

Arts Pay 2025 Survey

Introduction

Thank you for participating in Arts Pay 2025, a comprehensive longitudinal survey about working conditions in the arts and cultural sector. This research, conducted by **Arts Professional** and **Baker Richards**, builds on our 2018 and 2022 surveys to explore how people experience work in the arts today - from access and precarity to equity and workplace culture.

Why this matters: We're examining how societal shifts and structural factors shape who gets to work in the arts, who gets to stay, and what it takes to thrive. Your responses will help build a clearer picture of the realities facing arts workers and inform advocacy for positive change.

What you'll get back: We'll be sharing our findings with all participants through a dedicated results dashboard. You'll be able to compare your own salary and benefits with others in similar roles, see if your experiences are shared by others, and access evidence you could use in your own workplace discussions. Recruiters and employers will also access better information to pitch competitive salaries and improve working conditions.

About the survey:

- **Time required:** The survey will take between 10 and 30 minutes depending on how many sections you choose to complete
- **Prize draw:** Enter to win £250 (first prize) or one of 5 annual Arts Professional individual subscriptions
- **Your voice matters:** Whether you're thriving or struggling, your experience contributes to the bigger picture
- **Confidentiality:** All responses are anonymous and will be reported in aggregate
- **Flexibility:** You can save your progress and return later - sections 2-6 are optional
- **Preview available:** If you'd like to review all questions before starting, [[click here to download a PDF version](#)]
- **Results sharing:** We'll send you a link to our findings dashboard once the research is complete
- **Laptop or PC recommended:** The survey can be accessed via any web browser, but we recommend using a laptop or PC for the best experience

The survey covers several key areas:

- **Section 1:** Your current work and pay in the arts
- **Section 2:** Career pathways and sustainability
- **Section 3:** Resource distribution and equity
- **Section 4:** Workplace culture and wellbeing
- **Section 5:** Your vision for a better sector
- **Section 6:** Demographics

Who should participate: Anyone who works or has recently worked in the arts and cultural sector. Whether you're a freelancer juggling multiple projects, an employee at a major institution, an independent artist, or someone who supports the arts behind the scenes - your perspective matters.

A note on honesty: We know some of these topics can feel sensitive. The arts sector is small, and people worry about speaking openly. Your responses are completely anonymous, and we've designed questions to capture both positive practices and challenges. The more honest the responses, the more useful this research will be for everyone.

Thank you for contributing to this important work. Your insights will help shape conversations about the future of working in the arts.

Don't forget - you can enter our prize draw for a chance to win £250 or an Arts Professional subscription after completing the survey.

Your responses are anonymous. This survey is being carried out on behalf of Arts Professional by Baker Richards Consulting Ltd, a UK-based market research company. By taking this survey you consent to Baker Richards recording and processing your responses in accordance with their privacy policy. Survey responses will be kept for as long as needed to analyse results.

Section 1: Your Work in the Arts

Section 1: Your Work in the Arts in 2024-25 (1 of 6)

This section focuses primarily on your work in the arts during the 2024-25 financial year (April 2024 to March 2025), including employment type, income, and working conditions during that period (there are questions for those who are new since April 2025 or left before April 2024). This helps us understand the diverse ways people work in the arts and build a comprehensive picture of employment in the sector.

This is the core section of our research - the information here allows us to track changes since our 2018 and 2022 surveys and compare working conditions across the sector.

Note: If you have multiple roles in the arts, please consider your primary or most significant role when answering, unless a question specifically asks about all your arts work.

The remaining sections (2-6) are entirely optional, so you can choose to complete only the areas most relevant to your experience.

Section 1: Current work status

1. Did you work in the arts and cultural sector in 2024-25 (between April 2024 and March 2025)? *

Including if you are also working outside of the sector

- ☐ Yes, and I'm still working in the arts and cultural sector
- ☐ Yes, but I'm not longer working in the arts and cultural sector
- ☐ No, I only started working in the arts and cultural sector since April 2025
- ☐ No, I worked in the sector prior to April 2024
- ☐ No, I have never worked in the arts and cultural sector

Section 1: Left the sector: Previous Work

2. What was your role/job title when you last worked in the arts sector?

3. Approximately, how long had you worked in the arts sector before leaving? *

- ☐ Less than 1 year
- ☐ 1-2 years
- ☐ 3-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ More than 20 years

4. When did you leave the arts sector? *

- ☐ 2024
- ☐ 2023
- ☐ 2022
- ☐ 2021
- ☐ 2020
- ☐ 2019
- ☐ Earlier than 2019

5. Approximately, what was your final annual salary/income from arts work? *

- ☐ Under £15,000
- ☐ £15,000-£19,999
- ☐ £20,000-£24,999
- ☐ £25,000-£29,999
- ☐ £30,000-£34,999
- ☐ £35,000-£39,999
- ☐ £40,000-£49,999
- ☐ £50,000-£59,999
- ☐ £60,000-£74,999
- ☐ £75,000-£99,999
- ☐ £100,000+
- ☐ Prefer not to say
- ☐ Don't know/can't remember

Section 1: Left the sector: Current Work

6. Please could you tell us what do you do now?

7. Approximately, what is your current annual salary/income *

- ☐ Under £15,000
- ☐ £15,000-£19,999
- ☐ £20,000-£24,999
- ☐ £25,000-£29,999
- ☐ £30,000-£34,999
- ☐ £35,000-£39,999
- ☐ £40,000-£49,999
- ☐ £50,000-£59,999
- ☐ £60,000-£74,999
- ☐ £75,000-£99,999
- ☐ £100,000+
- ☐ Prefer not to say

Section 1: Experience working in the arts

8. How would you describe your overall experience working in the arts and cultural sector? *

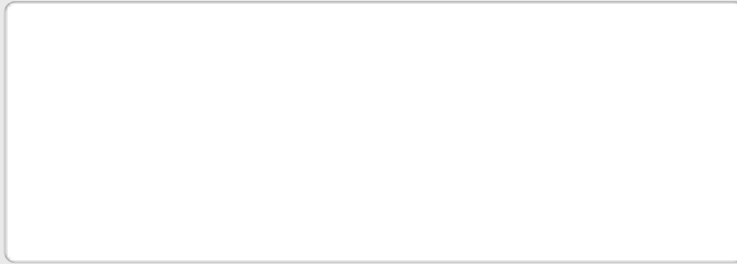
- ☐ Very positive
- ☐ Somewhat positive
- ☐ Mixed (equally positive and challenging)
- ☐ Somewhat challenging
- ☐ Very challenging
- ☐ Other (use the box below to expand)

9. What factors most influence(d) your experience in the sector? (Select up to 3) *

- ☐ Access to resources and support
- ☐ Alignment with personal values and ethics
- ☐ Autonomy and decision-making power
- ☐ Career advancement opportunities
- ☐ Creative fulfilment and artistic expression
- ☐ Diversity, equity and inclusion in the workplace
- ☐ Financial considerations and compensation
- ☐ Geographical location and community context
- ☐ Job security and stability
- ☐ Learning and skill development
- ☐ Organisational culture and leadership
- ☐ Professional relationships and community
- ☐ Recognition and validation of my work
- ☐ Sense of purpose and social impact
- ☐ Work-life balance and wellbeing
- ☐ Working conditions and environment
- ☐ Other (please specify):

*

10. We'd love to hear more about your overall experience working in the arts sector. Feel free to share any thoughts here, though there will be opportunities to address specific aspects in more detail throughout the survey.



