their approach, to seek funding to cover these roles and to bring in people with the expertise required to manage such projects. In the public sector where capacity is a big issue, this is an important part of delivery within the arts sector.	10/7/2014 1:46 AM
86	The arts is a very desirable place to work and many employers are very responsible and don't exploit their position or workforce. However some still do which is a shame. The arts could learn a lot from business and how much of the rest of the world works when it comes to volunteers, interns, apprentices and freelancers....maybe it needs to formalise things a bit more and there need to be more rules / regulations around such things as pay, when someone should be classed as employed etc to give guidance to organisations. Everyone would then know where they stood and be a whole lot happier.	10/7/2014 1:45 AM
87	Not that comes to mind, there's loads of stuff to say when the question is unpacked.	10/7/2014 1:44 AM
88	Many organisations in the voluntary and charity sector could not do the work they do without volunteers and freelancers.	10/7/2014 1:37 AM
89	I am very concerned by the rise of unpaid internships. The arts are a very difficult area to get in to and volunteers have always existed in this sector. There seems almost now to be an obligation to work for free before you have any hope of getting paid work. This is on top of students having paid significant sums of money to go to college or University. We either need to significantly change the way young people are trained or formalise more rigidly apprentice, intern or volunteer programmes. I definitely feel that getting to know someone's capabilities and skills via a period of non paid work within a job they might want to do in the future is valuable for the volunteer and for the employer but there needs to be an air of mutual respect. I currently feel that unpaid work in the arts is an obligation not a choice. This concerns me deeply. Arts organisation need to address the way they run their organisations and look at their constant reliance on funding (this is a generalisation I know) rather than income generation. More business practices need to be put in place and artists also need to understand how arts organisations work in order for they themselves to potentially look at how they might be able to address the issue of creating more jobs within the sector.	10/7/2014 1:36 AM
90	Due to funding cuts people are being exploited by the uncertain terms of volunteer, freelance, and intern contracts. This should be made illegal and all three types of workers should be given rights to at least minimum wage, expenses, and the same bereavement, parental, and time off rights as full time/fully paid workers.	10/7/2014 1:32 AM
91	N/A	10/7/2014 1:26 AM
92	I owe my career in the arts to a 2 yr Trainee Bursary provided by my local Arts Council in partnership with a Charitable Trust - kudos to receive the bursary and as it was tax free so just enough to live on. Key to me receiving the bursary was the work experience I had gathered in my student days - most of it voluntary. While studying in London I had 2 jobs part time jobs and still volunteered for an arts organisation - I was very conscious of others in voluntary full time intern posts in the type of organisations which I aspired to work in. They had family to support their accommodation and living costs.	10/7/2014 1:16 AM
93	ACE's guidance publication is woefully inaccurate as it stresses that engaging volunteers / unpaid interns is illegal. It does not even mention that charities have an exemption under the minimum wage act regarding volunteers.	10/7/2014 1:01 AM
94	As a graduate in the arts feels it is incredibly depressing to see full time jobs now advertised as volunteer positions, art institutions are destroying the field by doing so. Universities should take more responsibility as well and review the amount of students they deliver and the career prospects they have.	10/7/2014 1:00 AM
95	I think particularly within some Local Authority run museums and galleries volunteers are taking up a lot of the slack in budgets and organisations couldn't run without them. I think if it is delivering core business then it should be paid but many organisations could not open their doors so it is a catch 22. Many freelancers are 'consultants' who have been made redundant by Arts Council and Local Authority cuts. I know of several organisations particularly in the public sector who are not able to recruit due to staff freezes so they employ freelancers as a way of easing capacity. What is difficult is freelancers get paid far more for doing the same job which sets up an uneasy tension.	10/7/2014 12:48 AM
96	I have worked as a volunteer (unpaid) in the arts in order to build up my experience before applying for paid positions. I was grateful for the chance to get valuable experience which has ultimately led me to now being in a paid position.	10/7/2014 12:46 AM

Employment practices - volunteers, interns and freelances

97	Unpaid internships tend to narrow the demographics of the sector workforce and make it less representative of society. Paid internships or apprenticeships, with proper training and development are just fine. Volunteering is fine, too, as long as the people doing it aren't really after a paid job in the sector.	10/7/2014 12:43 AM
98	I think employing freelances is ok as this suits a lot of people who need to work flexibility, such as myself. But it should not take the place of a paid position, it should be where people are only needed short term, or on random days, not when a full time position should be available. Interns and apprentices should always be paid, and volunteers should not be used for essential roles, only supporting roles	10/7/2014 12:41 AM
99	I've just had a baby and been replaced whilst off work. As I'm freelance there's nothing I can do despite working for the same client for 3 years.	10/7/2014 12:16 AM
100	PLEASE do not put freelancers in the same category as interns and apprentices!!! We are experienced professionals who have CHOSEN to take a portfolio approach to our careers. I find the basis of this surgery very very demeaning, given I have over 20 years of experience.	10/6/2014 11:24 PM
101	There does seem to be a growing reliance on them and we should be ensuring that emerging artists are given the respect of proper paid work.	10/6/2014 3:22 PM
102	I have been an employee and am now a freelance arts trainer, consultant and voice teacher. I love being a freelancer and would not want another permanent job. But I think it should be a choice, not a last resort for those who are not able to get a 'proper' job.	10/6/2014 2:51 PM
103	I have volunteered & still do to some extent. I have also worked in various organisations which use volunteers and interns and in all these cases the relationship was mutually beneficial. Some of my previous interns have gone on to successful careers, as have volunteers I have worked with. I am aware there is the potential for exploitation but this is something I have never encountered.	10/6/2014 2:45 PM
104	apprenticeships are just replacing free labour in arts organisations. Apart from paying a lot less than the minimum wage they prevent anyone over the age of 25 getting into junior roles and gaining experience.	10/6/2014 2:43 PM
105	Freelancers are completely different to interns and volunteers. Interns and volunteers are often entry-level and are gaining experience. Freelancers are frequently experienced and can be brought in for their specific skills, or for a fixed-term project.	10/6/2014 2:12 PM
106	I feel like opportunities for freelancers have dropped off in dance sector as more orgs try to do more themselves to save freelance fees!	10/6/2014 2:09 PM
107	As I've stated previously, I do not think anyone should work without being paid at least a minimum wage, and I do not think the use of volunteers or interns is justifiable in any circumstance where the work being done is essential to the running of an event - and I've not yet seen any volunteer doing work that is not essential. Freelancers I am more ambivalent about, as long as the rules around terms of freelance contracts vs employment contracts are strictly adhered to and they are not being used as a way of avoiding paying employer's NI.	10/6/2014 2:05 PM
108	They are vital, and as ever - there remains a huge demand for jobs in a sector that mainly pays the majority low wages with uncertain contracts. This usually means that those who do volunteer are often working in insecure positions (bar work etc) to fund their engagement in the sector.	10/6/2014 2:00 PM
109	I am concerned that the use of unpaid internships may be unfairly restricting the pool of potential applicants, limiting these roles to people who can afford NOT to be paid. In practice, not very many people are in this privileged position. Apprentices are a different category: they may not be paid very much - and I think there's a strong case for at least minimum wage! - but there is a significant training element involved. For that matter, I have some problems with the age-banding of the minimum wage: where people are actually doing the same or equivalent work, they should be paid the same. Freelancing can be quite precarious, and once again the notion of employment law comes into the equation, but it may also be the working style of choice, especially for those with 'patchwork' careers and/or family or other responsibilities.	10/6/2014 1:32 PM
110	There are two (largely middle class) assumptions that get made in the arts: one, that working as a freelancer is generally desirable because of the lifestyle flexibility that it offers; and two, that poor cash strapped arts organisations need to offer minimal contracts and occasional hours because they're so hard pressed. What it means is that organisations whose ideals are often about creativity, community and social justice end up developing employment practices that are at the exploitative edge of zero-hours contracting, unpaid labour and general avoidance of employers' responsibilities (unfortunately this is a reflection of the state of publicly funded institutions: universities are even worse than the arts at this, and the health service is another major offender). The only two fully functioning arts-specific trade unions (Equity and the MU) cover a relatively small proportion of arts jobs and employment patterns elsewhere are not particularly amenable to collective bargaining or the development of worker rights/power. Whatever their individual and collective economic difficulties, arts organisations hold all the aces when it comes to determining conditions for those that work for them. The sector should take a look at itself as far as this is concerned, and work out collectively and responsibly the principles on which it chooses to operate.	10/6/2014 1:30 PM

