

ANNUAL REPORT 2024-2025



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"Kindness is in our power, even when fondness is not"
Samuel Johnson



MESSAGE FROM THE DIRECTOR:



It has been another exciting and impactful year for the Sussex Centre for Research on Kindness. As the only higher education institution in the UK with a dedicated academic research centre focused on kindness, we continue to lead the way in advancing this growing field. Our community is thriving, with a mailing list of nearly 500 subscribers and collaborations that span academia, non-profits, and policy sectors.

This year, we advanced our mission to **Learn**, **Share**, and **Nurture** through impactful research, outreach, and training.

Learn: Staying true to our commitment to conduct rigorous academic research on kindness, we completed groundbreaking projects examining what kindness looks like in the context of supervising postgraduate research students, and how reading fiction can foster empathy in children, expanding our evidence base and impact. Our research addressed pressing societal issues, from mental health in schools to workplace wellbeing and the benefits of everyday social interactions. We secured major grants from the National Institute for Health and Care Research and the Templeton World Charity Foundation for exciting projects. We also invested in the next generation of kindness researchers by welcoming new PhD students and supporting innovative projects on empathy, social connection, and wellbeing.

Share: To ensure our findings create positive change, we shared our research through talks, workshops, podcasts, and global media coverage, including features in BBC Morning Live, The Guardian, CNN Health, and Scientific American. We partnered with organizations such as Brighton Chamber and JustGiving to promote kindness in workplaces and communities. Our consultancy work supported wellbeing strategies in healthcare and education, and our resources reached thousands through platforms like MindEd.

Nurture: We trained and inspired others to contribute to the science of kindness through our PG certificate course in Psychology of Kindness and wellbeing, initiatives like Talk to a Stranger Week and 23 Days of Kindness. These programmes brought our research to life on campus and beyond, sparking conversations, inspiring action, and fostering a culture of care and connection.

As we look ahead, we are excited to deepen partnerships, expand our research portfolio, and continue shaping a kinder world. Please share this report widely, subscribe to [our mailing list](#), and follow us on social media (see report cover for details).

Thank you for your continued support.

Dr. Gillian Sandstrom

Director of the Sussex Centre for Research on Kindness

ROK LEADERSHIP

STEERING GROUP

The Sussex Centre for Research on Kindness (ROK) was founded by Prof Robin Banerjee in 2022. We are grateful for administrative support from Elouisa Huitson (Psychology). For the past year, we have also benefited from the enthusiasm and support from our undergraduate placement students, Glebs Ovcinnikovs and Augusta Sibayan.



ROBIN BANERJEE



MARTIN SPINELLI

Our Steering Group from across the University provides feedback and direction. Current members include:

- Prof Robin Banerjee (Psychology; Founder and Advisor)
- Dr Gillian Sandstrom (Psychology; Director)
- Dr Karen Patterson (Brighton and Sussex Medical School; Co-Director)
- Prof Michelle Lefevre (Social Work)
- Dr Liz McDonnell (Law, Politics and Sociology)
- Dr Claire Potter (School of Engineering and Informatics)
- Prof Martin Spinelli (Media, Arts and Humanities)



GILLIAN SANDSTROM



CLAIRE POTTER



KAREN PATTERSON



LIZ MCDONNELL



MICHELLE LEFEVRE

LEARN

SPOTLIGHT: KINDNESS IN POSTGRADUATE SUPERVISION



Kindness isn't just a "nice-to-have" in postgraduate research (PGR) supervision—it's essential.

A recent study commissioned by the University of Warwick and led by **Dr. Gillian Sandstrom** explored how kindness shapes the supervisor–student relationship. The findings reveal that kindness fosters stronger connections, higher satisfaction, and better overall experiences for both parties.

