



1st December 2025

Free speech implications of EDI spending

Correlation between levels of university EDI spending and free speech compliance failures in their recruitment

The study and key findings

- AFFS compared data (taken from previous AFFS reports) on English and Welsh universities' EDI spending with free speech non-compliance at those universities as evidenced by their job advertisements.
- There is a statistically significant correlation between levels of those universities' spending on EDI and levels of free speech non-compliance in their recruitment and promotion processes. Analysis of AFFS's data shows that EDI spending is a predictor of free speech non-compliance at a 95% confidence level.
- Universities which spent £450,000 or more annually on EDI were very likely to be non-compliant. Indeed, all but one of the universities which spent more than that were non-compliant.
- Universities with low spending on EDI are clearly much more likely to be compliant: the majority of those spending under £450,000 were found to be compliant.
- The relevant Russell Group universities both spent more, on average over £240,000 more – approaching double – on EDI, and were more likely to be non-compliant, with an average non-compliance rating 27.5% higher, than those of non-Russell Group members.
- Universities need to note that spending on EDI militates towards free speech compliance failures. Unmoderated and incautious pursuit of EDI-related goals creates serious risks for free speech. The more universities spend on EDI, the more careful they need to be to secure free speech.

Table of Contents

The study and key findings	1
Introduction	3
Free speech problems arising from EDI programmes	3
Why this matters to universities	4
The AFFS Reports	4
EDI Spending Report	4
EDI Requirements in Recruitment Report	5
Rating (non-) compliance re EDI requirements in recruitment	6
Colour coding (non-) compliance and EDI spending	7
Results: comparing universities' EDI spending and free speech compliance ratings	7
Reliability as a predictor: linear regression	9
The bigger picture: higher Russell Group spending and non-compliance than at other universities	9
Conclusions and necessary action on the part of universities	11
Further information	13
APPENDIX 1: EDI spending and compliance ratings full data	14

Introduction

This study compares the findings in two reports (the “**AFFS Reports**”) published by Alumni for Free Speech (“**AFFS**”) in order to assess whether there is a correlation between levels of universities’ expenditure on equality, diversity, and inclusion (“**EDI**”) and levels of non-compliance with their legal and regulatory obligations regarding free speech protection in the context of their recruitment/promotion processes.

The findings are clear: there is a statistically significant correlation. Universities which spend more on EDI are more likely to be non-compliant with their legal or regulatory obligations towards free speech and academic freedom in the recruitment/promotion context, and *vice versa*.

AFFS hopes that this study will serve as a clear and timely reminder to universities about their obligations towards free speech (including academic freedom), and the risk that the unmoderated and incautious pursuit of EDI-related goals poses to free speech. This study will also be of interest to those with an interest in free speech in the UK more generally.

Free speech problems arising from EDI programmes

EDI programmes at universities reflect a commendable desire to create open, fair communities which welcome staff and students of any race, sex, religion, belief or any other “protected characteristic” under the Equality Act 2010 (the “**Equality Act**”). “EDI” is, however, a vague and flexible concept and what is promoted under its banner has expanded and shifted over the years. It now often includes a wide range of highly contested agendas, values, and views, the promotion and enforcement of which goes far beyond the limited range of what is necessary to secure legal compliance with the Equality Act.

The effective enforcement – for example, by including a requirement to “promote” them in a list of staff members’ responsibilities – of a vague, ill-defined concept which may include those extra-legal, contested views is a serious threat to free speech and academic freedom. Doing so is also potentially contrary to universities’ legal obligations, including those relating to “protected viewpoints” under the Equality Act. Furthermore, embedding a presumption in favour of these contested viewpoints can lead to an environment in which academic staff may feel “afraid” or “frightened” to express their genuine, and legally-protected, views on such matters: creating a ““chilling” atmosphere” leading to feelings of “hostility” for such people for the purposes of the harassment provisions of the Equality Act.¹

EDI is now widely recognised to be a source of free speech problems. The 2024 Dandridge Review into the Phoenix/Open University free speech debacle found that this was the case, and referenced the importance of institutional neutrality for avoiding views which are legal

¹ As was explicitly reported by Roger Mosey, outgoing Master of Selwyn College, Cambridge, in an article for *The Telegraph* on the 26th of July 2025 and also as noted in the earlier Dandridge Review.

