



Surrey Uni powering hydrogen and low carbon energy

16 January 2026



A new partnership between the University of Surrey and leading clean energy technology company Ceres aims to speed up the development of next-generation clean power systems and hydrogen production – supporting the UK's net zero ambitions and helping address a growing skills gap in electrochemical energy technologies.

The collaboration brings together Ceres' expertise in solid oxide fuel cells (SOFC) and solid oxide electrolysis (SOEC) with Surrey's research strengths in electrochemical energy systems, digital and multiscale modelling, and advanced materials characterisation. Solid oxide electrolysis allows for highly efficient hydrogen production using electricity and heat, while solid oxide fuel cells can generate low carbon power for applications ranging from industrial processes to data centres.

Under the partnership, the teams will focus on improving the efficiency, durability and performance of these technologies, using advanced modelling and mechanistic insights to help translate fundamental research into real-world systems more quickly. Together, they will pursue joint research projects, collaborative funding bids and new training and placement opportunities for students.

Professor Qiong Cai, Professor in Sustainable Energy and Materials at the University of Surrey, and academic co-lead, said:

"Solid oxide electrolysis and fuel cells have huge potential to underpin the UK's future energy systems, from large-scale hydrogen production to low-carbon power for industry. But real progress depends on improving efficiency, durability and performance so these systems can operate reliably in the real world. This partnership gives us the opportunity to tackle those challenges head-on, combining fundamental science with a clear route to application."

Professor Jin Xuan, Associate Dean of Research and Innovation for the Faculty of Engineering and Physical Sciences, who is also a co-lead at Surrey, said:

"There is a growing skills gap in hydrogen and electrochemical energy technologies, at a time when demand for these capabilities is increasing rapidly. Working together with Ceres, we aim to help train the next generation of engineers and scientists in these fields through placements and hands-on research, ensuring the UK has the expertise it needs to support a net zero economy."

The partnership is outlined by a three-year Heads of Terms agreement and will see the teams work together to develop a pipeline of joint research projects and funding bids.

A symbolic signing ceremony, which took place at the University of Surrey on 14 January 2026, formally marked the start of the collaboration and provided an opportunity for both parties to set out priorities for the work ahead.

Dr Subhasish Mukerjee is Chief Scientific Officer at Ceres and was recently appointed a Visiting Professor within Surrey's School of Chemistry and Chemical Engineering. He said:

"We are delighted to expand our collaboration with the University of Surrey across fundamental electrochemistry research, modelling and digitalisation, and strategic testing to develop the next generation of clean energy technology. This collaboration strengthens our leadership in the solid oxide field and supports the UK's drive toward achieving its net zero targets."

Surrey University



Neurodiversity good for business Surrey study shows

16 January 2026



Businesses and policymakers risk missing out on workforce potential by misunderstanding neurodiverse conditions and the biological differences that shape entrepreneurial strengths, according to new research led by the University of Surrey. Instead of considering ADHD, dyslexia and bipolar conditions only as static clinical challenges, researchers build on the existing entrepreneurship literature to argue that these conditions can equip people with unique abilities that drive entrepreneurial action, innovation, and business growth.

In a study, published in *Neurodiversity in Entrepreneurship*, researchers carried out a systematic review of scientific evidence published between 2011 and 2023,



mapping 139 papers and 28 core studies across business and management. Importantly, they focused on using organisational neuroscience evidence, spanning from brain activations to genetic mechanisms linked to ADHD, dyslexia and bipolar conditions.

Researchers found evidence that entrepreneurs with ADHD often show high entrepreneurial alertness and strong performance in innovation and risk taking. Dyslexic entrepreneurs may instead compensate for reading and writing challenges by developing advanced delegation strategies to accelerate business growth. Meanwhile, traits linked to bipolar conditions correlate with creativity, idea generation and willingness to pursue bold ventures.

Dr Sebastiano Massaro, co-author of the study and Associate Professor (Reader) of Organisational Neuroscience at the University of Surrey, said:

"We often behave as if neurodiversity automatically means a deficit. The biological evidence shows something completely different. These conditions span a continuum and there is strong evidence that in entrepreneurial contexts they bring valuable strengths. Simply put, we need to stop treating them as problems to be fixed."