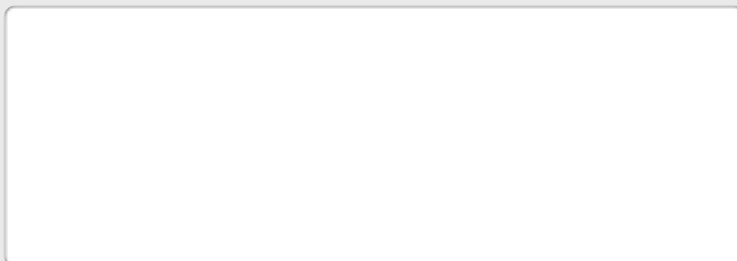
Section 1: Left the sector: Returning

11. Would you consider returning to work in the arts and culture sector?

*

- ☐ Yes, definitely
- ☐ Yes, under the right circumstances
- ☐ Maybe, I'm unsure
- ☐ Probably not
- ☐ Definitely not

12. What would encourage you, if anything, to return to the arts sector?



Section 1: Employment status

13. Which best describes your employment status in the arts in the 2024-25 financial year (April 2024 to March 2025)? *(Select all that apply-choose multiple options if you combine different types of work) **

- ☐ Salaried (full-time)
employed with PAYE tax deductions
- ☐ Salaried (part-time)
employed with PAYE tax deductions
- ☐ Freelance/self-employed
generally paid by invoice, responsible for own tax
- ☐ Owner-manager of an arts business
- ☐ Other (please describe)
Note: We will not ask detailed salary questions if you only select this option

14. Which best describes your current employment status in the arts for the 2025-26 financial year (April 2025 to March 2026)? *(Select all that apply-choose multiple options if you combine different types of work) **

- ☐ Salaried (full-time)
employed with PAYE tax deductions
- ☐ Salaried (part-time)
employed with PAYE tax deductions
- ☐ Freelance/self-employed
generally paid by invoice, responsible for own tax
- ☐ Owner-manager of an arts business
- ☐ Other (please describe)
Note: We will not ask detailed salary questions if you only select this option

15. What was your job title in 2024-25? (Optional - helps us understand evolving roles in the sector)

16. Is this still your job title in 2025-26?

- ☐ Yes
- ☐ No (please tell us your current job title)

Section 1: New to sector: Your job title

17. What is your job title? (Optional - helps us understand evolving roles in the sector)

Section 1: Role level

18. Which of the following best describes the level of your role in 2024-25? *(tick one only)* *

- ☐ Entry level / Early career
- ☐ Middle level (e.g. report to senior management; and/or responsible for some staff)
- ☐ Senior level (e.g. on the senior management team; and/or report to the board; and/or responsible for all staff in an organisation or department)
- ☐ Other

- ☐ Not applicable

19. Which of the following best describes the level of your current role?

(tick one only) *

- ☐ Entry level / Early career
- ☐ Middle level (e.g. report to senior management; and/or responsible for some staff)
- ☐ Senior level (e.g. on the senior management team; and/or report to the board; and/or responsible for all staff in an organisation or department)
- ☐ Other
- ☐ Not applicable

Section 1: Employment contract

20. Which of the following best describes your employment contract in 2024-25? (tick one only) *

- ☐ Permanent contract
- ☐ Temporary or fixed term contract
- ☐ Casual or zero hours contract
- ☐ Other

21. Which of the following best describes your employment contract?

(tick one only) *

- ☐ Permanent contract
- ☐ Temporary or fixed term contract
- ☐ Casual or zero hours contract
- ☐ Other

Section 1: Payment basis

22. On what basis were you paid in 2024-25? *(tick one only)* *

- ☐ Annual Salary (Full-time)
- ☐ Pro-rata annual salary (Part-time)
- ☐ Hourly rate
- ☐ Daily rate
- ☐ Other

23. On what basis are you paid? *(tick one only)* *

- ☐ Annual Salary (Full-time)
- ☐ Pro-rata annual salary (Part-time)
- ☐ Hourly rate
- ☐ Daily rate
- ☐ Other

Section 1: Main area of work

24. What was your main area of work in 2024-25? (Select all that apply) *

- ☐ Artistic Direction
- ☐ Backstage / Technical
- ☐ Co-ordinating / Leading workshops
- ☐ Consultancy / Giving advice
- ☐ Data & Insights
- ☐ Education / Outreach
- ☐ Facilities management / Operations / Security
- ☐ Finance / Accountancy
- ☐ Front-of-house / Box office
- ☐ Fundraising
- ☐ General administration
- ☐ Human resource management
- ☐ Marketing / Press and PR / Audience Development
- ☐ Organisational development / Strategic planning / Policy-making
- ☐ Performing / Creating art / Artist
- ☐ Producing
- ☐ Programming / Curating
- ☐ Project Evaluation
- ☐ Project management
- ☐ Research
- ☐ Teaching / Lecturing / Training
- ☐ Web / digital
- ☐ Other (please specify):

25. What is your main area of work? *(Select all that apply)* *

- ☐ Artistic Direction
- ☐ Backstage / Technical
- ☐ Co-ordinating / Leading workshops
- ☐ Consultancy / Giving advice
- ☐ Data & Insights
- ☐ Education / Outreach
- ☐ Facilities management / Operations / Security
- ☐ Finance / Accountancy
- ☐ Front-of-house / Box office
- ☐ Fundraising
- ☐ General administration
- ☐ Human resource management
- ☐ Marketing / Press and PR / Audience Development
- ☐ Organisational development / Strategic planning / Policy-making
- ☐ Performing / Creating art / Artist
- ☐ Producing
- ☐ Programming / Curating
- ☐ Project Evaluation
- ☐ Project management
- ☐ Research
- ☐ Teaching / Lecturing / Training
- ☐ Web / digital
- ☐ Other (please specify):

Section 1: Primary artform or discipline

26. What artform or discipline did you primarily work in? (*Select all that apply*)

- ☐ Arts education
- ☐ Community arts
- ☐ Crafts
- ☐ Dance
- ☐ Digital/New media arts
- ☐ Film/Video
- ☐ Heritage/Museums
- ☐ Libraries/Archives
- ☐ Literature/Writing
- ☐ Music
- ☐ Theatre
- ☐ Visual arts
- ☐ Cross-artform/Interdisciplinary
- ☐ I work across multiple artforms equally
- ☐ My work is not artform-specific (e.g., consultancy, research, administration)
- ☐ Other (please specify):
- ☐ Not applicable to my role

27. What artform or discipline do you primarily work in? *(Select all that apply)*

- ☐ Arts education
- ☐ Community arts
- ☐ Crafts
- ☐ Dance
- ☐ Digital/New media arts
- ☐ Film/Video
- ☐ Heritage/Museums
- ☐ Libraries/Archives
- ☐ Literature/Writing
- ☐ Music
- ☐ Theatre
- ☐ Visual arts
- ☐ Cross-artform/Interdisciplinary
- ☐ I work across multiple artforms equally
- ☐ My work is not artform-specific (e.g., consultancy, research, administration)
- ☐ Other (please specify):
- ☐ Not applicable to my role

Section 1: Type of organisation

28. Who employed or contracted you most regularly in 2024-25? (Select all that apply) *

- ☐ Not-for-profit arts organisation (venue-based with box office)
- ☐ Not-for-profit arts organisation (non-venue based)
- ☐ Commercial creative business (venue-based with box office)
- ☐ Commercial creative business (non-venue based)
- ☐ Local authority or public body
- ☐ Education provider (e.g. school, university)
- ☐ I work independently / as a sole trader
- ☐ Other (please describe):

29. Who employs or contracts you most regularly? (Select all that apply) *

- ☐ Not-for-profit arts organisation (venue-based with box office)
- ☐ Not-for-profit arts organisation (non-venue based)
- ☐ Commercial creative business (venue-based with box office)
- ☐ Commercial creative business (non-venue based)
- ☐ Local authority or public body
- ☐ Education provider (e.g. school, university)
- ☐ I work independently / as a sole trader
- ☐ Other (please describe):

Section 1: Organisation size

30. Approximately how many employees (FTE) are there at your primary organisation you worked for in 2024-25? *

- ☐ 1-5
- ☐ 6-15
- ☐ 16-30
- ☐ 31-100
- ☐ 100+
- ☐ Not applicable

31. Approximately how many employees (FTE) are there at your primary organisation you work for? *

- ☐ 1-5
- ☐ 6-15
- ☐ 16-30
- ☐ 31-100
- ☐ 100+
- ☐ Not applicable

Section 1: Organisation turnover

32. What was the annual turnover of the organisation you worked for in 2024-25? *

We're looking for your best guess - if you're unsure, you can check the [Register of Charities](#) or [Companies House](#) for details, but don't worry if you can't find exact figures

- ☐ up to £50k
- ☐ £50k - £100k
- ☐ £100k - £200k
- ☐ £200k - £500k
- ☐ £500k - £1m
- ☐ £1m - £2m
- ☐ £2m - £5m
- ☐ £5m - £10m
- ☐ £10m - £20m
- ☐ £20m - £50m
- ☐ Over £50m
- ☐ Not sure