but may be dissenting from to those espoused by the institution may be suppressed.² Those with opposing views may feel the need to self-censor – for example, Open University staff referred to their “fear of causing offence or professional sanctions”– and an imbalance between EDI and free speech requirements.³

The likelihood of EDI initiatives giving rise to problems for free speech and its protection has recently been acknowledged by Advance HE, a body with a historic core purpose of promoting and enhancing EDI: “many of the challenges that [universities] have faced in relation to free speech or academic freedom arise in the implementation of policies and initiatives related to equality, diversity and inclusion”.⁴

Why this matters to universities

Widely publicised free speech failures at UK universities have given rise to increased (or clearer) legal requirements to protect free speech, mainly in England but also in Wales. Universities found to be in breach of their legal and regulatory obligations towards free speech face serious and damaging financial and reputational repercussions. The reputational harm is particularly significant in the context of the declining international perception of free speech at UK universities and the importance of foreign students to them. The recent fine imposed by the Office for Students (the “OfS”) on the University of Sussex and the liability under the Equality Act recently found to exist in relation to the treatment of Professor Jo Phoenix at the Open University clearly show that the financial and reputational costs for this type of failure can be severe.

We strongly urge universities to note, in the context of this study, the risks that resources expended on EDI militate towards non-compliant promotion and enforcement of agendas and viewpoints under the EDI banner. The more universities spend on EDI, the more careful they need to be to secure free speech. We set out below steps that universities need to take to ensure that free speech is properly protected in this context.

The AFS Reports

Both of the AFS Reports were the result of investigative work done by AFS, using both open-source information gathering and more direct Freedom of Information (“FoI”) requests.

EDI Spending Report

This research and report (the “**EDI Spending Report**”), conducted by AFS in 2023 using FoI requests, found a serious discrepancy between the amounts universities spent on EDI and on

² See: <https://www.open.ac.uk/blogs/news/wp-content/uploads/2024/10/Independent-Review-N-Dandridge-09.09.24.pdf>. For further analysis, see BFSP’s detailed analysis of the Dandridge Review at <https://bfsp.uk/wp-content/uploads/2025/02/The-Dandridge-Review-re-the-Open-University-Jo-Phoenix.pdf>.

³ Dandridge Review, paragraph 2.7, other examples in Paragraph 2.10 and 2.35.

⁴ Advance HE, *Embedding Freedom of Speech and Academic Freedom in Equality, Diversity and Inclusion*, September 2025, page 21.

free speech.⁵ Across the 40 universities which provided data on spending on both EDI and free speech, nearly £20 million was spent on EDI compared to less than £100,000 spent on free speech – more than 200 times less. There were similar disparities in the numbers of staff employed for EDI purposes versus free speech. Our detailed findings can be found in the report.

This is clear evidence of the difference in relative value placed on EDI and free speech by universities. Perhaps it also demonstrates the lack of understanding of the extent of the problems universities currently face. This discrepancy has, as this current study evidences, come at a cost to free speech and often leads to legal and regulatory failures in respect of the University's obligations to protect free speech.

It is important to note the limitations of this dataset. This research was completed in 2023, so many of the figures in it may not represent the current position, as EDI spending is now likely to be higher, if anything. Due to the time this sort of research takes, the dataset is also limited in scope, with data sought from just 51 "leading" universities (some of which did not respond, potentially unlawfully, to our FoI requests). Our research was also entirely dependent on the accuracy of information received from universities in response to FoI requests submitted by AFFS. We do not have great faith in the quality or completeness of the information we received. If anything, it is likely to understate levels of EDI spending. The EDI Spending Report remains, however, a valid snapshot for the purposes of this "big picture" study.

EDI Requirements in Recruitment Report

In May 2025, AFFS published its report on its research into university recruitment practices, *University Recruitment: EDI requirements causing free speech compliance failures* (the "**EDI Requirements in Recruitment Report**").⁶ Following months of detailed research, this report analysed the requirements relating to evidencing support for EDI imposed on applicants for jobs and promotion at over 100 universities in England and Wales (as evidenced in their publicly available job advertisements), and the extent of the (lack of) compliance of this with their legal and regulatory obligations towards free speech.

The EDI Requirements in Recruitment Report focuses particularly on two types of action by universities that are highly likely to result in non-compliance:

- requiring candidates to submit evidence of their commitment towards EDI (termed "**EDI Support Evidence**") and/or being likely to discriminate between candidates based on the evidence they provide; and
- requiring employees (including applicants) to comply with duties towards promoting or supporting (*inter alia*) EDI ("**EDI Support Duties**").