Employment practices - volunteers, interns and freelancers

111	We have greatly increased our capacity with interns and volunteer, widened our skills based and offered training and avenues into paid work through the process. Interns contribute then earn their keep! Surprisingly the objective of apprenticeships??	10/6/2014 1:26 PM
112	In the museum sector volunteers and interns have been supporting us for many, many years - but their numbers have now increased. Whereas before they were a 'nice to have', if you had the time to supervise them, now they are an absolute necessity for delivering a service. Apprentices, however, are a relatively new concept in the museum and heritage sector and seem to be primarily for introducing diversity into the workforce, for example, more people from black and minority ethnic backgrounds, more people from non-qualified backgrounds, or for bringing craftspeople to an organisation e.g traditional crafts such as blacksmithing etc.	10/6/2014 1:23 PM
113	Fair access is undermined by the practice of using as much free labour as possible. It is discriminatory and unethical. Arts organisations are happy enough to fund - often from the public purse- engagement activities with 'hard to reach' young people but not then pay them when they unsurprisingly want to start to work in the sector. There will always be room for volunteering but let's make it clear what is right and what is exploitation.	10/6/2014 1:19 PM
114	Large well funded institutions have a moral obligation to offer better opportunities for volunteers, interns and freelancers and need to be monitored as they can be the often be the worst employers just because they are higher profile, prestigious and more appealing for arts workers so get to choose their pick of the best or most motivated people.	10/6/2014 1:14 PM
115	The situation is highly unsatisfactory. Apprentices have not been indicated in the questions above. I know that some apprentices receive at least minimum wage and accredited training as part of their job. Good employers should have to commit to training for volunteers. FE and HE institutions should pay arts orgs, especially small ones a fee for hosting student placements as they are getting paid to have them as students. The cost of a desk, computer, expenses and supervision can be considerable for an employer. In my experience this matches rather than out-ways the benefits. Freelancers - I could write a lot about that. For me it's great but for people starting out in their career, they need advice and guidance, they need to know their rights!	10/6/2014 1:10 PM
116	Internships are often only available to those who are well-off and with high levels of cultural capital. So that intern/apprentice opportunities are open to more candidates they should offer at least minimum wage, otherwise they favour the financially affluent and prevent any form of social mobility. Opportunities for interns/apprentices should be at least 25 hours / week and ideally a full-time contract so that candidates can support themselves financially, particularly if they have to move cities to work in the arts. In the past year there have been many internships I could not apply for because they either only offered travel expenses or paid for a maximum of an 18 hours/week in a city far away. Internship 'person specifications' ought to discriminate less towards those with/without degrees/MA qualifications. I have been unable to apply for many opportunities and experiences in the arts sector because I DO have a Master's degree. On the other hand, arts jobs often state that a Master's degree is 'desirable,' and for an entry level post I also think that this is unfair to candidates unable to fund a Master's degree.	10/6/2014 1:02 PM
117	I have often been at events where the only people who are not paid are the artists and interns that actually do the work. The Arts are full of shysters who profit from corporate PR distraction. These people monopolise the funding so that precious little ever get through to artists. I think that institutions and organisations should have to produce a balance sheet of social benefit that includes the actions of their corporate sponsors. But the old pals act would never allow it. A plague upon their ignorance.	10/6/2014 12:48 PM
118	We don't expect our health, education, telecommunication, rail and other services to be provided by volunteers, interns and the like, so why should the arts be any different? And customers should expect to have to pay for this rather than "freeloading".	10/6/2014 12:43 PM
119	I believe the sector is now frequently not fully observing the law when requiring staff to work freelance when the terms of the contracts actually mean it should be an employee role. There is much talk and attention given in the sector to the notion of fair rates of pay for artists, however this is not being applied to employees of arts organisations. Jobs now are frequently advertised at salaries far less than they would have been as much as 10 years ago.	10/6/2014 12:41 PM
120	There is a fair exchange when labour is offered in exchange for a tangible educational benefit. The arts organisation though has to provide someone to take on the educator/ mentor role. Unfortunately too often lip service is paid to this and the educational opportunity is not actually a thought through opportunity at all. This then becomes exploitative.	10/6/2014 12:36 PM
121	Arrangements for volunteers, interns and apprentices should be clear at the point of contract. All should be respected as members of the team working for the organisation and afforded the same rights as other members of staff.	10/6/2014 12:36 PM
122	As a freelancer I enjoy the fact that this side of the industry is growing and I'm able to turn my hand to many different roles. I so think there is a massive lack of recognition for the benefits a freelancer loses such as holiday pay, sick leave, guaranteed earning income over the year (ie there can be periods of less work or no work as a freelancer)	10/6/2014 12:34 PM

