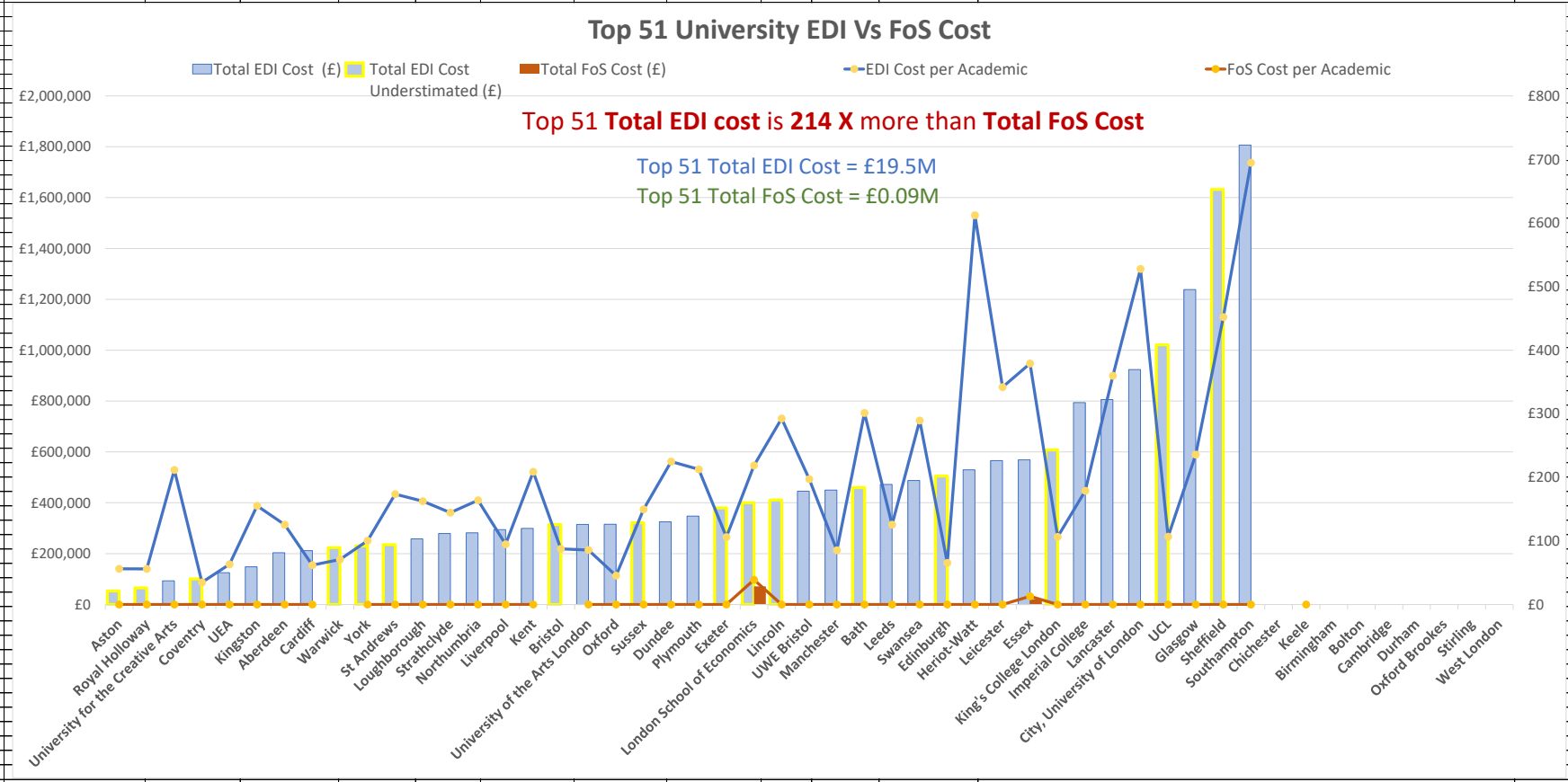
	Name	EDI					FoS					Size	FOI Responses
No	University	EDI Staff No. (FT+PT)	EDI Staff Cost per year (£)	EDI External Provider Cost per Year (£)	Total EDI Cost (£)	EDI Cost per Academic	FoS Staff No. (FT+PT)	FoS Staff Cost (£)	FoS External Provider Cost (£)	Total FoS Cost (£)	FoS Cost per Academic	Total Academic Staff No.	Link to response
1	Aberdeen	4	£180,420	£22,865	£203,285	£125	0	£0	UNABLE	£0	£0	1,620	https://drive.google.com/file/d/1OsISQIRTGrOHSmvztGwsTzq1Fs3v2cEt/view?usp=drive_link
2	Aston	2	£53,289	UNABLE	£53,289	£56	0	£0	UNABLE	£0	£0	950	https://drive.google.com/file/d/1V7FX9iUeXvRihVjPIx6Chh30dw0FD4Lc/view?usp=drive_link
3	Bath	6	£452,535	£7,026	£459,561	£301	0	£0	UNABLE	£0	£0	1,525	https://drive.google.com/file/d/1k45rQbbj6XgtbGZTGIn0MRJyMXpLGGRj/view?usp=drive_link
4	Birmingham	UNABLE	UNABLE	UNABLE			UNABLE	UNABLE	UNABLE			4,100	https://drive.google.com/file/d/1c4hslYp8n8EBA4u715v2ueqaJyIkMye9/view?usp=drive_link
5	Bolton	15	UNABLE	UNABLE			0	UNABLE	UNABLE			465	https://drive.google.com/file/d/1IdJTyRmn696xlxpIC2JXVKqTlaP4y51c/view?usp=drive_link
6	Bristol	9	£314,622	UNABLE	£314,622	£88	UNABLE	UNABLE	UNABLE			3,595	https://drive.google.com/file/d/1jPPuEhwann9CFF4ltSP9XolF2xXdkAgy/view?usp=drive_link
7	Cambridge	7	UNABLE	UNABLE			UNABLE	UNABLE	UNABLE			6,130	https://drive.google.com/file/d/1ac3GsUPhJq1WcvrNwDPJ532BmxLgagWi/view?usp=drive_link
8	Cardiff	7	£128,000	£84,000	£212,000	£62	0	£0	£0	£0	£0	3,400	https://drive.google.com/file/d/1h3eOLn-N4Ubl0MjsfH9-cbqU0ge1CUnc/view?usp=drive_link
9	Chichester	2	UNABLE	£0			1	UNABLE	£0	£0	£0	510	https://drive.google.com/file/d/1Q0gLVIWIaRONxSnFcrBq8gJT9S4xWT_M/view?usp=drive_link
10	City, University of London	17	£874,000	£49,850	£923,850	£528	0	£0	£0	£0	£0	1,750	https://drive.google.com/file/d/1wsgsyeM6i-kqNJt2kIuWlb8ATJoPxtif/view?usp=drive_link
11	Coventry	4	£100,730	£0	£100,730	£35	0	£0	£0	£0	£0	2,890	https://drive.google.com/file/d/1fY1JRJSAGa_NyFwbtZnc4R_YPTL6BIYZ/view?usp=drive_link