In both cases, a relevant university is highly likely to be in breach of multiple legal and regulatory requirements. This has been confirmed by the OfS, which included specific

⁵ <https://affs.uk/edi-free-speech-universities>

⁶ <https://affs.uk/wp-content/uploads/2025/05/AFFS-Report-re-EDI-on-jobs-FINAL-23.05.25-1-2.pdf>

provisions about and examples of these types of failure in its *Regulatory Advice 24: Guidance related to freedom of speech*.⁷

Limitations on the quality of the information on which this report is based include: researchers not finding all relevant advertisements at the time of their research; and limits on an ability to discern unlawful actions such as discrimination in the selection process from the publicly available documents which AFFS reviewed. It is also important to note that, for reasons set out in the EDI Requirements in Recruitment Report, our primary focus was on Russell Group universities. We therefore believe that it is possible that we may have actually underestimated the non-compliance of the non-Russell Group universities.

This study and its rating system

We focused, for the purposes of this study, on English and Welsh universities, as they have sufficiently similar free speech compliance requirements.

The EDI Spending Report covered a total of 51 English and Welsh universities, and over 100 universities were covered in the EDI Requirements in Recruitment Report. We eliminated universities which were not reviewed for the purposes of the EDI Requirements in Recruitment Report so for which we only had one set of relevant data. This left 41 universities.⁸

Rating (non-) compliance re EDI requirements in recruitment

To create a ratings system for use in this study, each remaining university received a “**compliance rating**” – or, perhaps more accurately, a (non-) compliance rating – in respect of the level of its free speech compliance/failures as detailed in the EDI Requirements in Recruitment Report.

There appeared to be little inherent correlation between the two types of compliance failure outlined in that report. While some universities which required EDI Support Evidence also required EDI Support Duties, that was far from universal. For that reason, these failures are treated as distinct for the purpose of the compliance rating. A university being found to have required both EDI Support Evidence and EDI Support Duties is not attributed a compounding effect for the purposes of our compliance ratings. Likewise, the absence of one or the other does not mitigate the compliance rating.

Universities were rated, for each failure type, if relevant, out of 3 where:

- 0 indicates that the university did not incur that failure type;
- 1 indicates that very few job advertisements included that failure type, or the failure was relatively minor;
- 2 indicates a higher level of non-compliance or that the university, upon being informed of the failure, appeared to work to rectify the issue; and

⁷ <https://www.officeforstudents.org.uk/media/1mvnscr1/regulatory-advice-24-freedom-of-speech-guidance.pdf>

⁸ Full data for these universities is available to download here: <https://affs.uk/wp-content/uploads/2025/11/DATA-for-AFFS-report-EDI-spending-v-FS-compliance-26.11.25.xlsx>

3 indicates that the university had numerous or severe examples of the failure type, and did not rectify the issue even after AFFS has reported it.

We acknowledge at once that, while we have endeavoured to construct our rating system for this study so as to be fair and consistent, this comparative study has its limitations, in particular arising from the limitations around the underlying data which we explain above. We are, however, confident that the rating system provides a realistic numerical value for a wide range of identified (non-) compliance findings and that it is a fair and appropriate exercise and sufficiently robust to make its conclusions valid.

Colour coding (non-) compliance and EDI spending

Colours were allocated to the compliance rating of each university in ascending severity of non-compliance, from green for 0, through yellows and oranges, to red for 6.

A table with EDI spending data and compliance failure ratings and colour coding for all 41 universities can be found in Appendix 1.

We then eliminated the eight universities for which we did not have EDI spending data. This left a dataset of 33 universities for which we were able to analyse the relationship between EDI spending and compliance in respect of universities' recruitment and promotions. This resulting dataset formed the basis of this study.

For the purpose of creating easily-understood comparisons, we colour-coded EDI spending as well as the free speech compliance failures. We allocated colours to each remaining university's EDI spending so as to create equal numbers of each colour to those in the EDI compliance rating column. Thus, the highest two spenders were allocated red to correlate with the number (two) of universities with the highest possible non-compliance rating; the next (two) highest spenders were allocated orange to correlate with the number universities with the next highest rating; and so on.