The research advocate for a shift in how businesses support programmes and employers view neurodiversity. It argues for business environments that value difference rather than seeking to normalise it and calls for practical organisational strategies that actively harness neurodiverse strengths. The study also highlights policy implications, noting that entrepreneurial settings can provide pathways to work and equality for people who are often miscategorised as unemployable.

Dr Sebastiano Massaro continued:

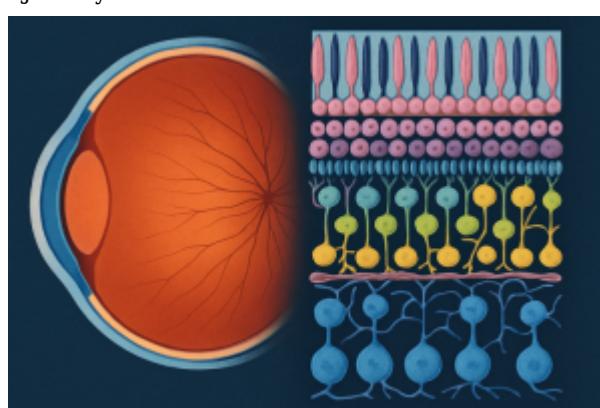
"To the best of our knowledge, we are presenting the first grounded explanation of why neurodiversity matters in business by drawing a direct connection between neural mechanisms and entrepreneurial behaviour. If universities, industry and governments overlook how these biological foundations impact entrepreneurship, they might miss valuable capability hidden in plain sight."

Surrey University



Surrey Uni study may show way to reverse vision loss

16 January 2026



New computer modelling could help scientists better understand how the retina regenerates, opening the door to new treatments for vision loss, according to a study from the University of Surrey.

The first-of-its-kind model is capable of detailing how the retina - the light-sensitive layer at the back of the eye - can build its complex structure from just one type of stem cell, deepening our understanding of how sight develops and how its development could inform studies of injury or disease.

Using advanced agent-based modelling, the research team have simulated key stages of retinogenesis - the process by which identical progenitor cells diversify into the six types of neurons that make up the retina.

The model shows how simple genetic rules and subtle randomness work together to form the retina's precise layered architecture, a structure essential for how we see.

The paper was presented at IWBIO 2025 and published in Lecture Notes in Computer Science (LNCS).

Cayla Harris, lead researcher from the University of Surrey's Nature Inspired Computing and Engineering Group, said:

"The beauty of biology is that complex structures can emerge from simple rules. Our simulations show how genetically identical cells can, through intrinsic bias and chance, self-organise into the retina's highly ordered layers - a pattern that underpins how we see the world."

Using the BioDynaMo software platform, the team modelled virtual "cells" that grow, divide and make fate decisions based on internal gene-regulation logic, mimicking biological behaviour. They tested different network designs for how genes might interact when cells decide what kind of neuron to become.

Two particular designs - called the Reentry and Multidirectional models - reproduced real biological data most accurately, suggesting that retinal cells may make their fate decisions through overlapping and flexible genetic pathways, rather than a fixed sequence.

This approach could help researchers better understand not only healthy eye development but also what happens in retinal diseases and in regenerative research exploring how stem cells might rebuild tissue.

Dr Roman Bauer, senior author on the study from the University of Surrey, added:

"Computational modelling gives us a powerful way to explore biological processes we can't easily observe in real time. By simulating every cell's decision and interaction, we can test hypotheses about how tissues like the retina form - and how to restore them when damaged."

This research is supported by the Engineering and Physical Sciences Research Council (EPSRC).

Cayla Harris added:

"We think that our research is a step forward in linking genetics, computation and developmental biology to understand one of the body's most complex neural structures."

Surrey University





Is Epsom and Ewell ideal for remote working?

16 January 2026



When remote work is supported well, it can raise job satisfaction, reduce commuting stress and give people meaningful control over their work life balance. However, the recent drive by some organisations to bring staff back into offices risks reversing these gains and widening the gap between regions, according to a new study that University of Surrey researchers contributed to as part of the R-Map project.