12	Dundee	13	£293,357	£31,525	£324,882	£225	0	£0	£0	£0	£0	1,445	https://drive.google.com/file/d/1WfG9koc6Z49U7grM2ewAgTWrFxDicEU4/view?usp=drive_link
13	Durham	UNABLE	UNABLE	UNABLE			0	£0	UNABLE	£0	£0	2,310	https://drive.google.com/file/d/1o1Nc1qz5_Nf9hGdQjjqqVp0oe_srG7sf/view?usp=drive_link
14	Edinburgh	14	£505,384	UNABLE	£505,384	£65	0	£0	UNABLE	£0	£0	7,725	https://drive.google.com/file/d/1jK-L6V88jdNnOCB2nKPc5ig1_5eUD1Qr/view?usp=drive_link
15	Essex*	16	£538,486	£30,416	£568,902	£379	CNA	CNA	£20,185	£20,185	£13	1,500	https://drive.google.com/file/d/15gvULOOu66hT4CPyqwKtCdTqd2sUYLLp/view?usp=drive_link
16	Exeter	8	£380,000	UNABLE	£380,000	£106	0	£0	UNABLE	£0	£0	3,585	https://drive.google.com/file/d/1Xi11y95mVdY2yw-amkmZh1G7GVHSvq2t/view?usp=drive_link
17	Glasgow	7	£381,841	£856,678	£1,238,519	£236	0	£0	£0	£0	£0	5,255	https://drive.google.com/file/d/1yMKqKy3JJUKpYLs5v6rmoqvN72prbN3v/view?usp=drive_link
18	Heriot-Watt	17	£522,783	£6,800	£529,583	£612	0	£0	£0	£0	£0	865	https://drive.google.com/file/d/13j48_NwFp60F-LPjRQbCHBV8iPRub9OP/view?usp=drive_link
19	Imperial College	15	£705,125	£88,970	£794,095	£179	0	£0	£0	£0	£0	4,440	https://drive.google.com/file/d/1ONkhZd6jW4uyGbJvLbAbr1nmwjidym0A/view?usp=drive_link
20	Keele	2	UNABLE	£0			0	£0	£0	£0	£0	840	https://drive.google.com/file/d/1lhGyAwrwIs8GXfN_o2CyK8D2hhmgKQ7f/view?usp=drive_link
21	Kent	6	£280,852	£18,500	£299,352	£209	0	£0	£0	£0	£0	1,435	https://drive.google.com/file/d/1xvAQZOOP5sg_IEdSrdohZphvJCkmvyj8/view?usp=drive_link
22	King's College London	13	£607,869	UNABLE	£607,869	£106	0	£0	UNABLE	£0	£0	5,715	https://drive.google.com/file/d/1ggwggfp0HU26rgg7vzO9wk5ez9MbTz1X/view?usp=drive_link
23	Kingston	2	£120,000	£28,262	£148,262	£155	0	£0	£0	£0	£0	955	https://drive.google.com/file/d/1VLJmPb9vdjbdqyu3T3PKW0jx-qoXgxR9/view?usp=drive_link
24	Lancaster	26	£805,973	UNABLE	£805,973	£360	0	£0	UNABLE	£0	£0	2,240	https://drive.google.com/file/d/1pYNRyWh5vju6LprczT-d2R2JkA-EnBy3/view?usp=drive_link
