

Mr Mark Herrod
Executive Director
Lampport Hall
Lampport
Northamptonshire
NN6 9HD

13 April 2021

Dear Mr Herrod

On behalf of the Incorporated Society of Musicians (ISM) I am writing to you concerning the recent incident where Lampport Hall advertised for musicians to play at an event as an unpaid opportunity.

Although I have seen your public statement on the matter, as a membership organisation with almost 11,000 members I feel I must write to you to stress the utmost importance of ensuring all musicians are paid for their performances. Musicians' careers, whether as an emerging artist or established performer, must be treated as a viable career and not just seen as a 'hobby'. The UK music sector contributes heavily to the UK economy and is filled with world-leading talent.

I was pleased to see an acknowledgement of this in your response to the matter and I am grateful that you are taking measures to ensure all opportunities will now be paid and that you are working with the sector to implement a new policy with regards to hiring performers. On behalf of all musicians generally and ISM members specifically, I appreciate you taking responsibility and learning from this experience. Venues are an essential part of the performance ecosystem and have a valuable role in setting the precedent that music is a viable profession supported by the institutions that hire them. Music must continue to be treated as viable in order to prevent a mass exodus of world-leading talent and to ensure the continuation of the talent pipeline for future generations.

Many musicians and ISM members have not been able to work for over a year because of the Coronavirus pandemic. This has had catastrophic effects on their careers and livelihoods with many not receiving any Government financial support either due to the nature of their self-employment or portfolio careers. With COVID-19 restrictions easing and as venues begin to open, it is imperative that musicians are able to work and be paid for that work.

In these difficult circumstances, it is unacceptable for any venues or event organisers to take advantage of musicians, many who find themselves in a desperate situation because of the adverse impact of COVID-19. With over 40% of musicians not having received any financial support, and many more considering leaving the profession, it is imperative that we all play our part to protect our world-class music sector. This is why the ISM

continues to campaign to ensure that musicians will not have to turn their backs on their careers and talents.

I look forward to seeing how Lamport Hall works towards better supporting its performers and musicians. Please do not hesitate to get in contact if the ISM can offer its support or advice in this matter as we would be happy to assist.

Yours sincerely



Deborah Annetts

Chief Executive

Incorporated Society of Musicians

deborah@ism.org

Chief Executive:
Deborah Annetts

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