Employment practices - volunteers, interns and freelancers

123	Interns and apprentices should be paid a fair rate for their work, and the work they do should be appropriate to their status as 'learners'. Volunteer positions should be carefully monitored: if a volunteer is replacing a previously 'paid' position then, as a general rule-of-thumb, they shouldn't be used. If, for example, the security staff, the bar staff, the janitors, caterers, etc etc are being paid, then so too should everyone else.	10/6/2014 12:32 PM
124	I think all these groups are valuable for the sector and all play a role. The trick is ensuring that both volunteers, apprentices and interns benefit from the experience in some way as well - be this from experience, networking, possible job opportunities afterwards or financially. In terms of freelancers, they have always been around and as cuts increase, councils see this as a way of cutting wages and saving money. In my experience (admittedly in another country) of working for councils in the heritage sector, these cost cutting do not always pan out. Often freelancers are paid more and there is still a burden of work on actual employees, who may or may not be given any credit for the work they have been doing supporting freelancers in their role. Once the freelancer leaves, they also take valuable information and knowledge away with them, which is then lost to the institution.	10/6/2014 12:26 PM
125	There have been some exceptional internships in the past that have helped many people start their career in the arts. A good internship takes as much time to manage/training than it saves in 'labour' but offers the sector great strengths. Recent moves towards paid internships are very positive and a good step to removing barriers presented through unpaid internships. That said, if there has been moves to use internships as cheap labour, this has to be prevented. But done so carefully as to not undo the many great aspects of the good internships out there.	10/6/2014 12:24 PM
126	I think there is a role for all of these within arts organisations, but the roles shouldn't be abused. My first job in the arts 16 years ago was as a sporadically paid intern, and before this I had already started volunteering as an usher for concerts - probably 20 years ago. The experience I got from these roles was invaluable - I would say equal to my degree in preparing me for a professional life. I think that it is a big challenge within the arts that there is no career structure and little support for continuing professional development. I think that the debate about internships, volunteers and freelancers should be seen in that overall context, and that all those roles could fit in positively to a better structured career path.	10/6/2014 12:24 PM
127	Both of my children got full-time jobs after having short-term internships. In each case they were able to do this due to having other part-time employment, and lived with friends, or had food and accommodation as part of a job. Internships must not be limited to people who are being supported long term in order to do them, and sequential internships must not be used to replace full-time paid staff. An internship is however a useful way to make sure that people are suitable for an organisation, give them actual experience, and enable them to try out a number of roles.	10/6/2014 12:22 PM
128	A campaign is needed to ensure that dwindling job opportunities in the cultural sector are not further eroded, especially by the internship culture. Nothing much can be done about the use of volunteering in this context, but the ethical issue with internships is that they carry an implicit promise of the opportunity of employment, when often this is not a realistic prospect. Internships when turned over (I have had several students who have gone through 2/3/4 of them in a short space of time) erode self-confidence, and create a justifiably embittered sense of exploitation. And of course they act to depress wages for entry level employees.	10/6/2014 12:16 PM
129	I gave up working as a full-time freelance music journalist, because although I was still being commissioned to do a roughly similar amount of work, year on year my income was being eroded by wannabe journalists who were prepared to write for a free album, concert ticket or the chance to meet their heroes. The poor quality of their writing didn't seem to matter if they provided copy cheaply/for free. I also became sick of attending meetings at which I was told there was 'no budget' for writers, but that there would be if the publication became successful. (They never did!) I never heard that there was no budget for paper or printing... In my current area of freelance arts marketing, budgets have obviously been squeezed by the recession, but I think small organisations are pleased to be able to engage a professional for a project or tour, rather than take on an extra member of staff whose services may not be needed for the whole year.	10/6/2014 12:05 PM
130	I have run a large organisation and have also worked freelance doing mixture of both over 20 years. As a director I have taken out mortgage debentures to finance projects and as a freelancer I have worked for below the minimum wage. I am not driven purely by money but want to pursue my passion for the arts professionally and to the best of my ability. Public funding for life enhancing arts and even more commercially driven creative industries is not being evaluated and protected because the funding bodies are often run by people who may have worked as interns volunteers and employees in the arts but rarely as successful creative entrepreneurs or business people, there is a gap in understanding and skills required to properly support creative people who want to take risks, creatively or professionally. As a result much of the good work done in supporting this broader sector has been undermined by failed large scale capital projects.	10/6/2014 12:03 PM

