



CVAN
Contemporary
Visual Arts
Network C.I.C

CVAN London Ethics Policy Annual Review: January 2026

Introduction

This policy sets out the standard of conduct for all CVAN London representatives including staff, Steering Group Members, artists, freelancers, contractors, partners, volunteers, and everyone else who works with or on behalf of the organisation. It describes CVAN London's core values and anti-racist and equitable visual arts (AREVA) principles, which underpin our activity, and includes ethical considerations in respect of codes of conduct for staff and artists, our policy on fair pay and expectations of how our people should work together.

It is our aim to provide at all times a safe, supportive and positive working environment, one based on collaboration and respect. This policy has been developed with this principle at its heart.

This document should be read in conjunction with other CVAN London policies, including:

Privacy Policy

CVAN London is a Community Interest Company (CIC), which receives public funding through project grants from Arts Council England, research councils and London borough councils. As a CIC, CVAN London has a duty to be transparent and accountable, to use both public funds responsibly, and to deliver its aims for the benefit of the public. Our organisational mission is to collectively realise a stronger, more fair, equitable and resilient visual arts sector for artists, arts workers and arts organisations.

CVAN London's ability to build and maintain strong relationships of trust with its members, artists, audiences, and funders is critical to its mission. To achieve this, no individual should use their position within CVAN London for personal gain, or to benefit another at the expense of our mission, reputation, or the public we serve. Nor should any individual act in a way that could be seen to compromise the independence and integrity of CVAN London.

Our mission is to champion the ambitious, the challenging and the innovative across the visual arts sector in London. We support artists, organisations and networks,



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giving them visibility and opportunities to connect, and we work to strengthen the ecology of the sector through advocacy, collaboration, research and sharing. Our vision is to be a network rooted in London with international reach.

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1. CVAN London's Core Values

We are guided by five values:

Collaborative – we share our expertise readily and facilitate knowledge exchange between our network members and wider communities, recognising the skills and knowledge others bring.

Supportive – we provide constructive, critical friendship to artists and organisations, encouraging growth and development.

Curious – we ask what hasn't been done before and seek ways to make it happen.

Inspiring – we make space for artists, thought-leaders and organisations who will inspire others.

Generous – we foster and nurture generous leadership across practice, pedagogy and management, underpinned by a commitment to being a



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welcoming and accessible network that is shared with everyone.

These values guide every decision we make, from programming to partnerships to fundraising.

2. Code of Conduct for Employees

All freelancers and Steering Group members working on behalf of CVAN London are expected to:

Act with honesty, integrity and transparency at all times.

Protect the reputation of CVAN London, ensuring that personal actions do not compromise the organisation's independence.

Declare any actual or perceived conflicts of interest (e.g. financial interests, personal relationships with suppliers, or potential beneficiaries).

Use resources responsibly, avoiding misuse of time, funds, or property belonging to CVAN London.

Treat colleagues, artists, partners, participants and audiences with fairness and respect, upholding the principles of equality and inclusion.

Comply with all legal requirements relevant to their role, including data protection, safeguarding, and health and safety legislation.

Refrain from behaviour that could be considered discriminatory, harassing, or bullying.

Maintain confidentiality regarding sensitive or personal information.

Staff and freelancers working with CVAN London are ambassadors of the network and are expected to behave in ways that reflect our mission and values, both inside and outside of formal work activities.



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3. Code of Conduct for Artists

Artists collaborating with CVAN London are central to our mission. We commit to:

Providing clarity and transparency in agreements, schedules, and expectations.

Paying fairly and in line with sector standards.

Supporting artists to realise their vision while fostering dialogue and collaboration.

Ensuring artists have access to appropriate resources and support.

Respecting artists' intellectual property and authorship.

Creating safe working conditions, free from exploitation.

In return, artists working with CVAN London are expected to:

Treat CVAN London staff, partners, and communities with respect.

Honour commitments outlined in contracts and agreements and respecting the time contracts of CVAN London staff.

Communicate openly and engage in restorative discussions if difficulties or conflicts arise.

Contribute to a safe, inclusive, and positive working environment.

Refrain from behaviour that undermines the integrity of CVAN London or its people.

4. Respect at Work Policy



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CVAN London is committed to providing a working environment in which all individuals are treated with dignity and respect, and where diversity is valued.

Zero tolerance of harassment or bullying – All forms of harassment, bullying, discrimination, or victimisation are unacceptable and will be addressed promptly.

Reporting – Anyone experiencing or witnessing inappropriate behaviour is encouraged to report it to the Director or a Steering Group member. Reports will be treated seriously, sensitively and, where possible, confidentially.

Resolution – Concerns will be investigated in line with grievance or disciplinary procedures. Action will be taken where necessary.

Positive culture – All staff and collaborators are expected to contribute to a culture of respect, inclusivity, and professionalism.

5. Fair Pay Policy

CVAN London is committed to fair and transparent pay practices.

We follow university and Arts Council England guidelines on artists' fees and best practice.

We commit to transparency about pay scales and contract terms.

We oppose unpaid labour and do not offer unpaid internships.

We review pay annually to ensure it remains competitive and fair within the visual arts sector.

This policy applies equally to core and freelance arts workers, and artists.



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6. Donations Policy

CVAN London welcomes support from individuals, councils, trusts, foundations, and corporate partners who share our values and help us deliver our mission. However, we will not accept donations that:

Compromise, or could be seen to compromise, the independence and integrity of CVAN London.

Are derived from illegal or unethical sources.

Could cause significant reputational damage to CVAN London.

Due diligence:

Major gifts and partnerships are subject to due diligence checks.

Concerns about donations are escalated to the Steering Group for a final decision.

Transparency:

We are committed to being open with our stakeholders about sources of income.

Donors are acknowledged in a way that respects their wishes while aligning with CVAN London's ethical commitments.

Review

This policy will be reviewed annually by the Director and Steering Group, and updated as required to reflect best practice, legal changes, or the evolving context of CVAN London's work.