Some Key findings

- Supervisors report performing more kindness toward students than students report performing toward supervisors, and students perceive receiving more kindness than supervisors do.
- Supervisors most often show kindness by providing helpful information or verbal positivity, while students primarily express kindness through verbal positivity; tangible acts are less common for both.
- Kindness toward students is widely viewed as essential, and students receiving higher levels of kindness from supervisors are more likely to report exceeded expectations.
- Both students and supervisors who receive more kindness are more satisfied with their relationship.
- Barriers to kindness differ: students feel more constrained by fear of mistakes or negative reactions, whereas supervisors cite lack of time as the main limitation.

Feedback emphasises the importance of empathy, understanding competing responsibilities, and fostering open communication.

[Full Report Here](#)

LEARN

SPOTLIGHT: PROJECT READING FEELINGS

Can reading fiction foster empathy in children?



The three-year project “Reading Feelings”, led by **Profs Robin Banerjee, Jane Oakhill and Alan Garnham** (Psychology), has recently completed data collection. The project explored how reading fiction can encourage more empathic and prosocial behaviours in young readers. Over 550 children from seven primary schools in East and West Sussex took part in three separate studies, each looking at different aspects of the topic.

Participants engaged in various activities, such as the emoji task shown in the photo below (captured by **Dr Persefoni Tzanaki**, Research Fellow for the project). In this task, children read a story and placed emoji stickers next to words that matched the emotion shown. The aim was to encourage deeper emotional engagement with the story, helping to elicit stronger empathic responses than reading without an emotional focus.



Preliminary results from the ongoing analysis suggest that activities like the emoji task can support cognitive empathy: the ability to identify and understand how others feel. Interestingly, children who reported feeling more “transported” by stories or who got caught up in the narrative, also tended to show stronger affective empathy, meaning they could better relate emotionally to others’ experiences.

The project’s findings were shared at the Raising Generation Empathy conference, organised by the research team in collaboration with the charity EmpathyLab. The event brought together educators, researchers, and policymakers to discuss how reading can be used to nurture empathy in schools and beyond.

LEARN

SPOTLIGHT: 4-DAY WORK WEEK



*Healthier Staff. Healthier Teams.
More Productive Workplaces.*

Through 2025, **Dr. Charlotte Rae** and her team have worked with another ten employers to help them trial the '4-day working week'.

Using MRI scans, they have been able to measure what's changed for staff in wellbeing, workplace performance, and even brain function.

In the year ahead, Charlotte will lead efforts to strengthen this evidence by studying wellbeing and brain function in control participants, who stay on their original working hours.

Invitations are open for forward-thinking employers, who are positioning themselves at the forefront of shaping the future of their work, to join this groundbreaking research by participating in the trials either as a 4-day week participant or control (and get an MRI scan!), or to commission talks.

FIND OUT MORE

<https://sussex4dayweek.co.uk>

Take a look at our S4DW videos and discover more about the 4 day work week over on [our Youtube channel](#).

LEARN

ONGOING RESEARCH PROJECTS



Dr. Donna Jessop (Psychology) investigates the role of positive psychological traits—mindfulness, self-compassion, gratitude, and optimism—in sleep outcomes and wellbeing.

Her ongoing research links these traits to sleep hygiene, bedtime procrastination, and insomnia, suggesting stress reduction as a key mechanism.

She has also launched a study on menopause examining whether these traits predict wellbeing beyond menopausal symptoms and moderate symptom–wellbeing associations, with implications for interventions to support women during menopause.



Dr. Mariko Visserman (Psychology) is studying kindness within romantic relationships by asking several questions:

- How do gratitude and indebtedness predict prosocial behavior toward romantic partners across Western and Eastern cultural contexts?
- Can relational sacrifices foster novelty and personal growth? How can couples reframe sacrifices to make them feel less costly and more beneficial?
- How are autonomy, competence, and relatedness needs satisfied during conflict resolution?



Prof. Nuno Ferreira (Law) submitted two contributions to the UN Independent Expert on Sexual Orientation and Gender Identity in response to the call for input on protection against violence and discrimination related to forced displacement. Prepared on behalf of the SOGICA and NQIfFM projects, these submissions aim to strengthen the rights and protections of LGBTIQ+ displaced persons.