Employment practices - volunteers, interns and freelances

131	The government does not care about the arts. The Culture Secretary is a former banker with an interest in Treasury matters. He has not been wholly negative, and there are advantages in having a Treasury insider representing the arts around the Cabinet table. But the culture of the government is that arts are an adornment and a private indulgence unsuited to state support. They pay some lip service to arguments about the importance to the economy of the cultural industries, and the multiplier effect of public investment, but in truth we are on our own in the worst climate for arts that I can recall. This means we must contemplate some things that we would previously have deplored, but always seeing what we have to do as a holding operation, not 'the new normal'.	10/6/2014 12:01 PM
132	The general perception seems to be that arts work is either 'fun' or 'not a proper job'. Looking at the comments from the general population in the Edinburgh Evening News, not many people are that keen for public funds to go towards entertainment.	10/6/2014 11:58 AM
133	There is a great deal of difference between engaging lots of people on voluntary activity they enjoy and find rewarding as we do with our 150 volunteers. And on the other hand tagging on a few volunteers to do boring work and exploiting young people. Maybe it's a shame that small regional theatres like us (584 seat receiving house) need volunteers to be sustainable. But we do and it won't change. But it's completely unethical if anyone is being exploited, underpaid or undervalued	10/6/2014 11:52 AM
134	Exploitation? Often the people in question are highly skilled but their skill base may not be valued and therefore is deemed worthless. For somebody starting out the underlying message is one of worthlessness generally and undermines their confidence for the future. Certainly volunteers are the backbone of England generally - but often they are people who can afford to help with no remuneration and then this creates an expectation - why should X pay when Y gets help for free? Just because Y happens to be in with lady so'n'so whose daughter is looking for something to do.....it's not always in that 'class' of society either - however volunteers are usually people with money to fall back on and time to kill. They are the costume makers and front of house people and dressers for whom the job is an outlet for creative wishfulfilment but means those who are serious are not taken seriously	10/6/2014 11:51 AM
135	I've always taken the position (and yes I've been lucky financially to be able to do this), that please give me what you can, but the reason I'm helping you out is because you have a need for "help"... basically I want your job to be easier because of what I'm doing, when it isn't, then it's not worth either of our time... You also need to know your secondary type of employees... if they are struggling financially, look out for roles they might be able to make a buck... also, if you do a great job, I'm going to be your No. 1 advocate and if you say, hey I need to take this job and do yours anymore because of a paycheck, heck, hopefully I've helped them along that path of getting things done better!	10/6/2014 11:48 AM
136	See answer to Q1 - re link to overall financial health of the sector, and the need to address this.	10/6/2014 11:43 AM
137	Being a free lancers suits some , people like me who hAve the freedom and financially freedom to chose work. Internship can be very good placements for people to learn new skills and learn about how organisations work . However they should not exploit artists who should be being paid .	10/6/2014 11:37 AM
138	I work freelance now, and it's given me a big pay rise! It's also enabled me to take the leap from assistant to management level, to learn new skills and meet new colleagues. Following the birth of my son, the large opera company for which I worked refused to consider flexible working. Freelance employment allows me to work with smaller companies with a much more understanding, flexible and creative approach to work. I think that many arts orgs could offer part-time roles and probably save themselves money in the long run, but it's hard to convince a board (and often senior management) that this is a worthwhile investment. Freelance work is hard - I have 2 kids, work 4 days per week (sometimes 5) for 2 different employers. I have no holiday or sick pay (but I still have to pay childcare costs if I need time off) and no pension, tax or NI payments. Still, the advantages of flexibility outweigh the disadvantages. Plus, working from home is obviously a huge benefit with young children.	10/6/2014 11:37 AM
139	The arts is a mixed ecology of all working together. I see an age divide, if anything, with older people who have experience and free time carrying out many volunteering roles. Young people are effective volunteers too but paid internships and apprenticeships are desirable if they are seeking to build a career in the arts - otherwise there is a risk of exploitation.	10/6/2014 11:36 AM
140	I believe there are some very well considered schemes where there is an understood benefit to both parties through both volunteering and internship schemes. I have operated both very happily with noone expressing a belief that they were exploited. However I am sure there are other schemes where there is a less than clear and useful relationship.	10/6/2014 11:36 AM
141	Organisations need to be more aware of the legal position of offering a freelance contract. Often jobs are advertised as freelance for £75 a day, need to provide your own computer, but you have to be based in someone's office, for certain numbers of hours a week, on certain days, for 2 years. That's clearly not freelance. They're just avoiding paying appropriate wages, and employers NI. I've seen GfA and LA funded freelance work that is not appropriately paid. ACE and LA's need to be more vocal about what is and isn't accepted in the use of freelance contracts re. rates of pay.	10/6/2014 11:35 AM

Employment practices - volunteers, interns and freelances

142	All practices should be banned apart from the volunteering positions which are useful for making contacts, observing how organisations work and having fun. The other practices used to be very valuable for young professionals too, but not anymore. Directors and paid staff don't teach or mentor them, basically they don't invest in these free workers. As a result, Interns don't gain any experience from these.	10/6/2014 11:30 AM
143	We will reap what we sow!	10/6/2014 11:28 AM
144	If you can't afford to pay someone to do the job, you can't afford the work to be done!	10/6/2014 11:27 AM
145	In the folk music world nothing would happen without volunteers but the sector has been a poor relation.	10/6/2014 11:23 AM
146	I think the sector relies too heavily on volunteers and I have an issue with this especially when it comes to long-term volunteering that has strong attributes of paid regular work, e.g. internships. For me, you should be able to do your core business without any volunteers. Imagine none of your volunteers showed up tomorrow, would you still be able to open the gallery/ venue/etc. If not, I feel something is definitely going wrong. Involving the local community through volunteering is great and it can enhance the work your organisation does on so many levels. However, I think the current trend of getting more and more volunteers, interns and freelance staff will ultimately damage the arts industry, because talented, skilled people in the sector will start to migrate to other areas for work. They are already low-paid, while being over-experienced, educated, etc.. I know many people, who say that at some point they will not make sacrifices any more and that although they love what they do, they do not feel appreciated in their work at all. And of course I understand that, if all around you people start to suggest that your work is worth so little, it does not need to be paid.	10/6/2014 11:22 AM
147	My daughter has done all of the above and it took a long time before she was able to find any paid work. Despite having a degree and a Masters her qualifications meant nothing. Also these sort of positions are short term so the skills learnt are limited and then the individual has to start right at the beginning again in the next post- there is no possibility for development.	10/6/2014 11:15 AM
148	no	10/6/2014 11:15 AM
149	I think freelance work is slightly different. This can sometimes free up an organisation to bring in specific expertise on a short-term basis, and many people prefer to work on a self-employed basis.	10/6/2014 11:12 AM
150	I think both volunteers and interns can bring a different quality than paid staff, also freelancers can be employed to bring specialised short term skills. All should be used in these ways rather than simply to cut salary bills, whilst this is clearly a motivator at the moment.	10/6/2014 11:12 AM
151	Internships, apprenticeships and volunteers have an important role to play in ensuring arts organisations (particularly smaller companies) can continue to deliver exciting work. They often bring new, innovative ideas and enable companies to make relatively small levels of subsidy go much further. It is important to celebrate the generosity of those who give their time and expertise in the same way we do those who give financially. However, we need to be sure that people are not being exploited and that we are not excluding people from pursuing a career in this area.	10/6/2014 11:10 AM
152	I have worked in permanent roles in a number of organisations and have now turned freelance. Over the years I have seen the rise in the use of freelancers and volunteers which, while causing fear in the first instance, have now become an established part of the arts scene. There is a role for both which provides benefits to both individuals and organisations. The growth in internships and apprenticeships is rather more recent and, it is in this area, where I fear that young people are being excluded from opportunities because they cannot afford to work on a voluntary basis. This is unjust.	10/6/2014 11:09 AM
153	Spending cuts continue and so grants allow freelancers to be taken on and volunteers are often part of sustainable project planning. Will we run out of professional staff to lead and mentor??	10/6/2014 11:04 AM
154	Having worked freelance for 16 years, it is clear that the climate has changed dramatically and that the use of intern/emerging artists has become a way to get work done by cutting costs of employing more experienced staff.	10/6/2014 11:04 AM
155	I think the minimum wage for apprenticeships (around £2.50 an hour) is shocking, especially in London. I've had to turn down internships in the arts when I've been told the true payment details. On the whole I don't think arts organisations are getting the best young staff.	10/6/2014 11:03 AM
156	My career started when I was a student, volunteering at a local theatre, enabling me to feel that I was contributing, discover what roles, jobs and opportunities existed, and make contacts that were subsequently useful. There's no doubt that it helped me get a foothold in the arts; through it I worked out which areas of work I wanted to pursue and learnt about professional training opportunities. At no point did I feel exploited, but there was a strict demarcation between my volunteering (when I was useful for specific tasks and wanted to do it) and my subsequently working at the same venue in (initially) junior FOH roles, which were paid appropriately, had specific hours and led to career development. But my experience was a long time ago and it would be depressing to think that today's equivalents of me at that age were being exploited by having to carry responsibility for work which should be either a) properly paid or b) done by permanent staff members.	10/6/2014 10:56 AM