A new study, published in *Nature's Scientific Data*, details how access to reliable internet, local services, green space and community facilities can determine whether remote work improves quality of life or deepens inequalities. The research is based on a survey of more than 20,000 workers from across Europe and explores how remote work is influencing relocation patterns, wellbeing, job satisfaction, productivity, travel behaviour and the pull between urban and rural living.

The study gathered responses from people living and working remotely in Europe through a large, structured survey. Participants were asked about their preferences, experiences and the practical realities of working away from a traditional office. The survey was distributed across multiple languages and included workers in both rural and urban environments.

The study highlighted that remote work, either fully or partly i.e. hybrid work, is often associated with higher job satisfaction and a stronger sense of personal autonomy, particularly because people can choose where and when they work. This can support better work life balance, reduce commuting stress and create more space for family time or personal priorities.

However, where remote work is discouraged or unsupported workers may lose these benefits. Returning to a daily commute or living far from their workplace can limit choice, increase strain and reduce the positive local impact remote work can bring to smaller towns and rural communities.

Dr Nikolas Thomopoulos, Principal Investigator of the study from the University of Surrey, said:

"Remote work is changing how our towns and cities function and who gets access to good and rewarding jobs. When remote work is supported properly it can reconnect residents and tourists with their communities and boost local economies. When it is not, it risks deepening divides. We are hopeful that this research will provide policymakers with the clear evidence needed to shape a fairer and more sustainable future of work."

Dr Tracy Xu, Co-Director of the Future of Work Research Centre at the University of Surrey, said:

"Our research shows that remote work can genuinely improve quality of life by giving people more choice in where and how they live. Without strong digital access and supportive environments, remote workers can feel isolated and overlooked. This study gives us the detail needed to understand where remote work thrives and where it needs to be improved."

The R-Map findings suggest that remote work can revitalise some rural or suburban areas, especially when people are able to move away from expensive city centres in search of more space, affordability or proximity to nature.

However, the benefits are not shared equally. The study shows that access to everyday amenities such as green spaces, grocery shops, healthcare and public transport within a short walking distance plays a key role in whether remote work feels sustainable and supportive of wellbeing. Where these amenities are lacking, and where digital connectivity is weak, remote workers were more likely to report feelings of isolation and difficulty maintaining work life balance. In contrast, participants with reliable internet and access to local services reported greater satisfaction with remote work and stronger ties to their communities.

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Surrey's Satellite bio-diversity project promoted at COP30 Brazil

16 January 2026



Surrey's Space4Nature project, which uses satellite data and community science to protect biodiversity across the county, is currently being showcased by the UK Government at the COP30 UK Pavilion in Belém, Brazil (10-21 November 2025). The display forms part of the UK's official presentation of research and innovation tackling global climate and nature challenges.

Co-led by the University of Surrey's Centre for Environment and Sustainability (CES) in collaboration with Surrey Wildlife Trust, Buglife, and the Painshill Park Trust, Space4Nature brings together scientists, local communities and conservation groups to map and monitor key habitats across Surrey - from chalk grasslands to heathlands and acid grasslands that support some of the nation's rarest species.

Using advanced satellite imagery and artificial intelligence trained with data from local volunteers, the project can classify habitats to Level 4 of the UKHab system - producing one of the most detailed environmental maps of its kind. This allows conservation partners to pinpoint where biodiversity is under threat and focus restoration efforts, such as reconnecting fragmented chalk grasslands - often called the "rainforests of Europe" for their carbon storage and rich biodiversity.

Surrey Wildlife Trust plays a central role in Space4Nature, leading the project's citizen science programme, training volunteers and coordinating the collection of



field data that makes its satellite and AI mapping possible. The Trust's on-the-ground expertise connects technology and conservation, turning local knowledge into invaluable data for protecting Surrey's landscapes.