Section 1: Organisation location

33. In which of the following is the organisation you worked for in 2024-25 based? *

- ☐ East of England
- ☐ London
- ☐ East Midlands
- ☐ West Midlands
- ☐ North East
- ☐ North West
- ☐ South East
- ☐ South West
- ☐ Yorkshire
- ☐ Scotland
- ☐ Wales
- ☐ Northern Ireland
- ☐ Elsewhere in Europe
- ☐ Outside Europe
- ☐ Fully remote/distributed (no fixed location)
- ☐ Multiple UK locations
- ☐ Not sure/Not applicable

Section 1: Your location

34. In which region did you live in 2024-25? *

If you lived in multiple regions, please select the one you would consider your primary region

- ☐ East of England
- ☐ London
- ☐ East Midlands
- ☐ West Midlands
- ☐ North East
- ☐ North West
- ☐ South East
- ☐ South West
- ☐ Yorkshire
- ☐ Scotland
- ☐ Wales
- ☐ Northern Ireland
- ☐ Elsewhere in Europe
- ☐ Outside Europe

35. In which region do you live? *

If you lived in multiple regions, please select the one you would consider your primary region

- ☐ East of England
- ☐ London
- ☐ East Midlands
- ☐ West Midlands
- ☐ North East
- ☐ North West
- ☐ South East
- ☐ South West
- ☐ Yorkshire
- ☐ Scotland
- ☐ Wales
- ☐ Northern Ireland
- ☐ Elsewhere in Europe
- ☐ Outside Europe

Section 1: Income from arts work (past 12 months)

36. In 2024-25, did you have one or multiple salaried positions in the arts sector? *

- ☐ One salaried position
- ☐ Multiple salaried positions

37. For your primary salaried position: What was your FTE (full-time equivalent) salary for this job in 2024-25? *

(Please do not enter a £ sign or any commas in your answer. e.g. If your salary was £32,500 enter 32500. Enter your annual salary BEFORE deductions for tax, National Insurance, pension contributions and voluntary deductions, and excluding any occasional bonus payments, commission or performance-related pay.)

£

38. What is your current FTE (full-time equivalent) salary in 2025-26?

Leave blank if you are no longer in a salaried position

£

39. What were your contracted/agreed hours per week for your primary salaried position? (Note: We'll ask about actual hours worked later in the survey) *

hours per week

40. For your secondary salaried position(s): *

Combined annual salary from other positions:

£

Combined contracted hours per week in other positions:

41. What was your income from freelance/self-employed work in the arts and cultural sector in 2024-25? (Include income before tax and expenses.) *

£

42. What was your personal income from the business in 2024-25, including salary and dividends? (Excluding total business turnover) *

£

Section 1: New to sector salary information

43. For your primary salaried position: What is your FTE (full-time equivalent) salary for this job in 2025-26? *

(Please do not enter a £ sign or any commas in your answer. e.g. If your salary was £32,500 enter 32500. Enter your annual salary BEFORE deductions for tax, National Insurance, pension contributions and voluntary deductions, and excluding any occasional bonus payments, commission or performance-related pay.)

£

Section 1: Freelance charging basis

44. For your freelance or self-employed work in 2024-25, did you normally charge or get paid via ...? (Select all that apply) *

☐ A daily rate

☐ An hourly rate

☐ Per project fees

☐ Other (please specify):

45. For your freelance or self-employed work, do you normally charge or get paid via ...? (Select all that apply) *

☐ A daily rate

☐ An hourly rate

☐ Per project fees

☐ Other (please specify):

Section 1: Freelance rates 2024-25

46. If you freelance, what was your typical rate in 2024-25? (Before tax and expenses)

Daily rate: £

Hourly rate: £

Per project average:
£

47. What did you typically get paid? (Before tax and expenses)

Daily rate: £

Hourly rate: £

Per project average:
£

Section 1: Freelance rates current

48. If you freelance, what is your typical rate? (Before tax and expenses)

Daily rate: £

Hourly rate: £

Per project average:
£

49. What do you typically get paid? (Before tax and expenses)

Daily rate: £

Hourly rate: £

Per project average:
£

Section 1: Invoice payments

50. How would you describe your typical experience with receiving payments? (Select all that apply) *

- ☐ Consistently paid on time (within 30 days)
- ☐ Usually paid on time, with occasional delays
- ☐ Regularly experience delays of 1-2 months
- ☐ Regularly experience delays of 3+ months
- ☐ Payment timing is very unpredictable
- ☐ I often have to chase payment multiple times
- ☐ Not applicable

51. In 2024-25, did you have any invoices go completely unpaid? *

- ☐ Yes, one invoice
- ☐ Yes, multiple invoices
- ☐ No
- ☐ Not applicable

Section 1: Weekly hours worked

52. How many hours per week did you actually work across all your roles in the arts and cultural sector in 2024-25? (For freelancers and owner-managers: Please estimate your typical weekly hours, even if they vary throughout the year) *

hours per week

53. How many hours per week do you actually work across all your roles in the arts and cultural sector? (For freelancers and owner-managers: Please estimate your typical weekly hours, even if they vary throughout the year) *

hours per week

Section 1: Percentage of income from arts work

54. What percentage of your total income was from your work in the arts and culture sector in 2024-25? *

0%



100%

☐ Not Applicable / Prefer not to say

Section 1: Saving and unexpected expenses

55. Do / did you typically have money left at the end of each month?*

- ☐ Yes, I can save regularly
- ☐ Yes, I have some left over occasionally
- ☐ I usually break even
- ☐ No, I often struggle to cover expenses
- ☐ No, I regularly cannot cover basic expenses
- ☐ Prefer not to say

56. Could you cover an unexpected expense equal to your monthly salary? *

- ☐ Yes, easily
- ☐ Yes, with some difficulty
- ☐ No, but I could borrow/get family support
- ☐ No, this would cause serious financial difficulty
- ☐ Prefer not to say

Section 1: Benefits and protections

57. Which of the following benefits did you receive through your employer? (Select all that apply) *

Even if you didn't use those benefits, please indicate if they were available

- ☐ Pension contributions above the statutory minimum of 3%
- ☐ Paid sick leave above the statutory minimum of £118.75 per week
- ☐ Paid parental leave above the statutory minimum
- ☐ Healthcare/wellbeing support
- ☐ Flexible working arrangements
- ☐ Training/development budget
- ☐ Other (please specify):
- ☐ None of the above
- ☐ Not applicable
- ☐ Prefer not to say

58. Which of the following benefits do you receive through your employer? (Select all that apply) *

Even if you didn't use those benefits, please indicate if they were available

- ☐ Pension contributions above the statutory minimum of 3%
- ☐ Paid sick leave above the statutory minimum of £118.75 per week
- ☐ Paid parental leave above the statutory minimum
- ☐ Healthcare/wellbeing support
- ☐ Flexible working arrangements
- ☐ Training/development budget
- ☐ Other (please specify):
- ☐ None of the above
- ☐ Not applicable
- ☐ Prefer not to say

Section 1: Secondary income sources

59. Did you have income sources outside of your arts work? (Select all that apply) *

- ☐ Freelance work in non-arts sectors
- ☐ Investment or rental income
- ☐ None - arts work is my only income source
- ☐ Other (please specify):
- ☐ Other part-time employment unrelated to the arts
- ☐ Prefer not to say
- ☐ Support from family/partner
- ☐ Teaching/education work
- ☐ Temporary, short-term, flexible or one-off

60. What percentage of your household's total income in 2024-25 came from your work in the arts and cultural sector? *

0% 100%

☐ Not Applicable / Prefer not to say

Section 1: Unpaid work in the arts

61. In 2024-25, have you undertaken any unpaid work in the arts and cultural sector? (Select all that apply) *

- ☐ Free consultation/advisory work
- ☐ Pro bono work for artistic collaborators
- ☐ Serving on boards/committees without compensation
- ☐ Unpaid internships
- ☐ Unpaid overtime in salaried positions
- ☐ Volunteering for arts organisations
- ☐ Working for free to build portfolio/gain experience
- ☐ No - all my arts work is paid
- ☐ Other (please specify):

Section 1: Working arrangement

62. Which of the following best describes your normal working arrangement in your arts and cultural role(s) in 2024-25? *

- ☐ Fully on-site/in-person
- ☐ Mostly on-site with some remote work
- ☐ Roughly equal split between remote and on-site
- ☐ Mostly remote with occasional on-site requirements
- ☐ Fully remote
- ☐ It varies substantially depending on projects/time of year
- ☐ Not applicable

63. How satisfied were you with your working arrangement? *

- ☐ Very satisfied
- ☐ Somewhat satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied

64. How has remote/digital working affected your experience in the arts sector?

Section 1: Left sector after 2024-25

65. You indicated you worked in the arts sector in 2024-25 but are no longer working in the sector. Please could you tell us a little more about why you left

End of Section 1

Thank you for completing Section 1!