25	Leeds	12	£458,195	£14,000	£472,195	£126	0	£0	£0	£0	£0	3,760	https://drive.google.com/file/d/19N_5ksSgSW1klPK4zxfH6HU4XB3dNTha/view?usp=drive_link
26	Leicester	13	£561,983	£3,960	£565,943	£342	0	£0	£0	£0	£0	1,655	https://drive.google.com/file/d/10R8eIRbK58EgTI-b9A9GhI1CHM8oJUVj/view?usp=drive_link
27	Lincoln	11	£411,010	UNABLE	£411,010	£293	0	£0	UNABLE	£0	£0	1,405	https://drive.google.com/file/d/1pkHABl7Tdrnb_PH4f4OrexB5G0FiAVyR/view?usp=drive_link
28	Liverpool	7	£276,526	£18,000	£294,526	£95	0	£0	UNABLE	£0	£0	3,110	https://drive.google.com/file/d/1idXUmYgWrrFTFOHVFhKJMWYy9Cx3zS94/view?usp=drive_link
29	London School of	8	£400,263	UNABLE	£400,263	£219	**4**	£71,278	UNABLE	£71,278	£39	1,830	https://drive.google.com/file/d/1ZaOb9QqF8A3r9VqLwIMc1cbc1COrf4dE/view?usp=drive_link
30	Loughborough	5	£233,424	£25,000	£258,424	£163	0	£0	£0	£0	£0	1,590	https://drive.google.com/file/d/1v26kHyAD9xRmDtA3-ZkK4cti5v7z7bUj/view?usp=drive_link
31	Manchester	11	£450,000	£0	£450,000	£85	0	£0	£0	£0	£0	5,280	https://drive.google.com/file/d/1FmwiwvnZGKsCR29kCQ4Yk3-f4r_LLX9-/view?usp=drive_link
32	Northumbria	7	£256,611	£25,292	£281,902	£164	0	£0	UNABLE	£0	£0	1,720	https://drive.google.com/file/d/1KtKNBebVpsGKh9WjmNuO8ujMRyrYddSZ/view?usp=drive_link
33	Oxford	8	£315,600	£0	£315,600	£45	0	£0	£0	£0	£0	6,945	https://drive.google.com/file/d/1N6yrO_vxdoS6QRy62EnkRJa6UAmLt4Q0/view?usp=drive_link
34	Oxford Brookes	NO ANSWER	NO ANSWER	NO ANSWER			NO ANSWER	NO ANSWER	NO ANSWER			1,570	
35	Plymouth	9	£336,521	£11,114	£347,635	£213	0	£0	£0	£0	£0	1,635	https://drive.google.com/file/d/1Dm2zxFFT38F8w8sn-a2itC0B1zXqv2bn/view?usp=drive_link
36	Royal Holloway	5	UNABLE	£65,322	£65,322	£56	0	£0	£0	£0	£0	1,165	https://drive.google.com/file/d/1k7lA8swJoR4Ypig0bxpzSKerw0MS7GAa/view?usp=drive_link
37	Sheffield	57	£1,632,214	UNABLE	£1,632,214	£452	0	£0	UNABLE	£0	£0	3,610	https://drive.google.com/file/d/1DzbkZt1qCBdylopqNIhP7enANUNwL4C0/view?usp=drive_link
