



Hear My Music - Fair Work Policy

This is a Statement of our Fair Work Policy for Freelance Practitioners.

Effective Voice

Your 2026 workplace representative is Ruth McKay : ruth@hearmymusic.org.uk

- We will always respect your right to be heard, both as an individual and collectively. We will facilitate active listening, through regularly scheduled reflection sessions, annual reviews, and informal check-ins.
- We will always discuss any matters of concern to you openly, and without prejudice.
- We will support your right to Union representation: our frame of reference for this statement is based around the working policies of The Musicians' Union, but you may choose to join another union or professional body, as you see fit.
- We will provide you with a staff handbook detailing all Policies, contacts and Health & Safety procedures, in cloud-based form.

Opportunity

- We will support and strive for equal opportunities for everyone who works with us, regardless of age, gender, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, skin colour, national origin, nationality, religion or belief, sexual identity, support needs/disability, or caring responsibilities.
- We will be responsive to barriers you may face that could hinder or prevent you from undertaking your work with us.
- We will treat you as an individual and support you if you have specific needs.

Respect

- We will ensure that you work in a safe, supportive, and appropriate working environment.
- We will not ask you to undertake any other work beyond the role we have engaged you for.
- We will not tolerate any kind of bullying, intimidation or harassment.



Fulfilment

- We will keep the wellbeing of the people who work with us at the centre of our activities. We believe that our core values and practice extend to everyone: staff, freelance contractors, volunteers, participants, and families.
- We are here as an organisation to make your role with us work for you: we support personalisation and flexibility, and we will accommodate your other artistic commitments as far as possible.

Security

- We will match the **hourly rate of pay set by the Musicians' Union**, for music practitioners.
- We will pay **above the Real Living Wage** for trainee practitioners.
- We will provide an **Freelancer agreement**, in writing, when you are engaged to work with Hear My Music. We will send you a **Working Agreement** before the start of each project you are engaged for, by us. This will state the number of hours you will work on each project, the number of weeks the project will run for, and the dates it will be delivered on.
- **We will pay you for any additional hours you are asked to work**, including any necessary internal or external training sessions (excluding mandatory safeguarding) reflection sessions and preparation time.
- We will pay **mileage costs** from your home address to and from projects, **including use of public transport and/or active travel**.
- You will be paid a **cancellation fee** should a session be cancelled without appropriate notice. Whenever possible, we will either reschedule the session or offer alternative use of your hours at the same rate.

August 2026

(to be reviewed annually)