Dr Ana Andries, Lecturer in Remote Sensing and GIS at the University of Surrey, and project lead, said:

"We're using satellite data and artificial intelligence in a way that directly supports conservation on the ground. Citizen scientists help train our machine learning models, thus turning local field data into high-resolution habitat maps that reveal where biodiversity is under threat. To see our work featured on a global stage at COP30 highlights how our region's innovation and collaboration can help shape the future of biodiversity monitoring."

Andrew Jamieson, Space4Nature Project Manager at Surrey Wildlife Trust, says:

"It's time for conservation organisations like ours to step outside traditional boundaries and focus not just on land management and individual species recovery, but also on delivering the tools and partnerships that will drive change on a landscape level. This project exemplifies that approach."

Space4Nature was among the first projects in the United Kingdom to receive Space for Climate Observatory (SCO) accreditation from the UK's Space4Climate network, recognising its excellence in using Earth observation data to tackle environmental challenges. This year, it has been selected as one of just 19 organisations featured in the UK Government's Pavilion at COP30, with a video and QR-linked display presented by government representatives throughout the conference.

Dr Zoe M Harris, Director of Surrey's Centre for Environment and Sustainability and Co-Director of the Institute for Sustainability, said:

"The Centre for Environment and Sustainability was founded on the idea that solving environmental challenges means bringing disciplines and people together. Space4Nature embodies that vision - combining engineering, data science and community insight to create practical tools for nature recovery. Seeing this work recognised at COP30 highlights Surrey's role as a global leader in sustainability research and innovation."

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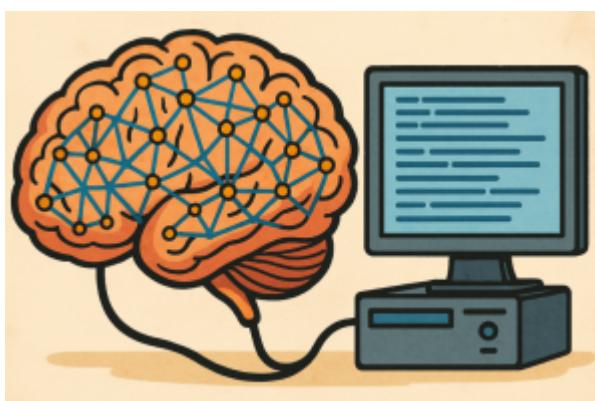


Image: Centre for Environment and Sustainability, University of Surrey

Epsom and Ewell Times adds – the Surrey project is one of only twenty presented by the UK at the COP30 summit. See the full list [HERE](#).

Surrey Uni show AI systems based on the human brain's save energy

16 January 2026



Artificial intelligence (AI) could soon become more energy-efficient and faster, thanks to a new approach developed at the University of Surrey that takes direct inspiration from biological neural networks of the human brain.

In a study published in *Neurocomputing*, researchers from Surrey's Nature-Inspired Computation and Engineering (NICE) group have shown that mimicking the brain's sparse and structured neural wiring can significantly improve the performance of artificial neural networks (ANNs) - used in generative AI and other modern AI models such as ChatGPT - without sacrificing accuracy.

The method, called Topographical Sparse Mapping (TSM), rethinks how AI systems are wired at their most fundamental level. Unlike conventional deep-learning models - such as those used for image recognition and language processing - which connect every neuron in one layer to all neurons in the next, wasting energy, TSM connects each neuron only to nearby or related ones, much like how the brain's visual system organises information efficiently. Through this natural design, the model eliminates the need for vast numbers of unnecessary connections and computations.

An enhanced version, called Enhanced Topographical Sparse Mapping (ETSM), goes a step further by introducing a biologically inspired "pruning" process during training - similar to how the brain gradually refines its neural connections as it learns. Together, these approaches allow AI systems to achieve equal or even greater accuracy while using only a fraction of the parameters and energy required by conventional models.

Dr Roman Bauer, Senior Lecturer at the University of Surrey's School of Computer Science and Electronic Engineering, and project supervisor, said:

"Training many of today's popular large AI models can consume over a million kilowatt-hours of electricity, which is equivalent to the annual use of more than a hundred US homes, and cost tens of millions of dollars. That simply isn't sustainable at the rate AI continues to grow. Our work shows that intelligent systems can be built far more efficiently, cutting energy demands without sacrificing performance."