You've provided valuable information about employment and pay in the arts sector - this core data helps us track changes over time and build a comprehensive picture of working conditions. The remaining sections are optional, but we would really appreciate your thoughts.

You can now choose to:

- **Return to Section 1:** Your Work in the Arts
- **Continue to Section 2:** Access & Job Security (*career pathways, barriers, sustainability*)
- **Skip to Section 3:** Equity & Resourcing (*pay fairness, transparency, networks*)
- **Skip to Section 4:** Compassion & Culture (*workplace wellbeing, relationships, support*)
- **Skip to Section 5:** Future Visions (*your ideas for positive change*)
- **Skip to Section 6:** Demographics (*optional equality monitoring*)

66. Where would you like to go next? *

Return to Section 1: Your Work in the Arts
Continue to Section 2: Access & Job Security
Skip to Section 3: Equity & Resourcing
Skip to Section 4: Compassion & Culture
Skip to Section 5: Future Visions
Skip to Section 6: Demographics

Section 2: Access & Job Security

Section 2: Career pathways and sustainability (2 of 6)

We're interested in how people enter and stay in the arts sector — and what enables or limits their ability to do so. This section explores your career journey, barriers and opportunities you've encountered, professional development experiences, and the sustainability of your work in the arts.

Your insights will help us understand what factors influence who can access arts careers, how people navigate career paths, and what makes working in the arts sustainable over time.

Note: All questions in this section are optional. We understand that career experiences can be personal, so please share only what you're comfortable with. Even partial responses will provide valuable insights.

Section 2: Years in the arts sector

67. How long have you been working / did you work in the arts and cultural sector?

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ 4-7 years
- ☐ 8-12 years
- ☐ 13-20 years
- ☐ More than 20 years

Section 2: Entry and Early Career

68. How did you first start working in the arts?

69. What initially drew you to work in the arts or cultural sector? (select top 3)

- ☐ Academic or professional training
- ☐ Community / belonging
- ☐ Creative freedom
- ☐ Cultural capital / reputation
- ☐ Family influence or connections
- ☐ Financial reward
- ☐ Passion for the artform
- ☐ Sense of purpose/social value
- ☐ Other (please describe):

70. Did any of following support your entry into the arts sector? (*Select all that apply*)

- ☐ Family financial support
- ☐ Internship or voluntary experience
- ☐ Mentorship
- ☐ None of these
- ☐ Personal network or connections
- ☐ Public funding or grants
- ☐ University or college
- ☐ Other (please describe):

71. Were there any significant barriers you faced when entering the sector?

- ☐ Yes
- ☐ No
- ☐ Not sure

72. What barriers did you experience? *(Select all that apply)*

- ☐ Discrimination or bias
- ☐ Family or caring responsibilities
- ☐ Financial constraints
- ☐ Geographic limitations
- ☐ Lack of relevant qualifications
- ☐ Limited access to networks/connections
- ☐ Limited entry-level opportunities
- ☐ Other (please specify):

Section 2: Career pathways

73. Which of the following describes your employment journey in the arts? *(Select all that apply)*

- ☐ I have remained in the same employment type throughout my career
- ☐ I have moved between freelance and salaried work (one or more times)
- ☐ I have moved between part-time and full-time work (one or more times)
- ☐ I have worked in multiple employment types simultaneously (e.g., part-time job plus freelance)
- ☐ I have moved from creative/artistic roles to more administrative or business-focused roles
- ☐ I have moved from administrative roles to more creative/artistic roles
- ☐ I have moved between different artforms or disciplines
- ☐ I have taken breaks from working in the arts sector
- ☐ Other (please describe)
- ☐ Prefer not to say

74. What factors influenced your employment transitions? *(Select all that apply)*

- ☐ Limited opportunities in preferred role type
- ☐ Greater creative freedom/autonomy
- ☐ Family or caring responsibilities
- ☐ Health or wellbeing concerns
- ☐ Organisational culture issues
- ☐ Career advancement opportunities
- ☐ Improved work-life balance
- ☐ Better job security/stability
- ☐ Response to redundancy/contract ending
- ☐ Geographic relocation
- ☐ Financial necessity
- ☐ Other (please specify)
- ☐ Not applicable

Section 2: Role and responsibilities

75. How clear are your job role, responsibilities, and expectations in your current position?

- ☐ Very clear - my role and responsibilities are well-defined
- ☐ Somewhat clear - most aspects of my role are defined, but there are some gray areas
- ☐ Somewhat unclear - significant aspects of my role are undefined or constantly shifting
- ☐ Very unclear - my role and responsibilities are poorly defined or frequently changing
- ☐ Not applicable to my situation

76. Do you have a clear understanding of potential career progression paths available to you in the arts sector?

- ☐ Yes, very clear - I understand the specific steps and requirements for advancement
- ☐ Somewhat clear - I have a general idea but details aren't always transparent
- ☐ Somewhat unclear - I see limited or uncertain paths forward
- ☐ Very unclear - I don't see defined progression opportunities
- ☐ Not applicable to my situation

77. Please elaborate if you wish

Section 2: Career development

78. How would you describe your access to professional development in the arts sector?

- ☐ Excellent - I have all the development opportunities I need
- ☐ Good - I have most development opportunities I need
- ☐ Limited - I lack some important development opportunities
- ☐ Poor - I lack most development opportunities I need
- ☐ Not applicable to my situation

79. Which of the following have you engaged in to develop your arts career? *(Select all that apply)*

- ☐ Self-funded training or courses
- ☐ Employer-funded professional development
- ☐ Mentoring (receiving or providing)
- ☐ Unpaid internships or work placements
- ☐ Volunteering within arts organisations
- ☐ Creating self-initiated projects
- ☐ Participating in arts networks/communities
- ☐ None of the above
- ☐ Other (please specify):

Section 2: Career advancement barriers

80. Have you experienced barriers to career advancement in the arts?

- ☐ Yes, significant barriers
- ☐ Yes, some barriers
- ☐ No significant barriers
- ☐ Not applicable

81. What types of barriers have you experienced? (Select up to 3 most significant)

- ☐ "Cultural fit" expectations
- ☐ Discrimination based on protected characteristics
- ☐ Geographic limitations
- ☐ Imbalance between qualifications and available positions
- ☐ Lack of mentorship/guidance
- ☐ Lack of transparent opportunities
- ☐ Limited funding for training/skills development
- ☐ Limited networking opportunities
- ☐ Nepotism/favouritism in hiring and promotion
- ☐ Poor management/leadership in organisations
- ☐ Socioeconomic barriers
- ☐ Other (please specify):

Section 2: Sustainability

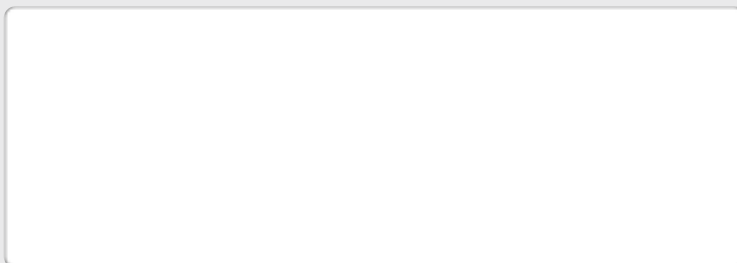
82. How would you describe the financial stability of your work in the arts?

- ☐ Very stable
- ☐ Mostly stable
- ☐ Somewhat variable
- ☐ Highly variable
- ☐ I'm considering other career options

83. How would you describe the emotional sustainability of your current arts work?

- ☐ Very sustainable
- ☐ Somewhat sustainable
- ☐ Neutral
- ☐ Somewhat unsustainable
- ☐ Very unsustainable

84. Feel free to elaborate on either of the above

A large, empty rectangular box with a thin gray border, intended for the respondent to provide additional details or elaboration on their previous answers.

85. When you experience work uncertainty in the arts (e.g., irregular income, short-term contracts, changing opportunities), how do you typically think about it?