LEARN

GRANTS RECEIVED

Whole School and College Approach (£49K)

Dr. Kate Lester and **Prof. Robin Banerjee** received NIHR funding for Assessing Whole-School and College Approach to Mental Health: Evidence and Impact. The project is ongoing and so far has produced a best-practice review of Mental Health Support Teams, informed national guidance, and launched a digital toolkit for schools to evaluate mental health strategies. Aligning with policy goals for universal school-based mental health support by 2030, resources have been disseminated via MindEd in collaboration with the Anna Freud Centre and NHS, alongside a national policy roundtable. The team is currently contributing to the NHS/Department for Education State of the Nation report and developing a toolkit to support school governors in implementing whole-school mental health strategies.

Transforming school mental health: embedding and evaluating the Whole School and College Approach (WSCA) - Health Innovation Kent Surrey Sussex

Investigating the unique benefits of loving connections among strangers (£32K)

Dr. Taylor West, in collaboration with **Dr. Gillian Sandstrom**, was awarded funding from the Templeton World Charity Foundation for a project investigating the societal benefits of everyday connections between strangers.

LEARN

GRANTS RECEIVED

Policymaking with sensitive evidence: the case of cross-border aid to Myanmar (£25K)

Prof. Meike Fechter and her team have secured a grant to examine cross-border aid and mutual aid for internally displaced persons in Myanmar, with fieldwork beginning September 2025. The project aims to inform evidence-based policymaking by analyzing practices and barriers in Thailand and drawing comparative insights from India. Working with international agencies, donors, and civil society, the initiative seeks to strengthen funding for cross-border aid through four objectives:

- building a rigorous evidence base
- fostering multi-stakeholder dialogue
- piloting interventions to increase investment
- developing global networks to scale effective approaches.

Achieved and symbolic immortality: Longitudinal paths from symbolic immortality to climate policy support and meaning in life (£18K)

Dr. Vlad Costin was awarded an Ernest Becker Research Grant from the International Society for the Science of Existential Psychology for a project examining kindness to future others, to ensure they inherit a thriving natural environment. He will examine how leaving (and desiring to leave) lasting legacies predicts support for climate change mitigation policies and meaning in life.

LEARN

POSTGRADUATE UPDATES

Ongoing

Carmen McClean-Daoust (Psychology; supervisor: Dan Campbell-Meiklejohn) has made discoveries with respect to goal-directed (motivated) empathy.



Persefoni Tzanaki (Psychology; supervisor: Robin Banerjee) is a post-doc working on the Reading Feelings study, which examines whether children can develop empathy through reading fiction.

Rachel Lei (Psychology; supervisor: Mariko Visserman) is examining how approach or avoidance motives for making a sacrifice predict personal growth in romantic relationships.



Ryad Chems-Maarif (Psychology; supervisors: Kate Cavanagh and Clara Strauss) aims to advance the conceptualization, measurement, and application of mindfulness to foster psychological well-being and flourishing.

LEARN

POSTGRADUATE UPDATES

Ongoing

Sarah Hurdman (Psychology; supervisor: Donna Jessop) is exploring the relationship between ‘sea gazing’ (looking out to sea from land) and wellbeing in midlife women.



Seyi Ugochukwu and Cecilia Manzotti (Law; supervisor: Nuno Ferreira) are advancing work to protect the rights and promote inclusion of migrants and refugees. Seyi’s research focuses on access to legal aid for undocumented migrants, while Cecilia examines how nationality is determined in asylum cases and the complexities of statelessness.



Taylor West (Psychology; supervisor: Gillian Sandstrom) is a post-doc studying how repeated, high-quality interactions with strangers influence trust, faith in humanity, and civic behaviors.



Xinyi Yang (Psychology; supervisor: Mariko Visserman) is studying the interplay of gender, gratitude, and sacrifice in romantic relationships

LEARN

POSTGRADUATE UPDATES

Completed

Congratulations to our PGR Graduates!