Employment practices - volunteers, interns and freelancers

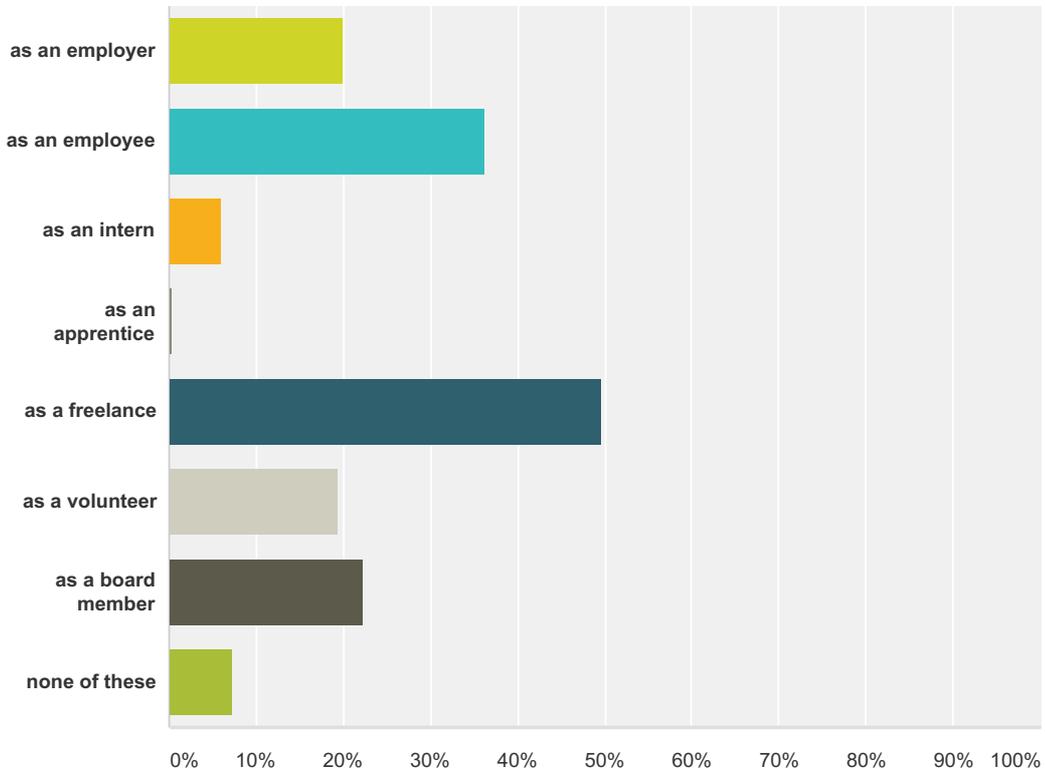
157	Volunteering has been the lifeblood of the arts and has enabled young people to gain valuable experience to then find paid work. Internships can be exploitative unless there are clear boundaries in terms of length of internship and hours etc.	10/6/2014 10:54 AM
158	The arts funding has been cut to such a huge extent that it is now like a form of musical chairs, with more and more people pursuing fewer and fewer paid roles. For those over 50 this is a particular challenge.	10/6/2014 10:53 AM
159	No	10/6/2014 10:52 AM
160	I work in theatre and I understand small companies using volunteers when it is a profit share production. In this case no one is making any money unless the show sells well and the profit is split amongst the company. I don't agree with some larger companies that I have worked for, such as Punchdrunk, who are funded by ACE and co-produce with larger companies such as the National Theatre or ENO using a large number of volunteers as standard practice in their work. There is no possibility of advancing out of this way of work -for this large workforce to be paid in future, this is a model of work they plan to use indefinitely. I think companies should be discouraged from setting up this precedence if funded by the Arts Council.	10/6/2014 10:46 AM
161	The arts could not operate without the support of freelancers, volunteers, interns and apprenticeships - though need to be valued more and not just seen as filling gaps. They can all provide valuable contributions to organisations and learn a great deal from their involvement.	10/6/2014 10:42 AM
162	If you value people they respond positively which in turn give a positive experience to the audience / viewers	10/6/2014 10:41 AM
163	This issue really needs to be addressed. If people are working hard they should be paid. Voluntary work should just be for fun for a few hours and not too serious. If people are doing skilled work over full-time hours, eg many interns are doing the work of a member of staff 9-5 and overtime, they should at least get minimum wage! I'd also like to see how much voluntary work actually leads to paid employment because I seem to just end up being asked to do more and more voluntary work and get labelled as the person who will do it for free.	10/6/2014 10:40 AM
164	As a freelancer I have noticed certain organisations using less freelancers and employing permanent staff who are now asked to deliver what we freelancers used to deliver. Freelancers wages are inconsistent across organisations allowing some galleries to pay much lower than others. Some organisations also asked to sign a contract to go on paye so I am taxed at basic rate as an employee however we don't have any benefits or rights a permanent member of staff has. We need a union or board that is addressing the rights of freelancers	10/6/2014 10:30 AM
165	At a senior level, freelancers have become a valuable (I hope) part of the ecology. I think two things have changed over the last 20 years or so: 1) there are more women in senior positions so there's a need for maternity leave cover which was rare when I started working at a management level and 2) a recognition that if senior managers try to cope with everything which gets thrown at them, their health and/or sanity will suffer so bringing someone in to assist, on a project basis, makes sense. Theatres are, for the most part, not well-staffed (numerically speaking) so when additional demands are put on the management, they need assistance.	10/6/2014 10:29 AM
166	It is a rotten state.	10/6/2014 10:26 AM
167	The problem does not stop at whether work is paid or unpaid. I think another problem with the current system is that the same handful of people are getting all the jobs. So one person will be curator of a museum, creative director of a foundation, head of research somewhere else and so on. In Milan for example (but this happens all over), there is one chief curator for two different museums. The Expo is being curated by the same man who also curates five other things. Moreover entry-level positions, such as assistant curator, are given to people who make for good administrators. Any kind of academic ambition is secondary. When I finally got a paid job, I learned the administrative toils very fast because I have a brain, but I came with versatile analytical skills.	10/6/2014 10:25 AM
168	As I see it the arts career ladder has shifted. You used to be an assistant then move to coordinator and move up that way. There are no longer such a thing as an assistant this role is now given to the intern or volunteer. Now one knows how to get on this ladder as there isn't one now, how much free work gets you on that ladder? 5 years for me! And I'm still trying to get into the arts.	10/6/2014 10:10 AM
169	I find that volunteer is now often used in place of intern as a way of circumventing legislation. This can only be rectified if everyone is paid at the minimum wage - it is not enough to only have volunteers. I worry that we will lose our expertise in the arts if we only have low and unpaid workers. Just because you do work that is enjoyable and that is popular, doesn't mean that you should be badly paid, or not paid at all. It often takes at least postgraduate training to get even entry level work, and the pay should reflect the demands of employers for their staff to be highly qualified.	10/6/2014 10:06 AM