38	Southampton	57	£1,750,100	£56,619	£1,806,719	£695	0	£0	£0	£0	£0	2,600	https://drive.google.com/file/d/11u9fbGGqzuZFOzqA6mz6T-5ADYrM6SUr/view?usp=drive_link
39	St Andrews	5	£235,189	UNABLE	£235,189	£174	0	£0	UNABLE	£0	£0	1,355	https://drive.google.com/file/d/1Nbs2cJ2pIieYHDOea_Ph70nyGTqyYYpf/view?usp=drive_link
40	Stirling	2	UNABLE	£0			UNABLE	UNABLE	UNABLE			990	https://drive.google.com/file/d/1DTKWwabdgywET6klztrDuBp3ULCjxcji/view?usp=drive_link
41	Strathclyde	7	£278,879	£0	£278,879	£144	0	£0	£0	£0	£0	1,930	https://drive.google.com/file/d/1gHmClCx2z2RzMANWOhUrukZkProYee9f/view?usp=drive_link
42	Sussex	6	£308,618	£13,000	£321,618	£150	0	£0	UNABLE	£0	£0	2,150	https://drive.google.com/file/d/1ePmg0-2vHeHZopoBD3ngnpSf8ql5-aN2/view?usp=drive_link
43	Swansea	15	£432,510	£55,176	£487,686	£289	0	£0	£0	£0	£0	1,685	https://drive.google.com/file/d/17TKK-MMVceyEL_I3UgDFU6Gp_VASoFQI/view?usp=drive_link
44	UCL	23	£1,021,234	UNABLE	£1,021,234	£107	0	£0	£0	£0	£0	9,585	https://drive.google.com/file/d/1n5FU6RW8H49K6rwBznE66mPd088R6jNv/view?usp=drive_link
45	UEA	5	£125,174	£0	£125,174	£63	0	£0	£0	£0	£0	1,980	https://drive.google.com/file/d/1nqHQKpYAwS_1ksGPQ6mju9FEWNW3_5Km/view?usp=drive_link
46	University for the Creative	2	£80,788	£12,370	£93,158	£212	0	£0	£0	£0	£0	440	https://drive.google.com/file/d/18yrqo0_DLqOZC0KTO1kG9JDdjgeUNMwS/view?usp=drive_link
47	University of the Arts London	7	£295,597	£19,088	£314,684	£86	0	£0	£0	£0	£0	3,670	https://drive.google.com/file/d/1fcxWxiGUZ7_0R3oyExnijeQPlEkf_vnN/view?usp=drive_link
48	UWE Bristol	8	£408,000	£37,600	£445,600	£197	0	£0	£0	£0	£0	2,260	https://drive.google.com/file/d/1AkA03FqEANiz0PLG7r7ihFRGoGHiZlNg/view?usp=drive_link
49	Warwick	6	£181,805	£41,979	£223,784	£71	UNABLE	UNABLE	UNABLE			3,160	https://drive.google.com/file/d/1VbINeDkZ53tX_5yv4jS6LNKIlHGgJjdv/view?usp=drive_link
50	West London	UNABLE	UNABLE	UNABLE			UNABLE	UNABLE	UNABLE			1,420	https://drive.google.com/file/d/1qAAheCT6W8_YjiFA5oqDboZHTajnH6_K/view?usp=drive_link