Surrey's enhanced model achieved up to 99% sparsity - meaning it could remove almost all of the usual neural connections - but still matched or exceeded the accuracy of standard networks on benchmark datasets. Because it avoids the constant fine-tuning and rewiring used by other approaches, it trains faster, uses less memory and consumes less than one per cent of the energy of a conventional AI system.

Mohsen Kamelian Rad, a PhD student at the University of Surrey and lead author of the study, said:

"The brain achieves remarkable efficiency through its structure, with each neuron forming connections that are spatially well-organised. When we mirror this topographical design, we can train AI systems that learn faster, use less energy and perform just as accurately. It's a new way of thinking about neural networks, built on the same biological principles that make natural intelligence so effective"

While the current framework applies the brain-inspired mapping to an AI model's input layer, extending it to deeper layers could make networks even leaner and more efficient. The research team is also exploring how the approach could be used in other applications, such as more realistic neuromorphic computers, where the efficiency gains could have an even greater impact.

Surrey University





Epsom and Ewell Times asked ChatGPT to explain the above press release from Surrey University and this is what it wrote:

"Artificial intelligence models like ChatGPT rely on vast numbers of digital connections between "neurons", mimicking how the human brain works - but they use enormous amounts of electricity to do it. Researchers at the University of Surrey have developed a new way to wire these networks that could make them dramatically more efficient.

Instead of connecting every artificial neuron to every other, the Surrey team copied the brain's habit of linking only nearby or related neurons. Their method, called **Topographical Sparse Mapping**, cuts out unnecessary connections, saving energy while maintaining accuracy. A refined version, **Enhanced Topographical Sparse Mapping**, even "prunes" the network during learning - like the brain trimming unused connections as it develops. The result is AI that can train faster, use less memory and consume less than one per cent of the energy of current systems.

If this approach proves scalable, it could mean greener, cheaper and quicker AI - taking inspiration not from bigger computers, but from the extraordinary efficiency of the human brain."

Defibrillators delivered by drone?

16 January 2026



A groundbreaking project testing how drones could be integrated into the UK's 999 emergency response system to deliver defibrillators to out-of-hospital cardiac arrest patients has been launched by the **University of Surrey**, **Air Ambulance Charity Kent Surrey Sussex**, and the **South East Coast Ambulance Service NHS Foundation Trust (SECAmb)**.

Funded by the **National Institute for Health and Care Research (NIHR)**, the 16-month initiative will explore how drones can rapidly deliver Automated External Defibrillators (AEDs) to the scene of an emergency — potentially saving lives where every second counts.

The research will take place in two phases. The first will simulate 999 call handling, Air Traffic Control coordination, ambulance dispatch, and drone operations to develop and refine delivery procedures. The second will involve interviews with out-of-hospital cardiac arrest survivors, family members, emergency responders and members of the public to assess perceptions of drone technology, ease of use, and any concerns.

Dr Scott Munro, Lecturer in Paramedic Practice at the University of Surrey and project co-lead, said:

"This research is the first step towards integrating drone technology into our emergency response systems. Our ultimate goal is to develop and test the procedures needed to seamlessly introduce drone delivery of AEDs into the 999-emergency system."

Professor Kevin Munro, Director of the NIHR Research for Patient Benefit Programme, added:

"Using drones to deliver defibrillators could help emergency teams reach patients faster, improve survival after cardiac arrest, and bring cutting-edge technology directly to the NHS frontline."

Dr Craig Mortimer, Research Manager at SECAmb, said:

"Rapid intervention is vital in managing out-of-hospital cardiac arrests. Integrating this technology into future healthcare systems represents real progress in strengthening the chain of survival and giving patients the best chance of a positive outcome."

With UK survival rates for out-of-hospital cardiac arrest currently below 10%, the research aims to tackle one of the biggest challenges in emergency care: getting a defibrillator to the patient in time.

