

## **IFRCS15 Sofia Lazaridi, Professional Capacity**

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Senedd Cymru | Welsh Parliament

Pwyllgor Diwylliant, Cyfathrebu, y Gymraeg, Chwaraeon, a Chysylltiadau Rhyngwladol | Culture, Communications, Welsh Language, Sport, and International Relations Committee

Effaith Gostyngiadau Cyllid ar Ddiwylliant a Chwaraeon | Impact of Funding Reductions for Culture and Sport

Ymateb gan: Sofia Lazaridi, Sail Proffesiynol | Evidence from: Sofia Lazaridi, Professional Capacity

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### **1. What impacts has reduced funding had on your organisation and sector so far?**

Massive impact - large percentage of colleagues gone on voluntary redundancy, which had ridiculous timeframe resulting in losing incalculable experience, knowledge and capacity. However, expectations seem to be the same or even increased for what we need to deliver as an organisation. and, of course, staff morale and wellbeing has been devastated, while pressure is increasing.

### **2. What measures have you taken in light of it, such as changing what you do and how you do it.**

As noted above, my organisation went through huge restructure, but expectations on delivery seem to be the same if not increased, while the capacity and resources have decreased/plummeted

### **3. To what extent will these impacts be irreversible (e.g. venues closing, or specialist skills being lost rather than a temporary restriction in activities)?**

Given the massive voluntary redundancy scheme and the timing and way this was completed in, specialist skills and knowledge, as well as capacity and resources have been lost. damage is irreversible, unless there is actual investment in the culture sector

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**4. What interventions would you like to see from the Welsh Government, beyond increased funding?**

In order for you to show that you value culture and heritage, you need to invest in it, as well as promote its importance and benefits to people's lives, starting from Education. less of the expensive outsourced strategy consultations to tick boxes and more of actual investment in the cultural organisations across Wales. also need more transparency - how did you end up with such funding gap? culture sector costs are only a tiny percentage of the budget and the dilemma of healthcare vs heritage as the only 2 options to bridge a funding gap is not right. better planning- organisations shouldn't be brought to this position with this ridiculous timeline, doomed to not be efficient/effective in any changes they need to make

**5. To what extent do the impacts you describe fall differently on people with protected characteristics and people of a lower socioeconomic status?**

Most financial impacts across any sector will have a disproportionate effect on people of lower socioeconomic status. if cultural organisations can barely keep the lights on, how are they supposed to do all the outreach and engagement work to under-served communities that you so like to see?

**6. Do you have any other points you wish to raise within the scope of this inquiry?**

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