We celebrate the outstanding achievement of our postgraduate researchers who completed their PhDs this year. Your hard work and dedication inspire us all. Well done!



Lucie Crowther (Psychology; supervisor: Robin Banerjee) also submitted her thesis which investigated symptom experiences and functioning among at-risk youth, offering insights into broader clinical risk

Aysenur Karabulut (Psychology; supervisor: Robin Banerjee) submitted her thesis which explored the impact of theatre-making on self-development in childhood and adolescence.



James Laughton (Psychology; supervisors: Gillian Sandstrom and Smadar Cohen-Chen) submitted his thesis: “No one asked: Exploring the psychological benefits of unrequested prosocial behaviour”.

GIVING AWAY RESEARCH ON KINDNESS

SPOTLIGHT

TALKS : KINDNESS IN HEALTH



On Nov 28, 2024, **Dr Karen Patterson**, Co-Director of ROK and Respiratory Physician at BSMS, hosted “The Hidden Harm: Understanding and Addressing the Consequences of Patient Shaming.” Speakers included:

- Prof Sumita Verma (Hepatology, BSMS),
- Zoe Yates (Hepatitis C Trust), and
- Prof Luna Dolezal (Philosophy & Medical Humanities, University of Exeter, PI of the Shame and Medicine Project)

[Click here for a recording from the event.](#)

THE HIDDEN HARM: Understanding and Addressing the Consequences of Patient Shaming

Speakers:
Host: Karen Patterson, Respiratory Physician, Senior Lecturer (BSMS), and co-director of the Centre for Research on Kindness (University of Sussex)

Prof Sumita Verma: Professor of Hepatology at BSMS and Honorary Consultant at the University Hospitals Sussex NHS Foundation Trust

Zoe Yates: Patient speaker, Hepatitis C Trust

Prof Luna Dolezal: Professor of Philosophy and Medical Humanities at the University of Exeter and Principal Investigator for the Shame and Medicine Project

Target audience:
Anyone who works in or around healthcare

Date/time: Thursday 28 November 2024, 4-5pm (London time)
Location: Online via Zoom

brighton and sussex medical school

University Hospitals Sussex NHS Foundation Trust

brighton and sussex medical school

Stigma, Shame and Liver disease

Sumita Verma
Prof and Hon Consultant in Hepatology

Interventions to address shame in healthcare and other professional encounters

SHAME AND MEDICINE THE SHAME LAB

SHAME SENSITIVE PRACTICE

SHAME COMPETENCE TRAINING

SHARE

GIVING AWAY RESEARCH ON KINDNESS

SPOTLIGHT

TALKS : KINDNESS IN THE WORKPLACE



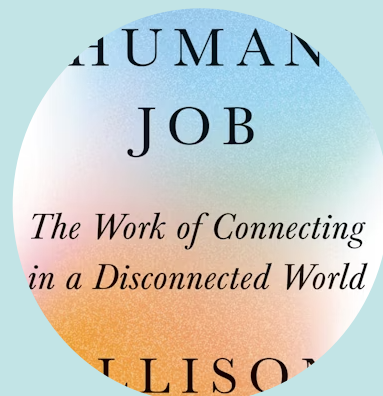
The ROK and the Brighton Chamber co-hosted a conversation between Prof Allison Pugh and David Robinson, on the topic of Allison's latest book 'The Last Human Job: The Work of Connecting in a Disconnected World'.

The discussion explored the value of human connection in work and community, and strategies for centering relationships .



Allison is Professor of Sociology at Johns Hopkins University and 2024–25 Vice President of the American Sociological Association, known for her research on meaning and dignity in relationships.

David is a community development leader and co-founder of The Relationships Project, with a long track record in social innovation.