About NIHR

The **National Institute for Health and Care Research (NIHR)** is the UK's largest funder of health and social care research. It invests in high-quality studies that benefit the NHS, public health and social care, supports researchers and facilities, and partners with patients and communities to improve outcomes both in the UK and globally.

Surrey University



Surrey Uni to open in India after UK PM's visit

16 January 2026





Surrey joins new UK Universities in India Alliance while on UK trade mission to India

The UK's universities can be a "skills and research accelerator" for the potential of the strengthening UK-India trade partnership, which was the focus of Sir Keir Starmer's trade mission this week. This is according to Professor Stephen Jarvis, newly appointed President and Vice-Chancellor of the University of Surrey - and a participant in the trade mission.

On his return from India, where the multi-sector delegation met with Prime Minister Narendra Modi, Professor Jarvis highlighted the strong fit of the University of Surrey's 'purpose-driven' approach to education and research, and the importance of the new Universities in India Alliance, which Surrey was proud to become a founder member of during the trip.

During the visit, the University of Surrey was presented with approval in principle from IFSCA (International Financial Services Centres Authority) to proceed with opening a new International Branch Campus at GIFT City, in Ahmedabad, Gujarat State.

On the trip, the University also celebrated its network of research and education partnerships with Indian universities - including its partnership with the Indian Institute of Science, Bengaluru (IISc) - which will see both institutions partner to drive research and innovation in semiconductor chip design and medical research, with a particular focus on human health and veterinary medicine.

Professor Stephen Jarvis said:

"I was honoured to be invited to join the Prime Minister on his visit to India to celebrate the enormous potential for UK higher education to partner and collaborate in India to drive international skills development and research to solve global challenges. India is an economic and skills superpower - it has its own thriving higher education sector, but also recognises the value that Britain's globally recognised higher education sector can bring to meeting the extraordinary growth in demand for quality education in India."

"As we move towards opening our new campus in GIFT City, we're delighted to have been invited to become founding members of the nine-strong UK Universities in India Alliance. Education is an immensely important export industry for the UK, and Surrey is proud to be standing shoulder to shoulder with our fellow universities, bringing our own unique brand of purposeful education, as we seek to expand the potential for higher education to be a skills and research accelerator, benefitting both the UK and Indian economies."

Alison Barrett MBE, Country Director India, British Council, said:

"Congratulations to the University of Surrey on receiving approval in principle from IFSCA (International Financial Services Centres Authority) to establish its International Branch Campus in GIFT City, Ahmedabad, India. This reflects the UK's commitment to accessible, innovative, and inclusive education, but also demonstrates the positive impact of the National Education Policy 2020. Aligned with the shared ambition outlined in the India-UK Vision 2035, bringing Surrey's expertise to India will create exciting new opportunities for students and equip them with the skills needed to thrive in the future."

Surrey University



Image: 09/10/2025. Mumbai, India. Prime Minister Keir Starmer meets Indian Prime Minister Narendra Modi for a bilateral meeting at the Raj Bhavan. Picture by Simon Dawson / No 10 Downing Street

Get paid for falling over in Surrey study

16 January 2026



With 219,000 fall-related emergency hospital admissions among people aged 65 and over in England in 2023/24, a new trial at the University of Surrey is exploring how smart flooring could help prevent serious injuries by cushioning falls - potentially easing pressure on the NHS and reshaping the design of hospitals, care homes and even private homes.

In the ongoing study, participants wear reflective body markers that are tracked by infrared cameras, allowing researchers to measure how different floor materials - ranging from soft to hard - affect a person's balance, movement and stability. The findings will form the foundation for designing new protective flooring that looks and feels like a regular surface but can absorb the impact of a fall.

The team is currently seeking healthy adult volunteers of all ages, particularly those aged 65 and over, to participate in the trial.

