



## FAIR WORK FIRST STATEMENT

At Fringe by the Sea, we are committed to upholding the principles of fair work and ensuring a positive and equitable environment for all involved. We believe in fostering a culture of respect, fairness, and inclusivity throughout our festival.

Our Key Principles:

- **Equal Opportunities:** We are dedicated to providing equal opportunities for all individuals regardless of race, ethnicity, gender, age, sexual orientation, disability, religion, or any other characteristic protected by law.
- **Fair Pay:** We value the contributions of every participant and strive to provide fair pay in line with industry standards for the work and services provided. We are an accredited Real Living Wage employer.
- **Safe and Supportive Environment:** The safety and well-being of our staff, performers, volunteers, and attendees are paramount. We are committed to maintaining a supportive environment that promotes physical and mental well-being and offer safe channels for our staff to speak out with any concerns in confidence.
- **Respectful Treatment:** We promote a culture of mutual respect, where everyone is treated with dignity and courtesy. Harassment, discrimination, or any form of misconduct will not be tolerated.
- **Transparent Communication:** We believe in transparent communication regarding roles, responsibilities, and expectations, ensuring clarity and understanding.
- **Continuous Improvement:** We are committed to ongoing evaluation and improvement of our practices to ensure they align with fair work principles and best practices.
- **Commitment to Collaboration:** We recognize that achieving fair work practices requires collaboration and engagement from all involved parties - our team members, partners, vendors, performers, volunteers, and the community.

Together, we strive to create an environment that upholds these principles and fosters a positive experience for everyone involved in Fringe by the Sea.

This statement serves as a commitment to our dedication to fair work practices and will guide our decisions and actions throughout the festival and beyond. This statement is communicated to all of our staff as part of the induction process.

A handwritten signature in black ink, appearing to read 'Rory Steel'.

Rory Steel  
Festival Director

A handwritten signature in black ink, appearing to read 'Jackie Shuttleworth'.

Jackie Shuttleworth  
General Manager