



FRANK Fair Artist Pay CIC

December 2023

Annual Report

Table of Contents

Organisational Structure.....	3
Management.....	4
Board of Directors.....	4
Founding Members.....	4
Initiation Members.....	4
Organisations.....	4
Artists.....	5
FRANK Milestones.....	6
1. FRANK Community.....	6
Membership Growth and Engagement:.....	6
Members-Only Roundtables:.....	6
2. FRANK Tools.....	6
3. Collaborative Endeavours for Change.....	7
4. Advocacy through Education and Consultation.....	7
5. Funding.....	7

Organisational Structure

FRANK Fair Artist Pay was initiated by artists Lindsay Seers and Anne Hardy, and curator Fatos Ustek in June 2021. They had discussions about how to change the conversations surrounding fair pay for artists, specifically coming up with applicable solutions. In March 2022, Celina Loh joined the team as Project Assistant.

During this time, FRANK worked on building its database, and prepared itself to become a more official entity. In August 2022, the Co-Directors registered FRANK Fair Artist Pay as a Community Interest Company with founding members, Camden Art Centre, Canvas Art Law, The Tetley, Contemporary Art Society and Contemporary Visual Arts Network (CVAN). In March 2023, Mollie E. Barnes joined the FRANK team as Digital Communications Coordinator.

FRANK's mission is to change conversations around fair pay and fair practices for artists in the UK through its membership scheme for artists, arts organisations, and galleries.

As FRANK welcomes new initiation members by organisations, galleries and artists, FRANK set up a 12-month initiation year to foster strong collaborative relationships with our supporters, collaborators and members. This stage is also a process to have robust administration and organisational systems in place that can allow the FRANK tools (FRANK Principles & Guidance, FRANK Conceptual Fair Pay Calculator and Artist Questionnaire) to expand and develop, influenced by ongoing evaluation and feedback by all involved.

In November 2023, FRANK received funding from Visual Arts Development Agency (VADA) and onboarded 38 organisations and galleries, and 68 artist members (as of 11 December 2023).

Management

Board of Directors

Executive Director (As of November 2023)- Fatos Ustek

Non-Executive Directors - Anne Hardy, Lindsay Seers

Project Manager - Celina Loh (since March 2022)

Digital Communications Coordinator - Mollie Barnes (since May 2023)

The FRANK team decided to appoint Fatos Ustek as Executive Director with effect from November 2023, meanwhile artists Anne Hardy and Lindsay Seers become non-executive Directors, providing strategic advice for the organisation.

Founding Members

Camden Art Centre, The Tetley, CVAN, Canvas Art Law, Contemporary Art Society

Initiation Members

Organisations

Artquest	Jupiter Artland
Black Curators Collective	Maureen Paley
Camden Art Centre	Modern Art Oxford
Conart Group Limited	New Contemporaries
Contemporary Art Society	Niru Ratnam
Cooke Latham	Nottingham Contemporary
CVAN	Project Art Works
CVAN South East	TACO!
Design and Artists Copyright Society (DACS)	The Box, Plymouth City Council
DASH	The Common Guild
De Le Warr Pavilion	The Lightbox
Delfina Foundation	The Lighthouse
Drawing Room	The New Art Gallery Walsall
Fabrica	The Tetley
Focal Point Gallery	theartistsagency
Fruitmarket	Towner Eastbourne
Gasworks (Triangle Arts)	Turner Contemporary
Institute of Contemporary Arts (ICA)	Whitworth Art Gallery
John Hansard Gallery	

Artists

Abbie Griffiths
Adam Chodzko
Adby Creative
Alison Lam
Ami Clarke
Anna Barratt
Arabel Lebrusan
Aurelie Crisetig
Beatrice Gibson
Carey Young
Carl Hopgood
Catherine Wynne-Paton
Charlotte Fitz-Harris
Charlotte Thomas
Cigdem Secil Erel
Clare Burnett
Clementine Butler-Gallie
Dafna Talmor
Dean Kenning
Elizabeth Jane Harrington
Eloise Hawser
Emily Peasgood
Fani Parali
Georgina Harris
Giles Round
Hannah Hughes
Hannah Starkey
Holly Hendry
Hyoung Young Jung
Iain H Williams
Jade De Montserrat
Jane Glennie
Jessica Mallard
John Askew
Joey Holder
Kaan Tosunoglu
Kate McMillan-Breed
KV Duong
Latifah Al-said Stranack
Laura Emsley
Laura NiFhlaibhin
Lorenzo Garcia Belenguer
Maddy Pledge
Mairead McClean
Margaret Salmon
Matt Williams
Michael Day
Nick Michelin
Nicola Anthony
Oona Grimes
Patricia Stubberfield
Paul J D Smith
Rachel Barbaresi
Rebeca Romero
Rebecca Moss
Sarah Jones
Sarah Staton
Shezad Dawood
Simon CRoberts
Simon Loomes
Stefan Szczelkun
Stephanie Douet
Thomas Hunter
Tomoya Matsuzaki
Trish Morrissey
Victoria H Mihatovic
Xiao Yu

FRANK Milestones

During the period August 2022 - December 2023, FRANK has actively pursued its mission to change conversations around fair pay and fair practices for artists in the UK through its membership scheme for artists, arts organisations, and galleries.