Employment practices - volunteers, interns and freelances

170	Volunteers are essential and will hopefully always be a part of art organizations, as they allow community engagement outside a capitalist marketplace. Interns are where it gets tricky, and internships and apprenticeships should be closely and rigorously monitored to avoid worker exploitation. Equal exchange of services without monetary compensation is possible but difficult to achieve. If an org receives arts council funding, they especially need to demonstrate this exchange. Ideally, though, a stipend would always be involved. If orgs don't have this money, dedicated funds should exist to compensate and train the next generation of arts advocates.	10/6/2014 9:59 AM
171	Arts still suffering cuts and the effects of mismanagement in the face of such cuts. Freelancers are under such pressure to deliver, that many hours are 'gifted' to make a good impression, secure repeat contracts and build reputation.	10/6/2014 9:54 AM
172	I'm personally fine (to a certain extent) with the idea that working for free can be a better way to learn about an industry than by paying to take a relevant course or being paid to be useless.	10/6/2014 9:39 AM

Q5 Do you currently work in any of the following roles for one or more arts organisations? (tick all that apply)

Answered: 519 Skipped: 8



Answer Choices	Responses
as an employer	20.04% 104
as an employee	36.42% 189
as an intern	5.97% 31
as an apprentice	0.39% 2
as a freelance	49.71% 258
as a volunteer	19.46% 101
as a board member	22.35% 116
none of these	7.32% 38
Total Respondents: 519	

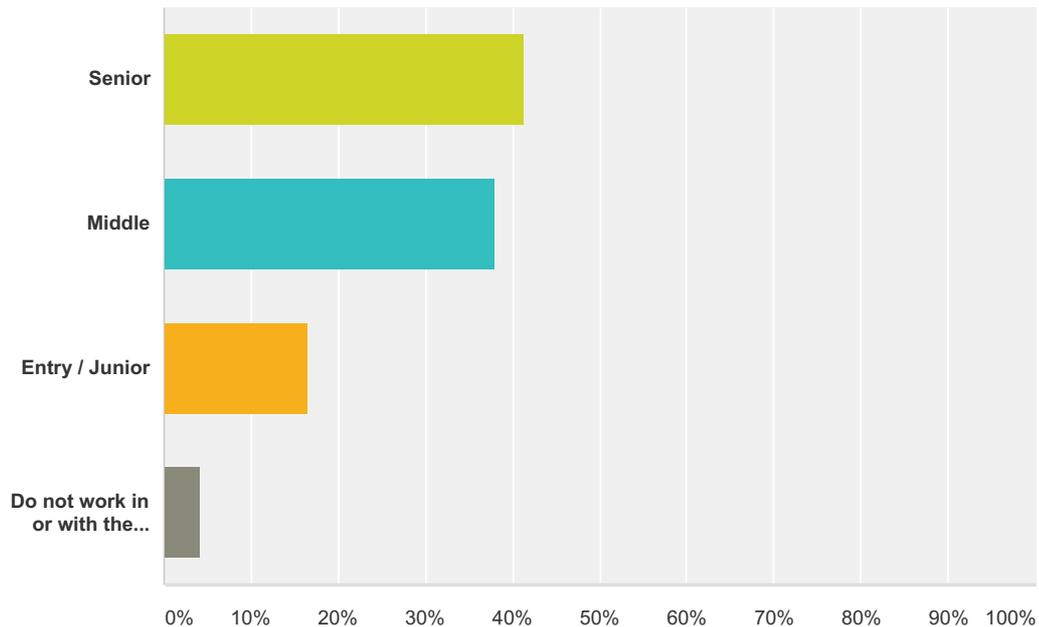
#	Other (please specify)	Date
1	I got a 1st degree in Graphic Arts and Design and currently work for a pet company as a store operative.	10/16/2014 9:41 AM
2	I have lots of part-time jobs, so consider myself to have a bit of a portfolio career.	10/15/2014 1:52 AM
3	is a contracted provider an employee? debatable	10/10/2014 7:37 AM
4	Employee in a funded arts organisation. Director of a volunteer-run charity.	10/10/2014 4:04 AM
5	I am now paid part-time museum employee, after working as an unpaid intern for a year until just 2 weeks ago.	10/9/2014 10:49 AM