SHARE

GIVING AWAY RESEARCH ON KINDNESS

CONSULTANCIES



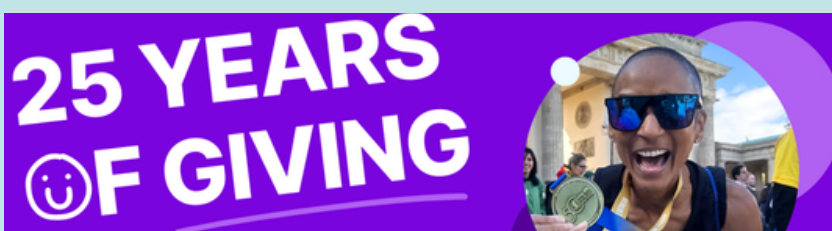
Wellbeing consultancy work

Donna Jessop (Psychology) is working with a children's hospice to develop measures to monitor wellbeing in the workplace, identify areas where wellbeing could be improved, and design a wellbeing strategy to optimise staff wellbeing.

JustGiving 25th anniversary report

Gillian Sandstrom consulted on the development of JustGiving's 25th anniversary report. JustGiving pioneered global online charity donations. Despite 25 years of change, its vision endures: a world where good takes over. With millions of donors and fundraisers, JustGiving has raised billions for over 46,000 UK charities.

Read more in their [Annual report- 25 Years of Giving report](#), foreword by Gillian.



Top 10 most generous cities

Edinburgh
Glasgow
London
Belfast
Liverpool
Norwich
Manchester
Newcastle
Brighton
Plymouth

GIVING AWAY RESEARCH ON KINDNESS

CONSULTANCIES

“Kindness at the Bar”

Robin Banerjee and **Claire Durrant**, in collaboration with barristers **Valerie Charbit** and **Nicola Shannon KC**, launched a “Kindness at the Bar” report. This report summarises insights into the nature and impacts of kindness, as well as mechanisms for promoting kindness, from in-depth focus groups with barristers at different career stages, High Court Advocates, and senior judges. The launch took place in September 2025 at Red Lion Chambers in London, and the report has a foreword signed by the leader of every court circuit in the country as well as the chair of the Criminal Bar Association.

The “Joy test”

Robin Banerjee and **Claire Durrant** completed the “Joy Test”, a project for Immediate Media involving surveys and focus groups relating to the role of leisure activities in people’s lives. This focused specifically on gardening, cooking and baking, watching TV, and listening to the radio – activities corresponding to three of the big magazine brands owned by Immediate: Gardeners’ World, Good Food, and Radio Times. The final report was submitted to Immediate in August 2025, and public dissemination of the key results will follow this term. The analysis focused on dynamics relating to both intrinsic motivation and social connections.

“Pattern & Progress Intervention and Staff Training to Address Harmful Sexual Behaviour”

Claire Durrant, **Kristi Langhoff**, and **Robin Banerjee** completed an evaluation of the “Pattern & Progress Intervention and Staff Training to Address Harmful Sexual Behaviour,” commissioned by Brighton & Hove City Council. This report provides insights into preventative strategies aimed at fostering healthy social relationships within secondary schools, with a particular focus on pupil mentoring and staff development.

SHARE

GIVING AWAY RESEARCH ON KINDNESS

TALKS AND WORKSHOPS

Kindness in the Workplace



- Public talks related to productivity and the 4 Day Week (Silicon Brighton EVOLVE; Crawley STEM fair; Posturite webinar; Café Scientifique; Lewes STEM fair; Sussex Universe) (Charlotte Rae)
- Flexibility Matters webinar (Charlotte Rae)
- 4 Day Week Foundation advocacy meeting with Sian Berry MP for Brighton Pavilion (Charlotte Rae)

Kindness in Education



- School of Kindness: Encouraging Kindness in the Classroom (Robin Banerjee)

Kindness in General



- Seed Talk on The Psychology of Gratitude (Mariko Visserman)
- “Talking to Strangers: How to connect and why it matters”, as part of the University of Sussex’s Learning at Work Week (Taylor West)
- How to Talk to Strangers workshop. Dorot. (Gillian Sandstrom)
- It’s the little things...Kindness and minimal social interactions. Creative Brain Week. (Gillian Sandstrom)