1. FRANK Community

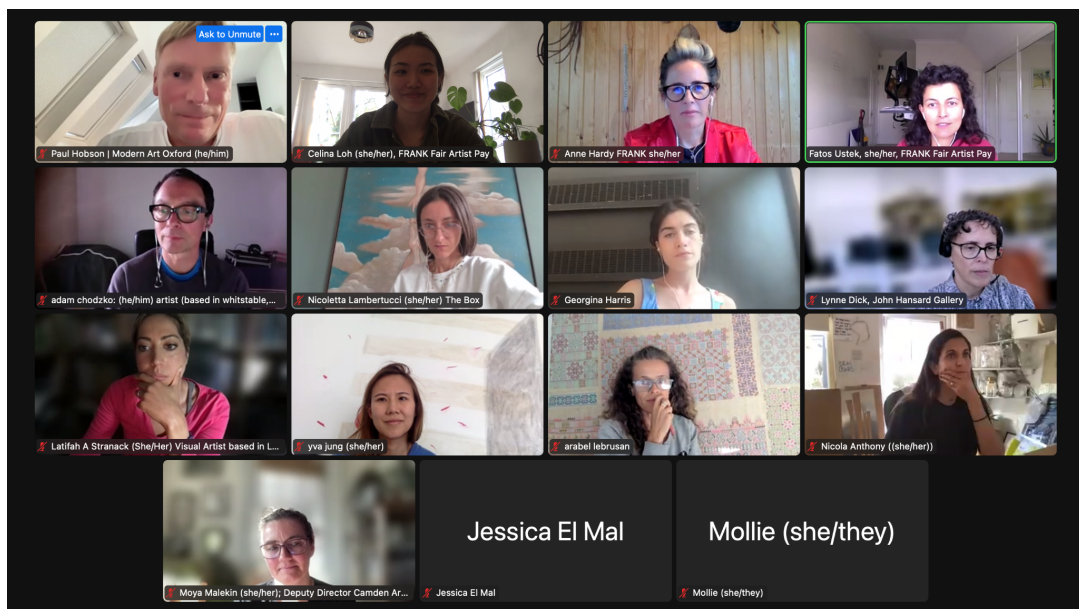
Membership Growth and Engagement:

FRANK Community achieved significant growth by successfully welcoming 36 organisations, 2 galleries and 65 artist members (as of 5 December 2023). Our membership scheme has played a pivotal role in cultivating a vibrant community. Moving forward from 2024, FRANK is building a community platform for our members within the arts sector to convene, exchange ideas, and actively participate in discussions and initiatives centred around fair practices.

Members-Only Roundtables:

In our dedication to a collaborative approach in developing the FRANK tools, FRANK facilitated two roundtable discussions in September 2023 for our members. These sessions aimed to gather feedback on the FRANK Principles and Guidance, fostering an environment for shared insights and input.

Our members have expressed how these roundtables provided a unique opportunity for meaningful connections with diverse voices within the arts community, fostering a rich exchange of ideas and perspectives between organisations and artists.



From FRANK Principles & Guidance Online Roundtables Session 2

2. FRANK Tools

Throughout 2023, FRANK's focus has been the comprehensive research and development of the FRANK tools. The FRANK Tools include:

- FRANK Principles & Guidance
- FRANK Conceptual Fair Pay Calculator
- FRANK Artist Questionnaire

The FRANK Tools address fair remuneration of artistic labour, working conditions, and fair contracts. Importantly, this development process has been a collaborative effort, involving member organisations and artists. These resources stand poised to empower artists and art organisations, offering practical guidance for the seamless implementation of fair practices and ensuring equitable compensation for creative labour.

FRANK has fostered a structured approach that ensures meaningful engagement across all tiers of membership, amplifying the voice of each member and addressing their concerns. This collaborative effort has led to an awareness and a shift in attitudes within the arts community, underscoring the vital significance of fair compensation and transparency in creative projects.

FRANK initially aimed to publish the tools in November 2023. However, after careful consideration, FRANK has decided to delay this. This decision follows extensive deliberation, primarily due to ongoing refinements required for the FRANK Calculator and FRANK Artist Questionnaire. It's crucial to gather and reflect on our members' feedback, as well as test these tools with them to ensure their effectiveness.

FRANK will publish the tools consecutively in February and March 2024.

FAIR PAY

I think it is good to frame this about payment as too many artist opportunities involve artists paying public funded orgs for the privilege of showing their work (i.e., open calls)

I like the 'is' / 'is not' communication MM

1.4 a late payment ends up requiring the artist to have to squeeze their work into shorter timeframe. Wld be great to encourage artists to have DL linked paymnts N.A.