Results: comparing universities' EDI spending and free speech compliance ratings

Table 1 shows side-by-side comparisons of the 33 universities' EDI spending and (non-) compliance ratings, sorted by universities' EDI spending.

Table 1: English and Welsh universities sorted by EDI spending

University	EDI Spend (£)	Non-Compliance rating	Russell Group?
Southampton University	1,806,719	6	Y
Sheffield University	1,632,214	3	Y
University College London	1,021,234	3	Y
City St George's, University of London	923,850	3	N
Lancaster University	805,973	3	N
Imperial College London	794,095	2	Y
King's College London	607,869	3	Y
Essex, University of	568,902	2	N
Leicester, University of	565,943	3	N
Swansea University	487,686	3	N
Leeds University	472,195	6	Y
Bath, University of	459,561	0	N
Manchester University	450,000	4	Y
University of the West of England	445,600	0	N
Lincoln, University of	411,010	0	N
London School of Economics and Political Science	400,263	0	Y
Exeter University	380,000	0	Y
Sussex, University of	321,618	0	N
Oxford, University of	315,600	4	Y
University of the Arts London	314,684	3	N
Bristol, University of	314,622	0	Y
Kent, University of	299,352	3	N
Liverpool University	294,526	3	Y
Northumbria University	281,902	0	N
Loughborough University	258,424	3	N
York, University of	230,435	0	Y
Warwick University	223,784	0	Y
Cardiff University	212,000	0	Y
Kingston University	148,262	0	N
East Anglia, University of	125,174	3	N
Coventry, University of	100,730	0	N
Royal Holloway, University of London	65,322	3	N
Aston University	53,289	3	N

The colours in the table indicate a clear broad correlation between EDI spending and free speech (non-) compliance rating. See our detailed conclusions below. Although the correlation is, as one would expect, not exact, and there are some obvious anomalies, this alone should cause concern to universities about the impact that unmoderated EDI spending clearly has on free speech at the institution.

Reliability as a predictor: linear regression

Given these indicated correlations, we conjectured that EDI spending could be a reliable predictor of free speech non-compliance. To test this hypothesis, our free speech friend Dr John Armstrong of King’s College London performed a linear regression of our free speech compliance rating against the total EDI spending of each university, controlling for total academic staff and membership of the Russell Group across the 31 universities for which AFFS had data available.⁹ The details of this regression analysis are in Table 2.

Table 2: Summary of linear regression results

Variable	Coefficient	Standard Error	P
Intercept	0.62	0.60	0.3131
Annual EDI Spend (£ millions)	1.94	0.79	0.0199*
Academic Staff (1000s)	0.24	0.21	0.2555
Russell Group member	-0.56	0.78	0.4765

Notes: N=33. Adjusted R squared=0.15. * indicates statistical significance at a 95% confidence level.

The results of this exercise reveal a statistically significant correlation between levels of EDI spending and levels of non-compliance. Specifically, we found that total EDI spending was a predictor of free speech non-compliance at a 95% confidence level. Neither total academic staff nor Russell group membership had a statistically significant effect on this outcome.

This correlation does not, of course, establish any necessary *causal link* between levels of EDI spending and free speech compliance failures at a university. Nevertheless, this analysis indicates that levels of EDI spending are a useful indicator of a university’s likely compliance with its obligations regarding free speech (at least as regards the recruitment/promotion processes): those with low EDI spending are more likely to be compliant with their duties towards free speech. Those with higher EDI spending are more likely to be non-compliant.

The bigger picture: higher Russell Group spending and non-compliance than at other universities

It appears from the above data that Russell Group universities generally both outspend and have more free speech failures than those which are not members of that group. We prepared a table showing the Russell Group universities alone.

⁹ Of the 51 universities reviewed for the EDI Spending Report, only 31 provided data which including their annual EDI spending and staff numbers. Thank you to Dr John Armstrong for performing this regression analysis.