51	York	7	£230,435	UNABLE	£230,435	£100	0	£0	UNABLE	£0	£0	2,295	https://drive.google.com/file/d/1GZ_Pp2lvdnxFim_9Bqr5-zdTE44EKADI/view?usp=drive_link
	TOTAL	**515**	**£17,925,941**	**£1,623,411**	**£19,549,352**		**5**	**£71,278**	**£20,185**	**£91,463**			
	AVG per respondent	**11**			**465,461**	£196	**0**			**2,127**	£1		

NOTE	**Data period**	The FOI requests were sent at the end of March 2023 and the table contains information received up to 31st of August 2023
	UNABLE	The university says that it is unable to provide the data to AFFS
	NO ANSWER	The university has not provided an answer to the FoI questions
	CNA	Numbers of staff (if any) spending a material amount of time on free speech protection (and attributable costs) cannot be ascertained because response does not provide necessary detail
	Total Academic Staff	Higher education academic staff number employed for 2021-22 by HESA (source: HE Staff Statistics https://www.hesa.ac.uk/news/17-01-2023/sb264-higher-education-staff-statistics)
	EDI STAFF No	Number of staff directly engaged in EDI full-time and part-time
	EDI External provider Cost	Cost of external providers used for EDI
	FoS STAFF No	Number of staff directly engaged in FoS full-time and part-time
	FoS External provider Cost	Cost of external providers used for FoS
	EDI Cost per Academic	This measure has been calculated to normalise the total EDI cost based on size of university. As size we use as proxy the total number of academic staff
	FoS Cost per Academic	This measure has been calculated to normalise the total FoS cost based on size of university. As size we use as proxy the total number of academic staff
	*****	The "0" for FoS cost for Essex is subject to clarification for the reasons explained in footnote 35 to AFFS' covering statement
	******	For LSE we have included 4 as the number of Staff engaged in FoS given their reply "less than 5". This might overestimate the number.