- ☐ As something I need to personally manage or overcome
- ☐ As an inherent feature of creative work that everyone deals with
- ☐ As a systemic issue that requires sector-wide change
- ☐ As something that varies depending on privilege and background
- ☐ I haven't experienced significant uncertainty in my work
- ☐ Other perspective (please specify):

86. Which statement best reflects your view on working conditions in the arts?

- ☐ The unpredictability of arts work is what makes it fulfilling and creative
- ☐ I accept instability because it's the trade-off for doing work I care about
- ☐ The current level of instability primarily benefits organisations, not workers
- ☐ The lack of stability is a barrier that excludes many talented people
- ☐ My experience has been mostly stable so this isn't a significant concern
- ☐ Other view (please specify):

87. In the past year, have you invested time in unpaid work to maintain visibility in the sector?

- ☐ No
- ☐ Yes, occasionally (1-3 times)
- ☐ Yes, regularly (4-10 times)
- ☐ Yes, frequently (more than 10 times)

Section 2: Crisis points

88. Have you experienced a crisis point where you seriously considered leaving the arts? (Select all that apply)

- ☐ Yes, due to financial pressures
- ☐ Yes, due to burnout/overwork
- ☐ Yes, due to workplace issues/bullying
- ☐ Yes, due to lack of opportunities
- ☐ Yes, other reason

- ☐ No
- ☐ Prefer not to say

89. What prevented you from leaving or helped you through difficult periods?

90. Where do you see yourself in five years' time?

- ☐ Still working in the arts, same role/employment type
- ☐ Still in the arts, but in a different role/employment type
- ☐ Hoping to move into another sector
- ☐ Planning to leave the workforce (e.g. retirement, caring)
- ☐ Uncertain
- ☐ Prefer not to say

91. What would make you more likely to stay working in the arts sector long-term? *(Select up to 3 most important factors)*

- ☐ Increased financial compensation
- ☐ Greater job security
- ☐ Better work-life balance
- ☐ More accessible career progression pathways
- ☐ Improved organisational cultures
- ☐ More diverse and inclusive sector
- ☐ Better benefits (pension, healthcare, parental leave, etc.)
- ☐ More professional development opportunities
- ☐ Greater creative freedom/autonomy
- ☐ More public recognition/value for arts work
- ☐ Other (please specify):

92. To what extent do you feel you have agency or control in your career trajectory?

- ☐ Complete control
- ☐ Significant control
- ☐ Moderate control
- ☐ Limited control
- ☐ Very little control

93. What factors might make you consider leaving the arts sector?

94. What changes have you made to sustain your career in the arts?

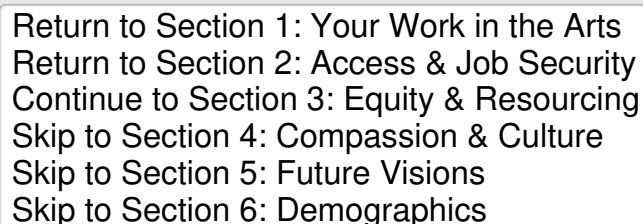
Thank you for completing Section 2!

Your insights about career pathways, barriers, and sustainability help us understand what enables people to enter and thrive in the arts sector. The remaining sections are optional, but we would really appreciate your thoughts.

You can now choose to:

- **Return to Section 1:** Your Work in the Arts
- **Return to Section 2:** Access & Job Security (*career pathways, barriers, sustainability*)
- **Continue to Section 3:** Equity & Resourcing (*pay fairness, transparency, networks*)
- **Skip to Section 4:** Compassion & Culture (*workplace wellbeing, relationships, support*)
- **Skip to Section 5:** Future Visions (*your ideas for positive change*)
- **Skip to Section 6:** Demographics (*optional equality monitoring*)

95. Where would you like to go next? *



Return to Section 1: Your Work in the Arts
Return to Section 2: Access & Job Security
Continue to Section 3: Equity & Resourcing
Skip to Section 4: Compassion & Culture
Skip to Section 5: Future Visions
Skip to Section 6: Demographics

Section 3: Equity & Resourcing

Section 3: Resource distribution and equity (3 of 6)

This section explores how resources like time, money, and opportunity are distributed — and how different types of work are valued. We'll ask about your experiences with pay fairness, transparency, access to opportunities, and the role of networks and identity in arts careers.

Your insights, whatever you choose to share, will help us better understand patterns of resource distribution in the arts sector and identify potential areas for positive change.

Note: All questions in this section are optional.

Section 3: Fairness of pay

96. To what extent do you feel your pay reflects / reflected the value of your work, skills, experience, and responsibilities?

- ☐ Very fair - my compensation appropriately reflects my contribution
- ☐ Somewhat fair - my compensation mostly reflects my contribution
- ☐ Neither fair nor unfair - my compensation partially reflects my contribution
- ☐ Somewhat unfair - my compensation doesn't adequately reflect my contribution
- ☐ Very unfair - my compensation significantly undervalues my contribution

97. Please elaborate

98. What would you consider a fair rate of pay for the work that you do?

For salaried roles: £ per year (full-time equivalent)

For freelance/hourly work: £ per day

OR For freelance/hourly work: £ per hour

Section 3: Pay transparency

99. How often do you know what others in similar roles are paid?

- ☐ Always
- ☐ Often
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

Section 3: Unpaid or hidden labour

100. Have you experienced expectations to take on additional responsibilities beyond your formal role?

- ☐ Yes
- ☐ No
- ☐ Sometimes

101. What types of additional responsibilities? *(Select all that apply)*

- ☐ Adapting to different communication styles
- ☐ Conflict resolution between colleagues/departments
- ☐ Covering long-term leave or vacant roles
- ☐ Crisis management or problem-solving outside your expertise
- ☐ Event planning or coordination
- ☐ Facility maintenance or physical labour
- ☐ Fundraising or revenue generation activities
- ☐ Managing relationships or organisational culture
- ☐ Marketing or social media beyond your job description
- ☐ Mentoring or supporting others informally
- ☐ Personal assistant tasks for managers/directors
- ☐ Providing guidance on diversity or inclusion topics
- ☐ Representing perspectives from your background or identity
- ☐ Taking on administrative tasks outside your role
- ☐ Technical support or IT troubleshooting
- ☐ Translation or interpretation (language or cultural)
- ☐ Work that should be done by a paid specialist
- ☐ None of the above
- ☐ Other (please specify):

Section 3: Transparency

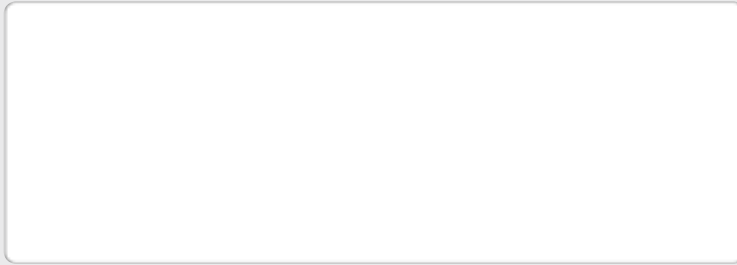
102. How transparent are / were decision-making processes in your organisation or contracts (e.g. budget, fees, hiring)?

- ☐ Very transparent
- ☐ Somewhat transparent
- ☐ Not transparent
- ☐ Not applicable

103. Which areas lack transparency in your experience? (Select all that apply)

- ☐ Budget allocation and spending
- ☐ Pay scales and salary bands
- ☐ Hiring and recruitment processes
- ☐ Promotion and advancement criteria
- ☐ Fee-setting for freelancers
- ☐ Organisational decision-making
- ☐ Project funding and resource allocation
- ☐ Performance evaluation criteria
- ☐ Other (please specify):

104. Please elaborate on transparency issues you've experienced



Section 3: Feeling legitimate

105. Do / did you feel confident navigating how the arts sector works?

- ☐ Yes, I understand how things work
- ☐ I've learned over time, but it's not always clear
- ☐ I sometimes find the sector difficult to navigate
- ☐ I frequently find the sector confusing or inaccessible
- ☐ I've largely disengaged from trying to understand the systems

106. What factors have made it easier or harder for you to navigate the sector?



Section 3: Cultural capital and connections

107. How important have personal connections and understanding unwritten cultural norms been in your access to opportunities in the arts?