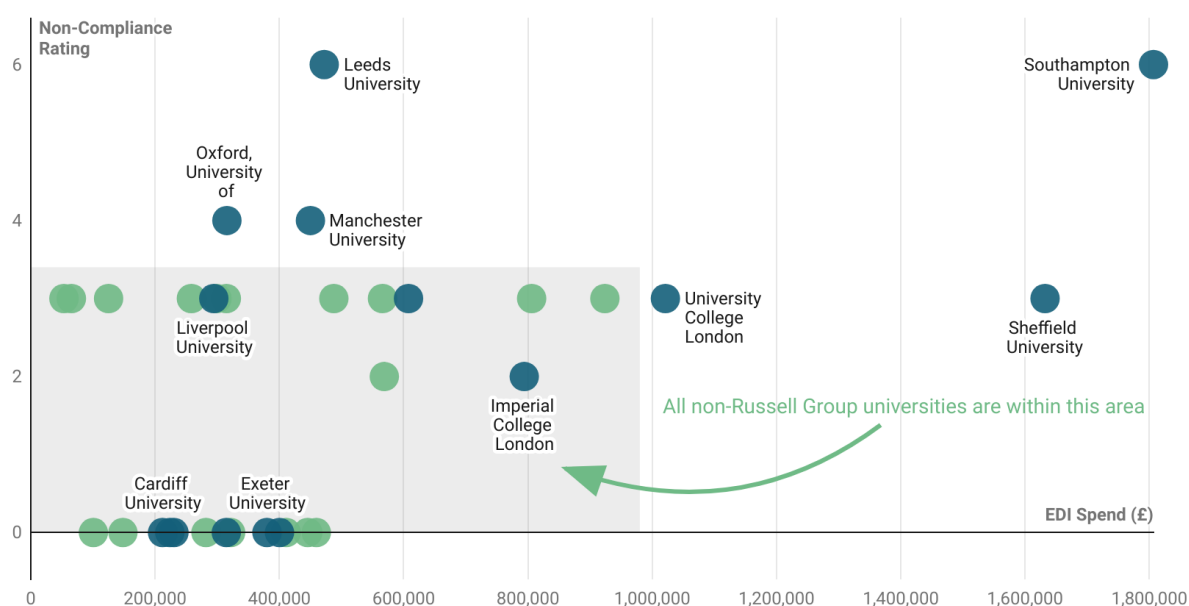
Table 3 – Information stated re Russell Group universities only

University	EDI Spend (£)	Non-Compliance rating
Southampton University	1,806,719	6
Sheffield University	1,632,214	3
University College London	1,021,234	3
Imperial College London	794,095	2
King's College London	607,869	3
Leeds University	472,195	6
Manchester University	450,000	4
London School of Economics and Political Science	400,263	0
Exeter University	380,000	0
Oxford, University of	315,600	4
Bristol, University of	314,622	0
Liverpool University	294,526	3
York, University of	230,435	0
Warwick University	223,784	0
Cardiff University	212,000	0

As we know from the regression analysis above, being a member of the Russell Group (or not) does not materially affect the correlation between EDI spending levels and compliance failures. Instead, Table 3 does show us that, for instance, three of the four top spenders are Russell Group members, as are all four of the universities which were rated at the two highest non-compliance ratings. Meanwhile, non-Russell Group universities remain within a tighter (and lower) range of both spending and compliance.

In order to better demonstrate the Russell Group universities' disproportionate spending and (non-) compliance ratings, we created a graph to plot the EDI spending of the universities against their compliance failure ratings. Those 15 of this group which are English and Welsh Russell Group members are shown in dark blue, and the 18 other universities are shown in light green.

Graph 1 – Scatter plot of EDI spending levels against non-compliance score



Created with Datawrapper

Graph 1 shows that these Russell Group universities (as a group) significantly exceeded the non-Russell Group universities in both EDI spending and levels of non-compliance. In fact, the non-Russell Group universities are more closely grouped together and fit within the same area: with spending at less than £930,000 and a non-compliance rating of 3 or less, whereas the Russell Group universities included much higher spenders and worse non-compliers.

This is corroborated by averages within the groups of EDI spending and non-compliance. The relevant Russell Group universities' average EDI spending was £610,370.40 and their average compliance rating was 2.3. The other universities' average EDI spending was £368,737.98 and their average compliance rating was 1.8 – 60.4% and 78.4%, respectively, of that of the Russell Group universities.

Conclusions and necessary action on the part of universities

While this study is subject to the limitations we have described throughout this report, there are a number of conclusions that can nonetheless be drawn with confidence from this data.

