



BUTLER GALLERY

Butler Gallery Fair Pay, Fair Practice

These are the five principles at the heart of Fair Pay, Fair Practice

RESPECT – TRANSPARENCY – OPPORTUNITY – SUSTAINABILITY – FULFILMENT

Policy Statement:

Butler Gallery places artists at the centre of our work and values the great art they create. We are committed to improving the living and working conditions of artists and freelance arts workers, and to promoting equality and diversity in the arts by ensuring best practices and fair remuneration for the artists and arts workers we engage with.

Introduction:

Butler Gallery is a trading name of the Kilkenny Art Gallery Society (established in 1943) a company limited by guarantee. It is a not-for-profit organisation with charitable status and museum accreditation overseen by a board of Directors who determine the policy direction and governance of the organisation in conjunction with the Director.

Our strategic goals are designed to guide our organization towards a vibrant future, ensuring we remain a leading organization in Ireland's visual arts community. We have identified five key pillars that underpin our strategy development:

<i>Pillar 1</i>	Governance and Sustainability
<i>Pillar 2</i>	Artistic Programming and Collections
<i>Pillar 3</i>	Audiences
<i>Pillar 4</i>	Development and Marketing
<i>Pillar 5</i>	Artists , Learning and Public Engagement

Together, these pillars guide our strategic approach, ensuring we fulfill our mission to celebrate and advance the visual arts in Ireland.

Our Strategic Plan 2025-2029 can be read in full at this link:

www.butlergallery.ie/assets/documents/Butler-Gallery-Strategic-Plan-2025-2029

Our Vision: To cultivate a welcoming space for all to celebrate, experience and connect with exceptional visual art from the past and present; through inspirational, inclusive and contemporary programming, and gallery experiences.

Our Mission: We are dedicated to advancing the visual arts in Ireland, both within our reimagined heritage space and the wider community. **We recognise the vital role of the artist in society, actively promoting the work of both Irish and international artists.**

Butler Gallery is aware that the living conditions of artists in Ireland generally remain below acceptable standards. We strongly believe that arts professionals should be paid fairly for their work.

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We recognise our responsibility in the provision of equitable and fair remuneration and contracting within the arts. We are committed to the principle of fair remuneration for professional artists and aspire towards best practice rather than minimum standards in this area.

An artist fee is financial compensation for expertise, time and services. It does not imply the transfer of ownership or rights from artist to the contracting party. Fair artist fees equate to what is asked of an artist in terms of their time, input and expertise. They account for the status of the artist and reflect the value created by their engagement. Butler Gallery is committed to paying artists fairly, to gender pay equality and to assisting artists and freelance arts professionals develop sustainable careers. We also believe strongly in paying artists promptly.

Fee Structure:

Butler Gallery is committed to setting fees that reflect the scope, scale, time, expertise and professional experience required for each engagement.

Our fee structure provides indicative ranges and standard rates for different types of engagement. These will be reviewed regularly against relevant sector guidance, industry standards and changes in the cost of living.

Our exhibition fee for solo artists is €5,000. We also cover costs for transportation of work, basic exhibition design, accommodation and per diem and documentation of the exhibition. For group show participation, less than 10 artists, the exhibition fee is €1,000 for each artist; for group show participation, for more than 10 artists, the exhibition fee is €500; for over 20 artists the exhibition fee is €350. We will continue to review rates and will develop a policy on artists pay & conditions.

The Learning & Public Engagement programme uses the VAI guidelines for payment of artists and has participated in the Arts Councils Fair Pay, Fair Practice Policy Toolkit workshops. We are committed to being a model of best practice for supporting artists and freelance professionals with competitive rates of pay. Our lead artist workshop fees are €130 for 2-3 hours, €260 for half day and €380 for full day. Our assistant rates for the same hours are €90, €130 and €200. Our fee for a one-week artists residency is €625 and €2,500 per month. Our Annual Soil Project commission is €4,000.

All budgets for Exhibitions, L&PE, Development & Marketing are planned well in advance for the year ahead. Butler Gallery adapts accordingly.

Implementation:

This 'working' policy is implemented by the curatorial and education teams in collaboration with the finance and management teams. This policy is published on our website and will be developed further in due course: www.butlergallery.com

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Access, Equality and Inclusion:

Butler Gallery is committed to promoting equality and diversity in the arts and to ensuring equitable access to work and career development opportunities.

We will consult with artists about access requirements, preferred working styles and any reasonable adjustments required to enable them to undertake an engagement.

Where reasonably possible, Butler Gallery will provide flexibility in scheduling to accommodate caring responsibilities, other paid work and access requirements.

Butler Gallery will consider the additional costs associated with disability, caring responsibilities or other access requirements when planning engagements and budgets. Butler Gallery will seek to ensure that selection, contracting, scheduling and working practices do not create unnecessary barriers to participation. Fair Pay and Fair Practice will be considered as part of Butler Gallery's wider Equality, Diversity and Inclusion commitments. This reflects the Arts Council's recommendation that organisations build Fair Pay and Fair Practice into their EDI policies and practices.

Monitoring and review:

We are committed to an ongoing review of this policy and will respond to any relevant publications issued by The Arts Council or the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media. We will consult publications issued by support organisations, including but not limited to: Visual Artists Ireland and National Campaign for the Arts.

Discussed and agreed upon by the Butler Gallery board on 2nd September, 2026. Working policy will reviewed as an Agenda item at regular board meetings until complete.

Lamber de Bie
Chair

Anna O'Sullivan
Director, Chief Curator

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