- ☐ Very important - they've been essential to my career progression
- ☐ Moderately important - they've provided some advantages
- ☐ Somewhat important - they've helped occasionally
- ☐ Minimally important - they've played a minor role
- ☐ Not important - I've primarily advanced through formal processes
- ☐ They've been a barrier - I've lacked access to necessary networks/understanding
- ☐ Someone I knew helped me get my first job in the arts
- ☐ Not sure
- ☐ Other (please specify):

108. Could you share more about your experience with networks and sector norms?

Section 3: Adapting for legitimacy

109. Have you adapted your communication style, appearance, or self-presentation to fit in or succeed in professional arts contexts?

- ☐ Yes, and I find this a positive professional skill
- ☐ Yes, and I have mixed feelings about this
- ☐ Yes, and I find this challenging or problematic
- ☐ No, I haven't needed to adapt significantly
- ☐ Not sure
- ☐ Other (please specify):

110. In what way have you adapted, and what prompted this?

Section 3: Representation in leadership

111. Do / did you see people with backgrounds similar to yours in leadership positions in the arts?

- ☐ Yes, frequently
- ☐ Sometimes
- ☐ Rarely
- ☐ Never
- ☐ Not sure

112. How have aspects of your personal identity (such as gender, ethnicity, class background, disability status, etc.) influenced your career trajectory in the arts?

- ☐ Primarily created advantages or opportunities
- ☐ Mix of advantages and challenges
- ☐ Primarily created challenges to navigate
- ☐ No significant influence I've noticed
- ☐ The influence varies substantially by context
- ☐ Prefer not to say

113. If you're comfortable sharing, which aspects of your identity have had the most impact on your arts career?

114. How would you describe your own relationship with culture both professionally and personally?

- ☐ I primarily engage with culture through my work
- ☐ I engage with similar cultural activities in both my work and personal life
- ☐ I engage with different types of culture in my personal life versus my work
- ☐ I deliberately seek cultural experiences outside of my professional focus
- ☐ I find it difficult to participate in culture outside of work due to burnout/overexposure
- ☐ I find it difficult to participate in culture outside of work due to financial constraints
- ☐ Other (please specify):

115. To what extent do you think your own experiences as a cultural participant inform your understanding of audiences?

- ☐ Significantly - my personal experiences as a participant strongly inform my work
- ☐ Moderately - I sometimes draw on my experiences as a participant
- ☐ Minimally - I rely more on formal audience research than personal experience
- ☐ Not at all - my work and personal cultural experiences are separate
- ☐ Not applicable to my role

End of Section 3

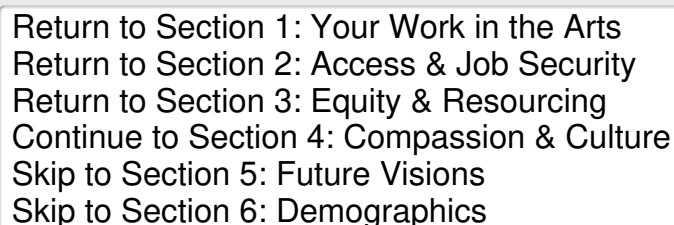
Thank you for completing Section 3!

Your perspectives on pay fairness, transparency, and access to opportunities provide crucial insights into how resources are distributed across the sector. The remaining sections are optional, but we would really appreciate your thoughts.

You can now choose to:

- **Return to Section 1:** Your Work in the Arts
- **Return to Section 2:** Access & Job Security (*career pathways, barriers, sustainability*)
- **Return to Section 3:** Equity & Resourcing (*pay fairness, transparency, networks*)
- **Continue to Section 4:** Compassion & Culture (*workplace wellbeing, relationships, support*)
- **Skip to Section 5:** Future Visions (*your ideas for positive change*)
- **Skip to Section 6:** Demographics (*optional equality monitoring*)

116. Where would you like to go next? *



Return to Section 1: Your Work in the Arts
Return to Section 2: Access & Job Security
Return to Section 3: Equity & Resourcing
Continue to Section 4: Compassion & Culture
Skip to Section 5: Future Visions
Skip to Section 6: Demographics

Section 4: Compassion & Culture

Section 4: Workplace culture and wellbeing (4 of 6)

We're interested in how people feel in their work, and whether they experience recognition, respect, and care. This section explores workplace dynamics, wellbeing, professional identity, relationships between different roles, and how organizational cultures affect your experience.

Your responses will help build a picture of workplace cultures in the arts sector and identify both challenges and positive practices that could be more widely adopted

Note: All questions in this section are optional.

Section 4: Feeling valued

117. In your current or most recent role(s), do you feel:

	Always	Sometimes	Rarely	Never
Valued for your contribution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respected as a professional?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comfortable being yourself?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 4: Background and comfort

118. Which of the following describe(d) typical working patterns in your arts role? *(Select all that apply)*

- ☐ Adequate breaks between intense work periods
- ☐ Clear boundaries between work and personal time
- ☐ Compressed workweeks or alternative scheduling
- ☐ Expected to respond to emails/messages in evenings/weekends
- ☐ Flexible working hours that benefit your work-life balance
- ☐ Last-minute schedule changes
- ☐ Receiving work communications outside work hours
- ☐ Regular evening/night work
- ☐ Regular overtime with compensation or time off in lieu
- ☐ Regular overtime without compensation
- ☐ Taking regular lunch breaks away from work
- ☐ Unpredictable work schedules
- ☐ Working beyond contracted/agreed hours
- ☐ Working multiple weekends per month
- ☐ Working through meal breaks
- ☐ None of the above

Section 4: Boundaries and balance

119. In your workplace, how comfortable do / did you feel expressing concerns or difficulties?

- ☐ Very comfortable expressing concerns
- ☐ Somewhat comfortable expressing concerns
- ☐ Somewhat uncomfortable expressing concerns
- ☐ Very uncomfortable expressing concerns
- ☐ It depends on the situation

120. How would you describe your experience with setting work boundaries (e.g., availability, scope of work, etc.)?

- ☐ I find it easy to establish and maintain boundaries
- ☐ I can usually establish boundaries, but with some difficulty
- ☐ I often find it challenging to establish boundaries
- ☐ It varies significantly depending on the client/employer
- ☐ Not applicable to my situation

121. Could you share an example of a boundary you've set or attempted to set?

122. Which of the following have you experienced in relation to your arts work in the past year? *(Select all that apply)*

- ☐ Fulfillment and satisfaction
- ☐ Manageable levels of stress
- ☐ Periods of high stress
- ☐ Emotional exhaustion or burnout
- ☐ Anxiety about work
- ☐ Positive energy and enthusiasm
- ☐ Work-related health impacts
- ☐ Good work-life balance
- ☐ Poor work-life balance
- ☐ None of the above
- ☐ Prefer not to say

123. What has supported (or not) your wellbeing in your arts work?

124. To what extent do you think the arts sector has a responsibility for workers' wellbeing?

- ☐ Completely responsible - organisations should prioritise worker wellbeing
- ☐ Mostly responsible - organisations should do more than they currently do
- ☐ Shared responsibility - both organisations and individuals play a role
- ☐ Mostly individual responsibility - workers should manage their own wellbeing
- ☐ Completely individual responsibility - organisations have no role in wellbeing
- ☐ It varies by organisation type/size
- ☐ Other (please specify):

Section 4: Messaging and pressure

125. In your current or most recent workplace, how would you characterise communication about workload and priorities?

- ☐ Very clear and reasonable
- ☐ Mostly clear with occasional challenges
- ☐ Sometimes unclear or contradictory
- ☐ Often unclear or contradictory
- ☐ Not applicable to my situation

126. When new initiatives or projects are introduced, how is their impact on existing workloads typically addressed?

- ☐ Very effectively - with clear reprioritisation
- ☐ Somewhat effectively - with some adjustment of expectations
- ☐ Somewhat ineffectively - with limited acknowledgment of capacity
- ☐ Very ineffectively - with little consideration of existing workloads
- ☐ Not applicable to my situation

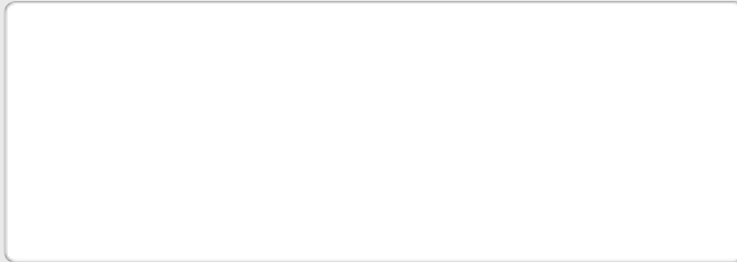
127. How is work-life balance modelled by leadership in your workplace?