1. There is a statistically significant correlation between levels of EDI spending and the levels of non-compliance per the EDI Requirements in Recruitment Report. While that correlation is (of course) not exact, it is pretty startling.
2. Analysis of AFFS's data shows that EDI spending is a predictor of free speech non-compliance at a 95% confidence level.
3. Universities which spent £450,000 or more annually on EDI were very likely to be non-compliant. Only one university which spent more than that was compliant.
4. Universities with low spending on EDI are clearly much more likely to be compliant: the majority of those which spent below that £450,000 figure were fully compliant.
5. Oxford University achieved an impressive "bang for buck", with high (top four) compliance failures compared to its relatively lowly 19th on the EDI spending list. (We do

recognise that it has appeared to be working to improve its free speech protection of late, albeit under pressure from free speech campaigners, so these figures may well look better if fully up to date.)

6. The relevant Russell Group universities both spent more, on average over £240,000 more – approaching double – on EDI, and were more likely to be non-compliant, with an average non-compliance rating 27.5% higher, than those of non-Russell Group members.
7. Non-compliance can still occur even where a university has very low spending on EDI: as with Aston University which spent (relatively) very little on EDI, but still incurred compliance failures in its recruitment processes. All universities must be vigilant.

Many would think that it would be blindingly obvious that high EDI spending would be likely to lead to more active enforcement of related agendas, which leads directly to free speech failures. This study provides strong supporting evidence for what is a widely held assumption. Universities need to note these risks, and thus the risk that unmoderated and incautious pursuit of EDI-related goals poses to free speech.

Neither AFFS, nor the principles of free speech and academic freedom, are inherently hostile to EDI which is free speech compliant, and this study is not attempting to make a case for a reduction in EDI spending. It is, however, worth high-spending universities asking themselves why they spend so much when others spend less and achieve better compliance, and seeking out and eliminating the ways in which that higher spending is leading to compliance failures.

This report clearly shows that universities must ensure that higher levels of spending on EDI are matched by:

- Increased care to secure free speech, and entrenched caution about, and care to avoid, possible consequent damage to free speech and indeed compliance failures;
- a commensurate increase of spending on free speech protection;
- their having a dedicated member (or members) of staff charged with ensuring that free speech and academic freedom receive attention commensurate with that received by EDI; and
- a university-wide policy of “institutional neutrality”, as recommended by free speech campaigners, referred to in the Dandridge Review and already implemented by a number of universities.

Such actions are vital to ensure both that staff and students at these institutions have their free speech rights protected and that universities remain compliant and thereby avoid the heavy costs associated with free speech failures. AFFS has been writing to UK universities detailing specific actions we strongly recommend they take to ensure compliance, and best protect free speech.

Alumni For Free Speech

www.affs.uk / info@affs.uk

Alumni For Free Speech is part of DAFSC Ltd, company number 14189200. Registered office: 27 Old Gloucester St, London W1N 3AX.

Further information

Those who wish to learn more about free speech problems at UK universities and what to do about them can find good information at:

BFSP – <http://bfsp.uk/>

Best Free Speech Practice (BFSP) is our sister-organisation which seeks to clarify and define the best practice for the promotion and securing of free speech across a number of areas of activity in the UK. See the primary statements at:

- *Free speech protection at English universities: The law and requirements in practice which sets out details of the relevant legal and regulatory requirements and their implications.*
- *EDI considerations and inquiries in the recruitment and research approval process at English universities: Free speech compliance issues*
- *Protected viewpoints under the Equality Act: Risks and necessary actions for employers and others*

AFFS – <http://affs.uk/>

As well as containing detailed information around the EDI Spending Report and the EDI on Jobs Report as discussed above, AFFS's website contains a lot of information about free speech problems at our universities and what AFFS seeks to do about this.

Committee for Academic Freedom – <https://afcomm.org.uk>

The Committee for Academic Freedom is a non-partisan group that campaigns to protect free speech and inquiry in universities, ensuring that staff and students can express lawful opinions without fear of reprisal. See CAF's report on the EDI Requirements in Recruitment Report at: <https://afcomm.org.uk/2025/05/23/new-report-reveals-extent-of-unlawful-edi-hiring-practices-at-universities/>

The Free Speech Union – <https://freespeechunion.org>

The Free Speech Union is a non-partisan, mass membership public interest body that stands up for the speech rights of its members and campaigns for free speech more widely. It champions the free speech rights and supports those whose rights have been breached by providing legal assistance, campaigning publicly, and lobbying government. See their research briefings at: <https://freespeechunion.org/briefing-docs>