GIVING AWAY RESEARCH ON KINDNESS

BLOG POSTS

- [Make your time on social media more positive](#) (Gillian Sandstrom)
- [Embrace everyday kindness](#) (Rona Hart)
- [The degradation of social connection](#) (James Laughton)
- [Looking for meaningful romantic relationships? Start by diversifying your friendships and forgetting your wish list](#) (Mariko Visserman)
- [Step into kindness: Psychologists from the Sussex Centre for Research on Kindness offer insights and suggestions for a kind Christmas](#) (Robin Banerjee).

MEDIA COVERAGE

- [Talking to Strangers, BBC Morning Live](#) (starting at 41:13; Gillian Sandstrom)
- [The new rules of small talk: how to nail every conversation, from first dates to weddings, parties and funerals.](#) The Guardian. (Gillian Sandstrom)
- [Introverts should \(sometimes\) act like extroverts.](#) Vox. (Gillian Sandstrom)
- [A guide to mastering small talk with just about anyone, according to experts.](#) CNN Health. (Gillian Sandstrom)
- ['The two of us book a karaoke room for an hour. It's like tiramisu for the soul' What's on your dopamine menu?](#) The Guardian (Gillian Sandstrom).
- [The world would be a better place if we talked to strangers.](#) The Globe and Mail. (Gillian Sandstrom)
- [How to Get a Party Buzz Even When You're Not Drinking.](#) New York Times. (Gillian Sandstrom)
- [World Kindness Day 2024: How to be kinder to people and why it's good for your wellbeing,](#) BBC Bitesize (Robin Banerjee)
- [Self-Checkout And Food Delivery Are Depriving Us Of This 1 Essential Type Of Human Interaction,](#) Huffington Post (Taylor West)
- [On Our Problematic Obsession with First-Love Stories,](#) Literary Hub (Mariko Visserman)
- [Men Actually Crave Romantic Relationships More Than Women Do,](#) Scientific American (Mariko Visserman)
- [Is speed dating the new Tinder for Gen Z?](#), BBC News (Mariko Visserman)
- [Climbing wall meet-ups scale heights of romance for dating Brits,](#) BBC News (Mariko Visserman)
- Interview and 4 day week research feature with Good Morning Britain, (Charlotte Rae)
- Media coverage of the 4 Day Week (The Argus, The Telegraph) (Charlotte Rae)

SHARE

GIVING AWAY RESEARCH ON KINDNESS

BOOK: CONVERSATIONS ON KINDNESS



Bernadette Russell's [Conversations on Kindness](#) explores the transformative power of everyday acts of kindness. Inspired by a year-long experiment of daily acts of kindness, Russell's book explores the transformative power of kindness through personal reflections and conversations with experts. It shows how even small gestures can foster healing, connection, and social change, improving well-being and building a more compassionate world.

Contributions from Sussex Kindness academics were featured:

Chapter 1 – “Try a Little Kindness” (Gillian Sandstrom)

Gillian emphasises the power of small, everyday interactions with strangers.

Chapter 9 – “Helper’s High” (Dan Campbell-Meiklejohn)

Dan explores the concept of “helper’s high,” the surge of positive feelings experienced after helping others.

Chapter 12 – “Towards a Culture of Kindness” (Robin Banerjee)

Robin advocates for embedding kindness into societal structures—schools, workplaces, and public services. He argues that kindness is not a soft skill but a transformative force that strengthens relationships, improves mental health, and fosters community.

HOW THE POWER
OF KINDNESS CAN
CHANGE THE
WORLD

Conversations
on Kindness



NURTURE

SPOTLIGHT: PLACEMENT EXPERIENCE

Our experience on placement with The ROK 2024-2025

Our placement with the ROK has helped us grow, both personally and professionally. For instance, we've experienced first-hand how talking to strangers is much easier and less scary than what we initially thought. Sometimes, even just a brief interaction or a simple smile is enough to make a big difference, both for us and the other person. Thus, we've noticed that we've become more confident and outgoing when meeting others. Over the past year, we've held an event to raise awareness around the impact kindness can have on our wellbeing, we've made infographics and an evidence brief about kindness, and we got the opportunity to assist Gillian with a research project on kindness in postgraduate supervision.