- ☐ Leadership consistently demonstrates healthy boundaries and sustainable working practices
- ☐ Leadership generally models good work-life balance with some exceptions
- ☐ Leadership's approach to work-life balance is mixed or inconsistent
- ☐ Leadership often models unsustainable working practices
- ☐ Leadership consistently demonstrates poor work-life balance
- ☐ Not applicable
- ☐ I haven't observed this closely enough to say

128. In your experience, how openly can workplace challenges be discussed?

- ☐ Very openly - constructive discussion is encouraged
- ☐ Somewhat openly - some issues can be raised
- ☐ Limited openness - only certain topics can be discussed
- ☐ Not openly - raising concerns is discouraged
- ☐ It varies significantly by context
- ☐ Not applicable to my situation

129. What messages or attitudes about work expectations have you encountered in the arts sector?



Section 4: Role identity

130. How do / did you primarily identify in relation to your work in the arts? *(Select one that best applies)*

- ☐ As an artist or creator (someone who makes artistic work)
- ☐ As an arts professional (someone who supports or enables artistic work)
- ☐ As both a creator and enabler of artistic work
- ☐ As a cultural worker (part of the broader cultural ecosystem)
- ☐ As a creative professional (working across creative industries)
- ☐ It depends on the context or project
- ☐ None of these terms feel right to me
- ☐ Other (please specify):

131. How connected do / did you feel to others in different roles across the arts sector?

- ☐ Very connected - I identify strongly with others across different roles
- ☐ Moderately connected - I feel some shared identity despite different roles
- ☐ Somewhat disconnected - I mainly identify with others in similar roles to mine
- ☐ Very disconnected - I see significant divisions between different roles
- ☐ It varies depending on the specific roles or contexts

132. Which term would you prefer to use when referring to everyone working in the arts sector collectively?

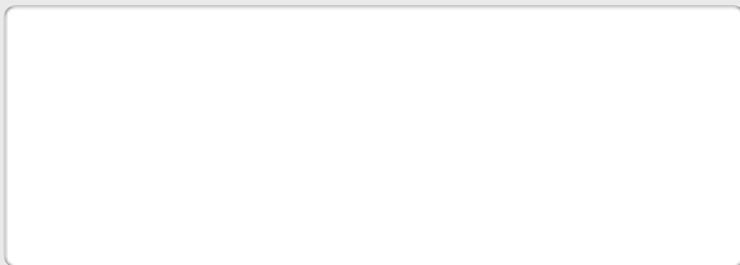
- ☐ Arts workers
- ☐ Creative workers
- ☐ Cultural workers
- ☐ Arts professionals
- ☐ Creative professionals
- ☐ Arts community
- ☐ Other (please specify):

Section 4: Tension or solidarity

133. How would you characterise relationships between different roles in the arts sector?

- ☐ Primarily collaborative and supportive
- ☐ Mostly positive with occasional tensions
- ☐ Neutral or variable depending on context
- ☐ Often characterized by differing priorities
- ☐ Frequently challenging
- ☐ I haven't formed an opinion on this

134. Can you describe a moment that stood out?

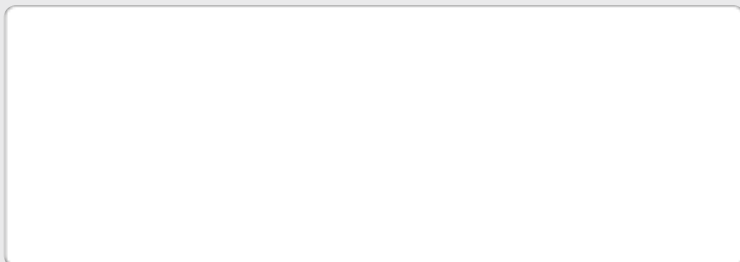


Section 4: Discrimination

135. Have you witnessed or experienced discrimination in your arts work?

- ☐ Yes, I have experienced discrimination directly
- ☐ Yes, I have witnessed discrimination affecting others
- ☐ Yes, both experienced and witnessed
- ☐ No
- ☐ Not sure
- ☐ Prefer not to say

136. If you're comfortable sharing, what type of discrimination was involved?



End of Section 4

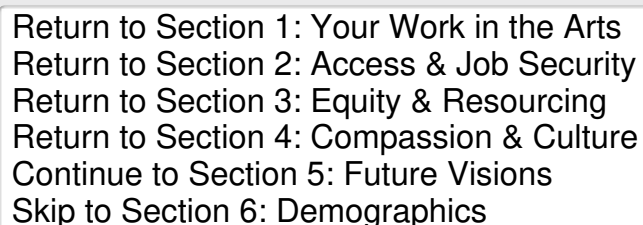
Thank you for completing Section 4!

Your experiences of workplace culture, wellbeing, and professional relationships help us understand what makes arts workplaces supportive or challenging. The remaining sections are optional, but we would really appreciate your thoughts.

You can now choose to:

- **Return to Section 1:** Your Work in the Arts
- **Return to Section 2:** Access & Job Security (*career pathways, barriers, sustainability*)
- **Return to Section 3:** Equity & Resourcing (*pay fairness, transparency, networks*)
- **Return to Section 4:** Compassion & Culture (*workplace wellbeing, relationships, support*)
- **Continue to Section 5:** Future Visions (*your ideas for positive change*)
- **Skip to Section 6:** Demographics (*optional equality monitoring*)

137. Where would you like to go next? *



Return to Section 1: Your Work in the Arts
Return to Section 2: Access & Job Security
Return to Section 3: Equity & Resourcing
Return to Section 4: Compassion & Culture
Continue to Section 5: Future Visions
Skip to Section 6: Demographics

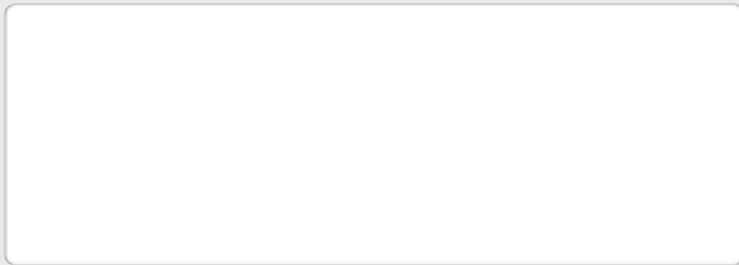
Section 5: Future Visions

Section 5: Your vision for a better sector (5 of 6)

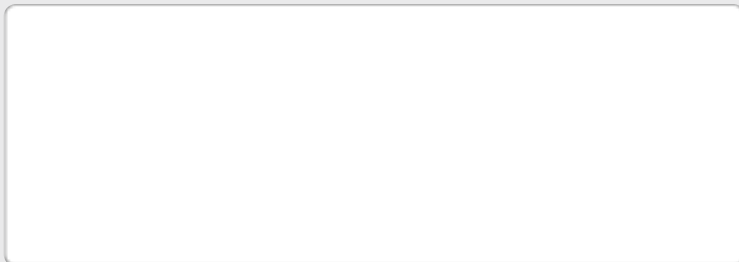
This section invites you to share your thoughts on how the arts sector could evolve and improve. We're interested in your ideas for positive change, examples of good practice you've experienced, and your vision for a more sustainable and equitable arts ecosystem.

Note: All questions in this section are optional.

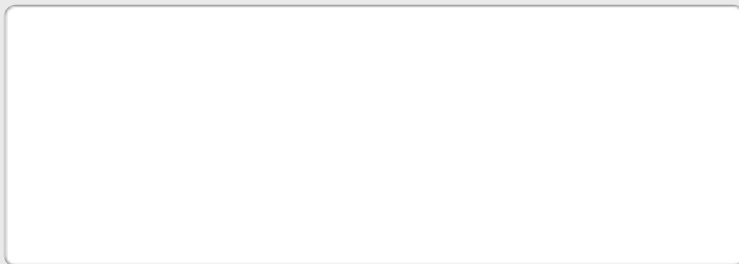
138. What one change would make the biggest difference to your working life in the arts?

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139. Can you describe any organisations, roles or projects that felt truly fair, inclusive, or supportive? What made them different?

A large, empty rectangular box with rounded corners, intended for a written response to question 139.

140. What does a more liveable, ethical arts sector look like to you?

A large, empty rectangular box with rounded corners, intended for a written response to question 140.