Academics for Academic Freedom – <https://afaf.org.uk/>

Academics for Academic Freedom is a campaigning group set up in 2006 for all lecturers, academic-related staff, students and researchers who want to defend unimpeded inquiry and expression. Read and sign their Statement on Academic Freedom at: <http://afaf.org.uk/afaf-statement/>

LUCAF – <https://lucaf.org>

The London Universities' Council for Academic Freedom (LUCAF) is an academic-led and non-partisan organisation which is committed to supporting academic freedom. LUCAF develops recommendations relating to academic freedom which can be found here: <https://lucaf.org/documents.php>

See their important London Principles here: <https://lucaf.org/viewdocument.php?id=2>

APPENDIX 1: EDI spending and compliance ratings full data

The following table sets out data for all the universities included in the EDI Spending Report which we had also reviewed for the EDI Requirements in Recruitment Report. It sets out:

- the total EDI spending by each university. The table notes where relevant universities did not respond to the FoI requests which formed the basis of our research into EDI spending; and
- the compliance rating and colour coding for each of university per the EDI Requirements in Recruitment Report, with AFFS's reasoning for that rating; and
- whether the university is a member of the Russell Group of universities.

Table 4 – English and Welsh universities EDI spending and compliance ratings

University	EDI Spend (£)	Non-Compliance Rating	Reason	Russell Group
Aston University	53,289	3	Imposed EDI Support Duties	N
Bath, University of	459,561	0	Compliant	N
Birmingham University	N/D	3	Imposed EDI Support Duties	Y
Bristol, University of	314,622	0	Compliant	Y
Cambridge University	N/D	6	Imposed both EDI Support Evidence and EDI Support Duties	Y
Cardiff University	212,000	0	Compliant	Y
City St George's, University of London	923,850	3	Imposed EDI Support Duties	N
Coventry University	100,730	0	Compliant	N
Durham	N/D	2	Imposed EDI Support Evidence but subsequently removed this requirement	Y
Essex, University of	568,902	2	Requires commitment to University's EDI Policy, which could contain provisions which do not comply with Relevant FS Requirements	N
Exeter University	380,000	0	Compliant	Y
Imperial College London	794,095	2	Imposed EDI Support Evidence but subsequently removed this requirement	Y
Keele University	N/D	3	Imposed EDI Support Duties	N
Kent, University of	299,352	3	Imposed EDI Support Duties	N
King's College London	607,869	3	Imposed EDI Support Evidence on both external recruitment and internal promotion	Y
Kingston University	148,262	0	Compliant	N
Lancaster University	805,973	3	Imposed EDI Support Duties	N
Leeds University	472,195	6	Imposed both EDI Support Evidence and EDI Support Duties	Y
Leicester, University of	565,943	3	Imposed EDI Support Duties	N
Lincoln, University of	411,010	0	Compliant	N
Liverpool University	294,526	3	Imposed EDI Support Duties	Y
London School of Economics and Political Science	400,263	0	Compliant	Y
Loughborough University	258,424	3	Imposed EDI Support Duties	N
Manchester University	450,000	4	Imposed EDI Support Duties and advertisements worded as to implicitly require EDI Evidence Duties	Y

Northumbria University	281,902	0	Compliant	N
Oxford Brookes University	N/D	2	Fellowship of the HEA listed as "Desirable Relevant Experience"	N
Oxford University	315,600	2	Imposed both EDI Support Evidence and EDI Support Duties, but removed both after correspondence with AFFS	Y
Royal Holloway, University of London	65,322	3	Imposed EDI Support Duties	N
Sheffield University	1,632,214	3	Imposed EDI Support Duties	Y
Southampton University	1,806,719	6	Required EDI Support Evidence and imposed EDI Support Duties	Y
Sussex, University of	321,618	0	Compliant	N
Swansea University	487,686	3	Imposed EDI Support Duties	N
University College London	1,021,234	3	Imposed EDI Support Duties	Y
University of Bolton	N/D	3	Imposed EDI Support Duties	N
University of Chichester	N/D	2	Requires commitment to University's EDI Policy, which could contain provisions which do not comply with Relevant FS Requirements	N
University of East Anglia	125,174	3	Imposed EDI Support Duties	N
University of the Arts London	314,684	3	Imposed EDI Support Duties	N
University of the West of England	445,600	0	Compliant	N
Warwick University	223,784	0	Compliant	Y
West London	N/D	0	Compliant	N
York University	230,435	0	Compliant	Y