Employment practices - volunteers, interns and freelances

6	Research	10/8/2014 11:45 AM
7	An employee on a temporary, fixed term contract	10/8/2014 9:20 AM
8	I have worked as freelance and employer for many years prior to this post.	10/8/2014 3:14 AM
9	Former arts administrator, now an arts student.	10/7/2014 4:08 PM
10	Mentor	10/7/2014 1:09 PM
11	student support in Higher Education	10/7/2014 11:55 AM
12	An international advisor	10/7/2014 11:24 AM
13	As an occasional adviser to certain arts councils	10/7/2014 10:45 AM
14	Education	10/7/2014 8:01 AM
15	As RESEARCHER	10/7/2014 6:54 AM
16	As a hirer of freelancers - different to an employer	10/7/2014 4:45 AM
17	SME	10/7/2014 3:47 AM
18	Agency	10/7/2014 3:09 AM
19	In the past I have worked as a freelance, as a volunteer and as a board member	10/7/2014 12:57 AM
20	senior lecturer / course leader	10/6/2014 3:09 PM
21	Small scale theatre company. Co-director. Self employed. Occasionally taking on freelancers e.g. composer	10/6/2014 2:28 PM
22	Just graduated student looking for work	10/6/2014 2:11 PM
23	Until 2013 I was an unpaid board member of an arts organisation, a post I held for nine years.	10/6/2014 1:32 PM
24	trustee	10/6/2014 12:48 PM
25	Student - full time HND Art and Design Year 2	10/6/2014 12:43 PM
26	Volunteer for a museum	10/6/2014 12:26 PM
27	lecturer providing training for those wishing to work in the cultural sector	10/6/2014 12:16 PM
28	I used to intern in several art organisations	10/6/2014 11:30 AM
29	Director	10/6/2014 11:28 AM
30	Consultant	10/6/2014 10:42 AM
31	I am in between jobs as I have recently moved from the US back to Europe. My last job was an internship.	10/6/2014 10:25 AM
32	I was a trustee as the art organisation couldn't offer me a job	10/6/2014 10:10 AM
33	Student	10/6/2014 9:53 AM

Q6 At what level is your work with or in the arts sector

Answered: 503 Skipped: 24



Answer Choices	Responses
Senior	41.35% 208
Middle	37.97% 191
Entry / Junior	16.50% 83
Do not work in or with the arts sector	4.17% 21
Total	503

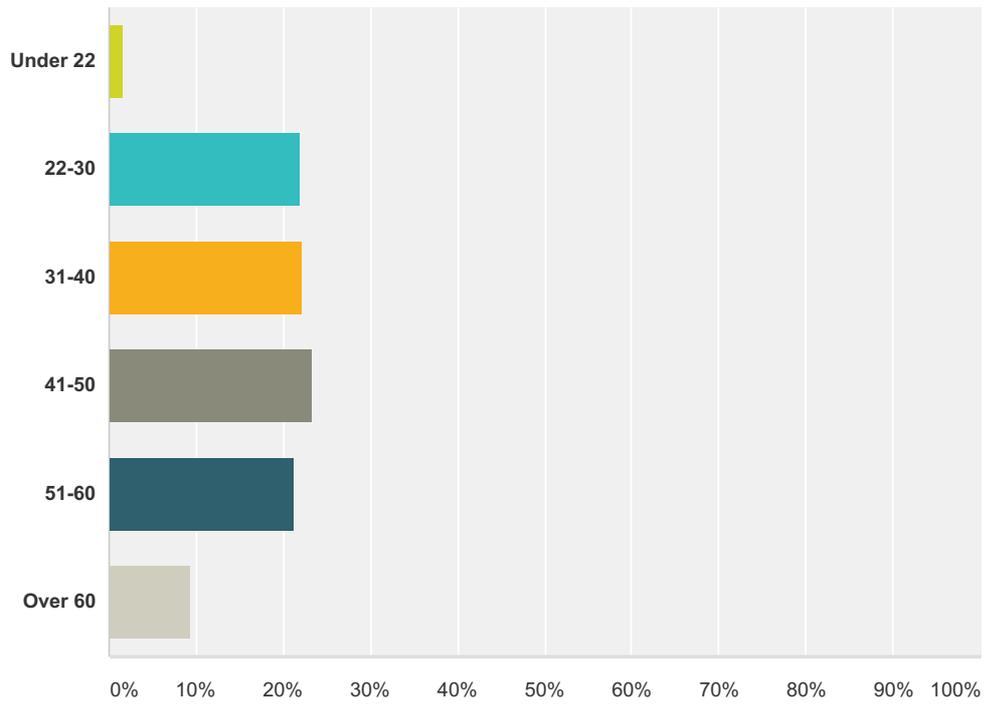
#	Other (please specify)	Date
1	Varies	10/12/2014 1:44 PM
2	Occasional volunteer.	10/9/2014 5:00 AM
3	How on earth do you know? I am a freelance artist. Guessing this is the lowest of the low by annual profit	10/8/2014 3:40 PM
4	Self employed artist	10/8/2014 10:59 AM
5	Dance teacher	10/8/2014 10:00 AM
6	Galleries Administrator	10/8/2014 9:20 AM
7	What do these categories refer too? Don't know what you mean by 'level' or what criteria you are referencing.therefore am unable to make an informed comment.	10/8/2014 9:16 AM
8	Currently 'senior', but 'middle' level also figure on occasion.	10/8/2014 2:15 AM
9	consultation and physical assistance particularly in promotion and with the general public.	10/7/2014 8:27 AM
10	Programme Manager of a very busy touring NPO dance company	10/7/2014 7:59 AM
11	Experienced Freelance visual artist and workshop provider.	10/7/2014 7:42 AM