Section 5: Future Intentions

141. How likely are you to still be working in the arts sector in 5 years' time?

- ☐ Very likely
- ☐ Somewhat likely
- ☐ Uncertain
- ☐ Somewhat unlikely
- ☐ Very unlikely

142. What would make you definitely want to stay in the arts sector?

143. What would make you consider leaving the arts sector?

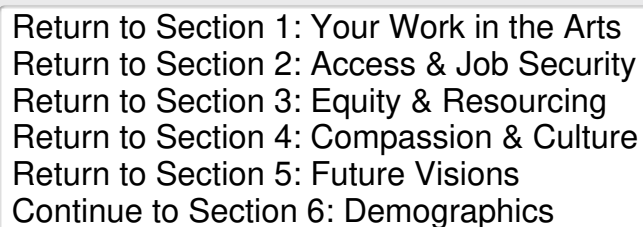
Thank you for completing Section 5!

Your vision for positive change and examples of good practice will help shape recommendations for improving the sector. The remaining sections are optional, but we would really appreciate your thoughts.

You can now choose to:

- **Return to Section 1:** Your Work in the Arts
- **Return to Section 2:** Access & Job Security (*career pathways, barriers, sustainability*)
- **Return to Section 3:** Equity & Resourcing (*pay fairness, transparency, networks*)
- **Return to Section 4:** Compassion & Culture (*workplace wellbeing, relationships, support*)
- **Return to Section 5:** Future Visions (*your ideas for positive change*)
- **Continue to Section 6:** Demographics (*optional equality monitoring*)

144. Where would you like to go next? *

A screenshot of a web form's dropdown menu. The menu is open, showing a list of options: 'Return to Section 1: Your Work in the Arts', 'Return to Section 2: Access & Job Security', 'Return to Section 3: Equity & Resourcing', 'Return to Section 4: Compassion & Culture', 'Return to Section 5: Future Visions', and 'Continue to Section 6: Demographics'. The dropdown has a standard scroll bar on the right side.

Return to Section 1: Your Work in the Arts
Return to Section 2: Access & Job Security
Return to Section 3: Equity & Resourcing
Return to Section 4: Compassion & Culture
Return to Section 5: Future Visions
Continue to Section 6: Demographics

Section 6: Equality Monitoring

Section 6: Demographics (6 of 6)

Please share as much as you're comfortable with. This demographic information helps us understand who is represented in our research — and importantly, who might be missing from the conversation.

The more complete picture we have of who has participated, the better we can identify gaps in representation and ensure our findings accurately reflect the diverse realities of those working in the arts sector.

Note: All questions in this section are optional.

Section 6: Demographics: age, gender, sexual orientation

145. Age:

- ☐ Under 18
- ☐ 18-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65+
- ☐ Prefer not to say

146. Gender identity:

- ☐ Woman
- ☐ Man
- ☐ Non-binary
- ☐ Prefer to self-describe:
- ☐ Prefer not to say

147. Sexual orientation:

- ☐ Heterosexual/Straight
- ☐ Gay/Lesbian
- ☐ Bisexual
- ☐ Prefer to self-describe:
- ☐ Prefer not to say

Section 6: Ethnic background

148. What is your ethnic group? *(Please select one option that best describes your ethnic group or background)*

White

- ☐ English, Welsh, Scottish, Northern Irish or British
- ☐ Irish
- ☐ Gypsy or Irish Traveller
- ☐ Roma
- ☐ Any other White background (please describe):

Mixed or Multiple ethnic groups

- ☐ White and Black Caribbean
- ☐ White and Black African
- ☐ White and Asian
- ☐ Any other Mixed or Multiple ethnic background (please describe):

Asian or Asian British

- ☐ Indian

- ☐ Pakistani
- ☐ Bangladeshi
- ☐ Chinese
- ☐ Any other Asian background (please describe):

Black, African, Caribbean or Black British

- ☐ African
- ☐ Caribbean
- ☐ Any other Black, African or Caribbean background (please describe):

Other ethnic group

- ☐ Arab
- ☐ Any other ethnic group (please describe):

- ☐ Prefer not to say

Section 6: Disability, neurodivergence, caring

149. Are you disabled, have an impairment, condition or access need?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

150. Do you identify as neurodivergent (e.g., autism, ADHD, dyslexia, dyspraxia)?

- ☐ Yes
- ☐ No
- ☐ I'm not sure
- ☐ Prefer not to say

151. Do you have caring responsibilities?

- ☐ Yes — child/children
- ☐ Yes — adult/adults
- ☐ Both
- ☐ None
- ☐ Prefer not to say

Section 6: Demographics: School, education, background

152. What type of school did you mainly attend between the ages of 11 and 16?

- ☐ State-run or state-funded school (non-selective)
- ☐ State-run or state-funded school (selective on academic, faith or other grounds)
- ☐ Independent/fee-paying school
- ☐ Independent/fee-paying school (with bursary)
- ☐ Educated outside the UK
- ☐ Home educated
- ☐ Other
- ☐ Prefer not to say

153. Education level (highest achieved):

- ☐ No formal qualifications
- ☐ Secondary education (GCSE/O-Level)
- ☐ Post-16 (A-Level, BTEC, Diploma, etc.)
- ☐ Undergraduate degree
- ☐ Postgraduate degree
- ☐ Doctorate
- ☐ Other vocational qualification
- ☐ Prefer not to say

154. We know this is an awkward question, but to make our findings comparable with other national studies, please could you tell us which of the following best describes the main income earner's occupation in your household when you were 14?

- ☐ Higher managerial, administrative or professional occupations
- ☐ Intermediate occupations (clerical, sales, service)
- ☐ Small employers and own account workers
- ☐ Lower supervisory and technical occupations
- ☐ Semi-routine and routine occupations
- ☐ Long-term unemployed
- ☐ I don't know/Not applicable
- ☐ Prefer not to say

155. Did either of your parents have a university degree?

- ☐ Yes, both
- ☐ Yes, one parent
- ☐ No, neither
- ☐ Don't know
- ☐ Prefer not to say

156. Do you identify as working class?

- ☐ Yes
- ☐ No
- ☐ Unsure
- ☐ Prefer not to say

157. Do you work internationally (post-Brexit impact)?

- ☐ Yes, frequently
- ☐ Yes, occasionally
- ☐ No, but I did before Brexit
- ☐ No, never have
- ☐ Not applicable

End of Section 6

Thank you for completing the survey! Your participation helps us build a comprehensive picture of working conditions in the arts and cultural sector.

You can now choose to:

- **Return to Section 1:** Your Work in the Arts
- **Return to Section 2:** Access & Job Security (*career pathways, barriers, sustainability*)
- **Return to Section 3:** Equity & Resourcing (*pay fairness, transparency, networks*)
- **Return to Section 4:** Compassion & Culture (*workplace wellbeing, relationships, support*)
- **Return to Section 5:** Future Visions (*your ideas for positive change*)
- **Return to Section 6:** Demographics (*optional equality monitoring*)
- **Submit your responses on the next page**

158. Where would you like to go next? *

Return to Section 1: Your Work in the Arts

Return to Section 2: Access & Job Security

Return to Section 3: Equity & Resourcing

Return to Section 4: Compassion & Culture

Return to Section 5: Future Visions

Return to Section 6: Demographics

Submit Responses

Thank You!

Thank you for completing the Arts Pay 2025 survey. Your insights are valuable and will contribute to a better understanding of working conditions in the arts sector.

What happens next:

- We'll analyse responses alongside our 2018 and 2022 data to identify trends
- We'll create a results dashboard that you can use to compare your experiences with others
- We'll share key findings to support advocacy for better working conditions
- You can sign up below to receive a link to access the results once our analysis is complete

Help us reach more arts workers

The more people who participate, the stronger our evidence base becomes. Please help us by sharing this survey with others working in the arts and cultural sector.

Share this survey:

Prize draw & updates

Want to enter our prize draw, receive research updates, or participate in future research?

CLICK HERE *to enter prize draw and sign up for updates*

(This takes you to a separate form to keep your survey responses anonymous)

This separate form will ask if you'd like to:

- Enter the prize draw to win £250 (first prize) or one of 5 annual Arts Professional individual subscriptions
- Receive updates about Arts Pay research findings
- Be contacted about potential follow-up research
- Receive other relevant content from Arts Professional

Thank you for contributing to this important research.

About Arts Professional

About Baker Richards

You can also read the previous report from 2022 [here](#)