All our experiences helped us apply the skills we've gained from our previous years of study, such as data analysis and writing reports. We've also gained new skills, such as conducting research and communicating our findings to a wider audience using more accessible formats. Thanks to the placement, we feel more confident about returning to our final year of university and working on our dissertations. Doing a placement has also helped us discover what we'd like to work with in the future (Glebs - data analyst; Augusta - psychologist) and given us the necessary skills that will support our professional development.

Ultimately, this past year has been a journey of self-discovery, and we're both very excited to see where the journey takes us next.



NURTURE

WORLD KINDNESS DAY Kindness BINGO

On-Campus Event

To celebrate World Kindness Day (13 November, 2024), placement students (Glebs and Augusta) came up with an idea of Kindness Bingo. The idea itself came from fellow placement students from last year - Freya Smith and Ray Teso Buitrago - but was altered slightly to mirror a study done by Cotney & Banerjee (2019), where participants defined kindness as acts of emotional and practical support, inclusiveness, generosity and positive sociality among other things.

The bingo card encouraged participants to engage in activities that fell under each of these categories (e.g., smiling at a stranger, making a list of things you're grateful for). Participants were asked to complete as many of the kind actions listed on the bingo card that they could, and cross off the squares that corresponded to the actions they completed.

At the end of the week, they returned to Library Square to redeem their bingo card. While spreading kindness in the community is a reward in itself, participants were rewarded with tangible things such as: sweets, a handwritten card with a kind message, and banana bread.



Augusta and Glebs also posted daily questions on our Instagram page that were inspired by Cotney & Banerjee's (2019) study. They encouraged participants to reflect over kind acts they had either received or performed throughout the past week. Examples of such questions included, "What small actions help you feel included by others?" and "What's a recent positive interaction you've had this week?"



NURTURE

TALK TO A STRANGER WEEK

On- campus event

Each November, people come together for Talk to a Stranger Week (25–29 November, 2024), an initiative inspired by Dr. Gillian Sandstrom's research on the benefits of everyday social interactions. The movement, which originated in Canada through the efforts of GenWell, has gained worldwide recognition.



Dr. Sandstrom and her students promoted the week at the University of Sussex to highlight its scientific and social importance.



Research shows that even brief conversations with strangers can reduce fear of rejection, boost confidence, and foster connection and well-being.