What about pay in relation to inflation. Acknowledging that rates of pay should go up as cost of living does. GH

1.2 this is v clear and such a good point. Often that's what we work on/with. Great that is is followed by 1.5 which explains in greater details NL

Should there be clarity on pay for work done to secure funding/an opportunity? eg. application writing. GH

1.1 Fair Pay is direct and in the present, not indirect and in the future.

1.2 Fair pay is not paying standard fixed amounts or abstract lump sums.

1.3 Fair pay is paying artists for their intellectual and creative endeavour, professionalism, time and labour in money.

1.4 Fair Pay is on-time payments of agreed schedules, cover for all work completed by the artist.

1.5 Fair pay is not offering intangible and uncertain benefits in lieu of payment – including but not limited to; publicity, theoretically increased sale prices of work, and raising of public profile and or the caveat of doing shows without payment in lieu of getting more shows that will offer payment.

1.6 Fair pay is using a fee and payment structure that fairly represents the specific conditions of working with an artist, including but not limited to creative conceptual fee, production fee, administration and collaboration fees for meetings, email correspondence, exhibition literature, time for installation and de-installation, preparation and administration.

Having a concept of Scope: Artists being able to bill for 'outtar' they have been required to take on outside of scope. NA

The points create a clear picture of what can be defined as fair. This can be open to interpretation but has much potential for creating a more just and fair experience for artists.

The calculator will be interesting to see. I wonder if we need a staggered approach to as adjustments filter through from funding bodies, as benchmarks increase? MM

Totally makes sense to me. Will be interesting to see the calculation. PH

is 1.5 too long or is that clear? -FU

1.5 seems like the continuation/elaboration of 1.1...Maybe put those together? AC

I think this is very clear and I like the examples given, as this will help artists and venues/organisations - LD

1.5 - maybe a subsection here can refer to future endeavours eg one commission/exhibition fee which then turns into, more future exhibitions, org acquiring work cnt... but generally...all great!! AC

As an addition to 1.6, I would like to see these separate aspects of a payment ringfenced as separate. Increasingly there's an all inclusive vague 'fee'. AC

press obligations, images of work beign used on social media forever more. etc - JEM

This is great! You could put 1.5 right after 1.3, so you have a yes/no/yes/no/structure. AL

See FRANK Conceptual Fair Pay Calculator for detailed guidance.

fair pay important but also learn how to be flexible Y.J

It seems to me that these principles should apply to all creative practitioners, eg. curators and other freelancers. There are generally bad practices in the sector. PH

Artist guidance to pitch for work and calculate their time in the various stages in collaboration/negotiation with a commissioner - recognition and value and expectation.

Maybe something about the scheduling of payment so that it works for both the artist and the organisation structure and needs (financial year, etc) NL

Collaborative working and feedback with FRANK Members

3. Collaborative Endeavours for Change

FRANK actively engaged with prominent organisations such as the Contemporary Visual Arts Network, a-n Artist Information Company, Artist Union England, Artquest, Weindustria, DACS and New Contemporaries. These meetings have been instrumental in exploring collaborative strategies to drive transformative change within the sector, particularly in advocating for fair practices. FRANK aims to activate a stronger collaborative ethos in the UK Arts Sector and will be collaborating on an individual and collective basis with these institutions in 2024.

4. Advocacy through Education and Consultation

Throughout the year, FRANK has been actively advocating for improved pay conditions, fairer practice and transparency within the arts sector. This commitment was evident through:

- Published articles in art magazines (Art Review, StirWorld, Artkolik, PQ Magazine...)
- Contributed to Learning Sources released by sectoral partners (CVAN, [LUX Learning Source: Fair Work](#))
- Participated in public debates organised by a national network of public institutions ([CVAN SE: Artists Fair Pay](#), [Aberdeen Summit: Artists' Exploitation](#))
- Conducted online talks and workshops for a nationwide network of public art institutions led by the Co-Directors. (Tate Plus Network, CAS National Network)
- FRANK started consultation work with E-WERK Luckenwalde towards their DROP OUT symposium in May 2024.

These multifaceted initiatives have significantly raised awareness and provided education to artists, creative practitioners, and art organisations. They have highlighted the imperative for fairer practices within the industry while promoting the acknowledgment of artists as professionals.

5. Funding

FRANK received 4334.00 GBP through memberships and consultancy and workshops between August 2022 - January 2023.

FRANK received 5216.00 GBP through memberships between January - October 2023.

The budgets were not adequate to remunerate the directors for their work, and delayed payments to Project Manager and Digital Communications Coordinator. Until November 2023, only Project Manager Celina Loh and Digital Communications Coordinator Mollie Barnes were remunerated for their work.

In November 2023, FRANK secured substantial funding from the Visual Arts Development Agency (VADA). This significant support propels FRANK forward and enables a symbolic compensation for the Co-Directors and provides the most needed support for FRANK to continue its work and grow its memberships.