Employment practices - volunteers, interns and freelancers

12	As an intern, I'm expected to perform tasks and work hours that a person earning £25k+ a year would be doing but am instead repaid in 'experience'. The workload, pay rate and experience levels do not balance. I find myself working 50+hours a week, have been told to 'just come in earlier' when there are too many 'URGENT' and high priority tasks that need to be completed, have to pay for a full tank of petrol and £1.50 a day parking to enable me to get to and from work and am only paid £623 a month. Though I do appreciate the experience is good, myself and my colleagues are hard working, competent and are helping to keep the small organisation going, facilitating events of varying size and audiences (residents, community groups, council members etc.) yet the poor pay is disheartening, giving the impression that you're easily replaceable and leaving you unable to save for a future - I'm still in my overdraft (thanks partly to university) and can't afford to pay rent to my parents (nevermind move out) - though I do pay for my own food... Poor payment is unfair and the expectation that you are supposed to be grateful for the experience and 'lump it' regarding lack of pay (or a minimum wage payment) is an excuse for employers to take advantage.	10/7/2014 5:49 AM
13	Retired	10/7/2014 4:20 AM
14	dont know what these grades actually mean.	10/7/2014 4:00 AM
15	I recently left the arts sector but was working in a middle management position. I am now working in a junior role in the charity sector but being paid much more. I freelance teach for a dance company.	10/7/2014 3:01 AM
16	Freelance	10/7/2014 2:52 AM
17	historical society and museum	10/6/2014 5:31 PM
18	I do intern for a designer but I work in retail.	10/6/2014 5:29 PM
19	actor	10/6/2014 12:42 PM
20	Unpaid writer.	10/6/2014 12:40 PM
21	Entry level/middle level volunteer in a museum	10/6/2014 12:26 PM
22	festival director, volunteerr secretary, events organiser	10/6/2014 12:22 PM
23	performer	10/6/2014 11:51 AM
24	I am a painter.	10/6/2014 11:03 AM
25	Unemployed. Was previously a marketing assistant in arts organisations in London.	10/6/2014 10:40 AM
26	Freelancer have my own online art gallery shop	10/6/2014 10:22 AM
27	(5-6 years of substantial work experience)	10/6/2014 10:01 AM
28	Graduate	10/6/2014 9:53 AM
29	As a freelancer it is often wherever I can get it!	10/6/2014 9:36 AM

Q7 Which age group are you in?

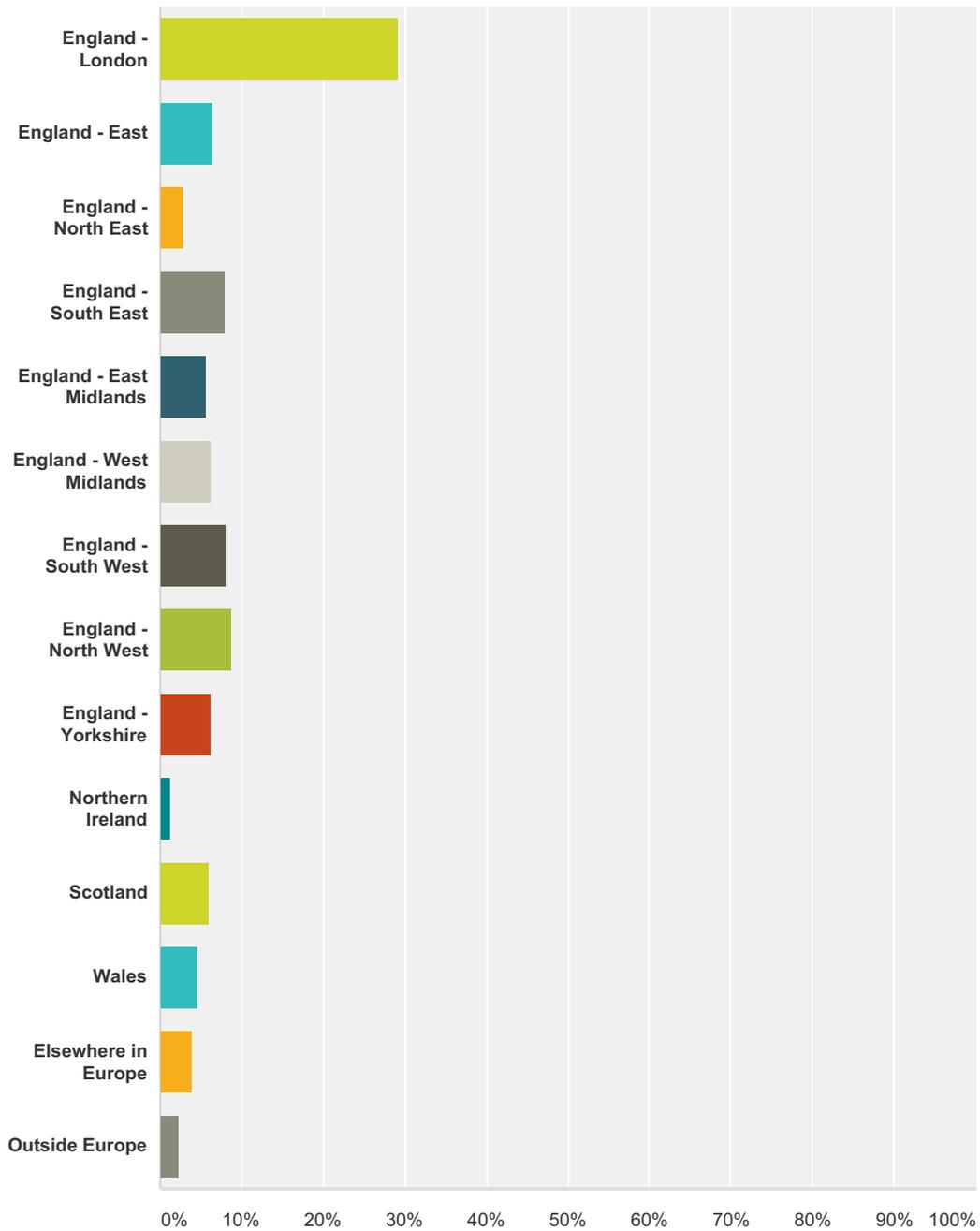
Answered: 524 Skipped: 3



Answer Choices	Responses
Under 22	1.72% 9
22-30	21.95% 115
31-40	22.14% 116
41-50	23.47% 123
51-60	21.37% 112
Over 60	9.35% 49
Total	524

Q8 Where do you live?

Answered: 526 Skipped: 1



Answer Choices	Responses	Count
England - London	29.28%	154
England - East	6.46%	34
England - North East	2.85%	15
England - South East	7.98%	42
England - East Midlands	5.70%	30
England - West Midlands	6.27%	33
England - South West	8.17%	43

Employment practices - volunteers, interns and freelances

England - North West	8.75%	46
England - Yorkshire	6.27%	33
Northern Ireland	1.33%	7
Scotland	6.08%	32
Wales	4.56%	24
Elsewhere in Europe	3.99%	21
Outside Europe	2.28%	12
Total		526