

Freelancer Rates 2023/24

The importance of freelance makers is paramount in Coney's programmes. Most of our annual budget is spent on people, and we would be unable to operate without our talented pool of freelance makers.

We recognise the challenges faced by freelancers in the arts, including precarity of work and lower levels of protection and support than employees; and that failing to properly compensate freelancers perpetuates existing inequalities. We believe it is important to be consistent and transparent in the way we pay creative teams, and to ensure that the resource available to Coney as a company is shared with the freelancers who create much of our work.

This policy outlines our approach to pay scales for people we engage on a freelance basis as part of creative teams.

Rate card

Role	Half day*	Full day**	Week
Admin / FOH	£80	£120	£480
Accomplice Maker / Facilitator	£100	£150	£600
Maker	£115	£170	£680
Project Director / Producer	£125	£190	£760

** The half day rate applies to in-person work only. The hourly rate for remote work, meetings and preparation will be calculated as the full day rate divided by 7.*

*** A training & development rate of £125/day will be offered for engagements that have a clear benefit to the freelancer as well as to Coney, for example where they are invited to undertake training, attend a conference, or to develop and/or present their own practice.*

Definitions and examples of roles

Role	Description	Examples
Admin / FOH	Roles that require minimal previous experience or specialist skills.	Any FOH or steward roles, playtesting, data entry or other administrative roles.
Accomplice Maker / Facilitator	Roles that support the development of a project under the direction and brief of a Maker, Director or Producer.	Researchers, Sound Engineers, Assistant Project Producers, Facilitators, Voiceover Artists, Performers, Stage Managers
Maker / Facilitator	Self-directed roles which contribute to the co-authorship of the piece and/or associated materials.	Writers, Set Designers, Sound Designers, Directors
Project Director / Producer	Roles which require significant input to the creative direction, or hold responsibility for the production of a project.	Only applies to Project Directors or Producers.

Definitions of time periods

- Half day rates apply to any engagements up to 4 hours.
- Full day rates apply to any engagements of 4 hours and over.
- Week rates apply to any engagements where 4 or 5 days are worked within a 7 day period.

Per Diems

In line with ITC's rates for 2023/24, Coney's per diem rates are:

Daily Meal Allowance: where breakfast is provided: £21.84

Daily Meal Allowance: where breakfast is not provided: £30.96

Travel

Any travel required outside of London or more than 25 miles from the freelancer's home will be either booked by the company or reimbursed.

All expenses - including travel expenses - must be agreed with the relevant Producer in advance, and described in writing. All travel expenses need to be supported by valid receipts or other evidence of actual payment.

Car travel expenses will be reimbursed at the rate of:

- 45p for the first 50 miles for any single trip (includes outward and return journeys) for business-purposes
- 25p per mile thereafter.

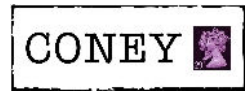
Travel time may be considered as work time (and therefore paid) where essential for the job. This will be considered and recognised on a case-by-case basis.

The principle of loveliness

The principle of loveliness is at the heart of Coney's ethos, and here means to listen, to take care, and to consider everyone's interests in our practice – taking a people-first approach. We want to make a culture where everyone, whatever their role and background, feels safe, supported, and empowered.

What other principles will we follow?

- We will endeavour to model best practice to funders and commissioners by basing our budgets on fair rates, and ensuring that enough time is allocated in project budgets to enable creatives to do their best work.
- Budgets and fees should be calculated based on all the time required to deliver the agreed work, including (where applicable) project meetings, debriefs and preparation time. For example, if a freelancer is engaged to work a half-day workshop but is required to prepare in advance, a full-day's fee may be offered.
- If it becomes clear that a project will overrun the time originally agreed with a freelancer, we welcome a conversation about adjusting the fee if possible, to remunerate the freelancer for additional time they spend in order to deliver the agreed work. Freelancers should let us know as early as possible if they believe their fee does not allow enough time to complete the agreed work, at which point we will enter a negotiation guided by the principle of loveliness. Any additional time agreed must be signed off in advance by the Producer in writing.
- We understand that partial days or very short engagements may limit a freelancer's ability to take on other work in the same time period. Therefore, where possible for shorter engagements (e.g. half days) we will offer a more generous rate of pay; and for longer continuous periods we are more likely to base fees on the standard daily or weekly rate.
- Coney are members of the Prompt Payment Code and our payment terms state that freelancers will be paid within 30 days of receipt of a valid, signed-off invoice. Where possible we will pay invoices earlier than this.



- Where projects have a life beyond the initial contracted delivery, we'll take care to make fair agreements that include appropriate crediting and royalties, as outlined in our [IP Framework](#).