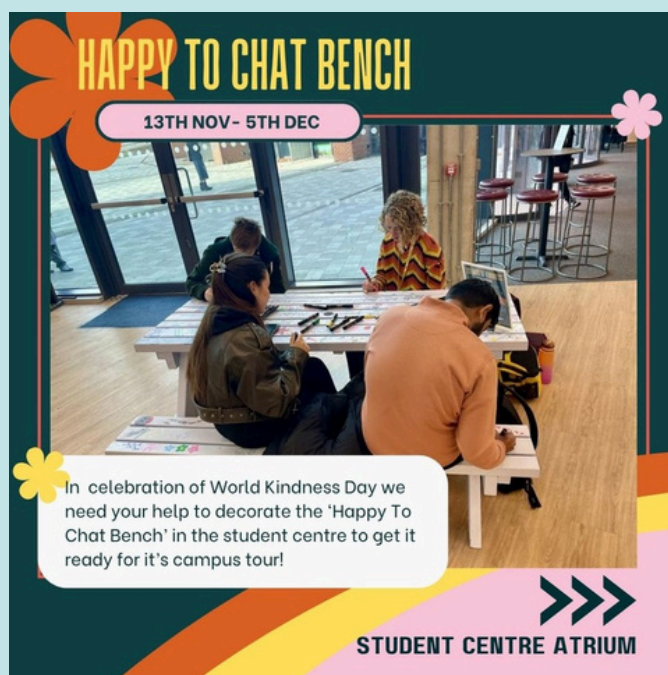
NURTURE

23 DAYS OF KINDNESS

Student Engagement team's
23 Days of Kindness

From 13 November to 5 December 2024, the Student Engagement team at the University of Sussex hosted 23 days of campus-wide activities to celebrate World Kindness Day and International Volunteer Day. The calendar was packed with creative and mindful experiences designed to inspire kindness toward oneself, others, and the planet.

Highlights included Kindness Bingo, poetry readings, crochet sessions, decorating the 'Happy to Chat' bench while sparking conversations with strangers, writing letters to uplift others, and learning sustainable practices. With something for everyone, the initiative encouraged connection, creativity, and care in everyday life.



To celebrate World Kindness Day (13 Nov) and International Volunteer Day (05 Dec), we've put together a 23 day Kindness Calendar of events, tips, and ideas of ways to be kind to yourself and others.

NURTURE

ALUMNI UPDATES

(Psychology of Kindness and Wellbeing in the Workplace
PG Certificate course)

Alumna **Helen Rimmer** organised a one-day "Kindness Unites Summit" on World Kindness Day. ROK member Rona Hart gave an opening lecture at that event, and several alumni from the PG Cert course also spoke. <https://kindnessunites.co.uk/home975281>



**THE
KIND
BRAVE
LEADER**



Alumna **Toni Horn** has written a children's book: "Emily's Unique Melody: A Story of Inclusion and Celebrating Different Thinking Styles"

FEEDBACK FROM ALUMNI ON COURSE

Thank you for developing such an interesting course. In many ways the experience was much more than I expected. A very different learning experience to my degree teaching

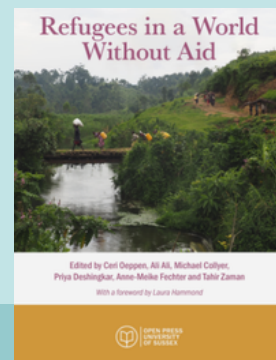
The biggest change for me is the psychological change. So I always said I would never go back to study, you know, because I found it so stressful doing my degree. And I think part of that was negative self-worth and low self-esteem. And I feel like doing this course has changed my view of myself and I now give myself permission to think of myself as capable and with the ability to do it.

Kindness is increasingly the focus in my coaching and training now with charities and leaders, which feels right. Thank you to the PG Cert course for giving me the confidence to make this the focus.

Thank you for developing such an interesting course. In many ways the experience was much more than I expected. A very different learning experience to my degree teaching

BOOKS:

Refugees in a World without Aid. (open access). Edited by Ceri Oeppen; Ali Ali; Michael Collyer; Priya Deshingkar; Anne-Meike Fechter; and Tahir Zaman.



Book Chapters and Journal Articles

- Ahmed, T., & Ferreira, N. (2025). European Union Approaches to Europe's Romani People: The Potential of a Capabilities Approach to Law and Policy Making. In European Identities, Inclusion and Equality: Social Exclusion of Vulnerable Groups in the European Union (pp. 129-154). Cham: Springer Nature Switzerland. Ferreira, N., Federica Moscati, M., & Raj, S. (2025). Queer Judgments (Version 1). University of Sussex.
<https://hdl.handle.net/10779/uos.28408649.v1>
- Banerjee, R. (2025). Social, emotional and mental health needs in educational settings: Putting wellbeing into socio-relational context. In D. Ruebain & S. Haines (Eds.), Education Disability and Social Policy, 2nd ed. (pp. 142-153). Bristol University Press.
- Banerjee, R., Wright, M., & Bianco, F. (2025). Emotional adjustment and peer relationships: The role of behavioural reputation and classroom social climate. PLOS ONE, 20(9), e0332297. <https://doi.org/10.1371/journal.pone.0332297>
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