	OVERALL NOTE	If the university has responded with a generic statement, e.g., "all staff are ingrained or work" in FoS and/or provided the list of its leadership team as responsible for FoS a value of 0 is inputted since no specific FoS role or expenditure was identified
	In Yellow	Underestimated value due to university saying that it is unable to provide some EDI staff salaries and/or cost for some external contractors engaged in EDI
	To Print	To print from the excel file, make sure that your mouse is on the active sheet, and that you have selected "scale to fit" in the MS print setting


Top 51 University EDI Vs FoS Cost
Total EDI Cost (£)
Total EDI Cost Understimated (£)
Total FoS Cost (£)
EDI Cost per Academic
FoS Cost per Academic
Top 51 Total EDI cost is 214 X more than Total FoS Cost
Top 51 Total EDI Cost = £19.5M
Top 51 Total FoS Cost = £0.09M
£2,000,000
£1,800,000
£1,600,000
£1,400,000
£1,200,000
£1,000,000
£800,000
£600,000
£400,000
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£0
£800
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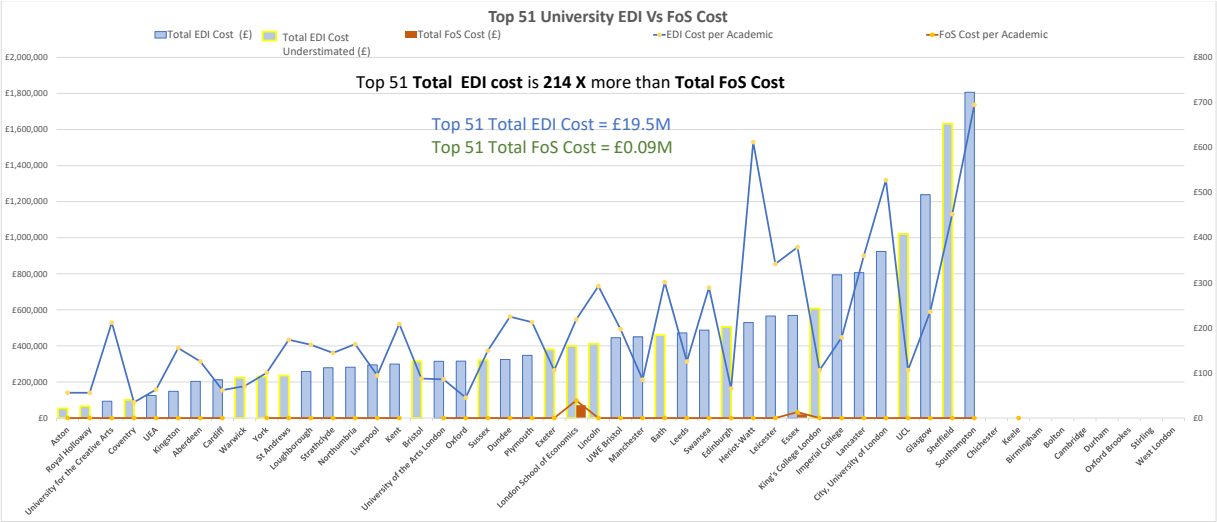
£600
£500
£400
£300
£200
£100
£0
Aston
Royal Holloway
University for the Creative Arts
Coventry
UEA
Kingston
Aberdeen
Cardiff
Warwick
York
St Andrews
Loughborough
Strathclyde
Northumbria
Liverpool
Kent
Bristol
University of the Arts London
Oxford
Sussex
Dundee
Plymouth
Exeter
London School of Economics
Lincoln
UWE Bristol
Manchester
Bath
Leeds
Swansea
Edinburgh
Heriot-Watt
Leicester
Essex
King's College London
Imperial College
Lancaster
City, University of London
UCL
Glasgow
Sheffield
Southampton
Chichester
Keele
Birmingham
Bolton
Cambridge
Durham
Oxford Brookes
Stirling
West London


Top 51 University EDI Vs FoS Cost
Total EDI Cost (£)
Total EDI Cost Understimated (£)
Total FoS Cost (£)
EDI Cost per Academic
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Top 51 **Total EDI cost** is **214 X** more than **Total FoS Cost**
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£400,000
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£0
£800
£700
£600
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