The request

1. The number of staff directly employed to deliver Equality, Diversity and Inclusion functions at Imperial College and the combined current annual cost of employing those staff.
2. The number of staff directly employed to deliver Freedom of Speech functions at Imperial College and the combined current annual cost of employing those staff.
3. The number of contractors directly employed to deliver Equality, Diversity and Inclusion and Freedom of Speech functions at Imperial College and the combined current annual cost of employing those contractors.
4. The current annual cost associated with the University's membership of the Stonewall Diversity Champions and Workplace Equality Index schemes, Advance HE's Race Equality Charter and Athena Swan.
5. If Imperial College uses any external EDI training or training materials providers, the current annual cost of that provision.

Imperial College response, IMPFOI-23-231, 1 June 2023

1. 15 staff are directly employed to deliver ED&I functions at Imperial College. The annual cost to 30 April 2023 was £705,125.00.
2. No staff are currently directly employed to deliver Freedom of Speech functions at Imperial College. The College's current Freedom of Speech Code of Practice is available on the College website. The College's Legal Department operate the procedure on behalf of the College Secretary.
3. The College does not employ any contractors to deliver Equality, Diversity and Inclusion and Freedom of Speech functions.
4. The current annual cost associated with the University's membership of the Stonewall is £6000. The current annual cost associated with Advance HE's Race Equality Charter and Athena Swan is £51,215.
5. The spend for 2021/22 on external EDI training or training materials providers, was £31,755.