

EDI Annual Report 2023-24 (2 April 2025)

Public authorities covered by the specific duties under the Equality Act 2010 must publish equality information annually to demonstrate their compliance with the general equality duty. In compliance with the above specific duty, over the last few years LU has been publishing its EDI Annual Report in March every year, covering the previous April to March period.

Following discussions with colleagues in the Data Analytics Team in relation to the preparation of EDI Annual Report 2023/24, we have concluded that as the university HESA returns for staff and students are based on academic year, it would be advantageous to align all the data published in the EDI Annual Report to HESA returns. This will mean all EDI data published externally will be the same and, by using the same reporting period, the production of the datasets will be more efficient.

Based on our discussions and advice from Equality and Human Rights Commission (EHRC), it was decided to move university EDI Annual Report data timescales from **1 April 2023 - 31 March 2024** to **1 Aug 2023 - 31 July 2024** and publication date from **31 March 2025** to **31 July 2025**.

Akhtar Zaman

Equality, Diversity and Inclusion Manager

30 March 2025