Silas Purja, Postgraduate Researcher at the University of Surrey's School of Engineering and lead researcher in the trial, said:

"Every year in the UK, hundreds of thousands of older adults experience a fall - many of which lead to lengthy hospital stays and, tragically, some fatalities. Government figures show that unaddressed fall hazards in the home alone cost the NHS in England around £435 million annually, while fragility fractures - often caused by falls - cost the UK an estimated £4.4 billion each year, including £1.1 billion in social care. To help ease pressure on the health service and protect lives, we're investigating how different flooring types affect balance - with the goal of supporting the design of safer, smarter surfaces in various settings."

The current phase of the study involves testing different age groups on their ability to stand and walk on various floor conditions in a controlled indoor environment at the University. Researchers can then analyse how different levels of stiffness affect participants' natural balance.

The long-term vision is a flooring system that remains firm during normal use but softens when someone falls - reducing the risk of broken bones or head injuries. From the outside, it would resemble standard synthetic tiles or rubber flooring, but with smart materials and systems hidden beneath. As the technology matures, the flooring could eventually be rolled out in hospitals, care homes and private homes where older people are most at risk.

Dr Iman Mohagheghian, Associate Professor (Reader) in Mechanics of Materials at the University of Surrey and Principal Investigator on the project, said:

"Trials like this are crucial for determining age-related differences in balance and movement, and how those differences interact with the surfaces we walk on every day. Volunteers who take part will play an important role in helping us design safer, more supportive environments, and their contributions could ultimately help prevent life-altering injuries. If you would like to be part of our research, we'd love to hear from you."

The study is part of the wider Engineering and Physical Sciences Research Council (EPSRC)-funded project Multifunctional Flooring: Design for Independent Living, led by Dr Iman Mohagheghian. The project brings together an interdisciplinary team of researchers, including Dr Matthew Oldfield and Dr Radu Sporea from the University of Surrey, and Dr Amy Drahota from the University of Portsmouth.

The team is working closely with commercial partners and manufacturers of flooring for healthcare settings and advanced sensor and touch technologies. Together they aim to develop an integrated flooring solution that provides passive fall prevention, real-time fall detection and impact protection in one.

Participants will receive a £10 expenses payment for their time along with free parking at the University. To register your interest or find out more, contact Silas



directly at s.purja@surrey.ac.uk.

Surrey University



Surrey Uni finds gay vets face discrimination

16 January 2026



A new study from the University of Surrey and the Royal Veterinary College has highlighted the ongoing presence of discrimination and its impact on lesbian, gay, bisexual, transgender, and other (LGBT+) veterinary professionals and students in the UK.

The research, published in *Vet Record*, analysed 130 survey responses and found that over half (55.4%) of the participants had either experienced or witnessed some form of discrimination, ranging from microaggressions to outright threats of violence. This number highlights a concerning problem for LGBT+ veterinary professionals and students and a call to action for profession to collectively work to ensure everyone can work free from discriminatory behaviour.

The findings also reported that over half of the participants were not fully "out" to everyone at their workplace or place of study underlining that not all LGBT+ veterinary professionals and students feel safe or welcome to share who they are at work or study. However, in contrast, the positive findings from the study were that those who were "out" were more likely to report feeling supported at work and by the wider veterinary community.

Participants also cited a fear of negative repercussions on their career progression and educational attainment as a reason for not disclosing their identity. The study notes that such fear can lead to stress, anxiety and a sense of disconnection from colleagues.

Dr Charlotte S. McCarroll, Associate Head of School (Education) at the School of Veterinary Medicine at the University of Surrey, said:

"For our LGBT+ family, friends and colleagues, discrimination remains a pressing issue within the UK veterinary profession. More needs to be done by our institutions for these individuals to feel supported, including increasing and promoting support networks, improving education and training on anti-discrimination laws, and firmly promoting equality, diversity and inclusion initiatives."

Dr Mat Hennessey, post-doctoral researcher in veterinary social science at the Royal Veterinary College, said:

"The findings of our study highlight the ongoing work which needs to occur, both in places of work and education, to foster inclusive environments which are supportive of all people. Creating such environments, where people can be their authentic selves without fear of discrimination, is a team effort requiring both institutional support for EDI initiatives and active engagement with the wider community."

Peter Heather MRCVS, President of BVLGBT+ said:

"Within our profession there are many employers and colleagues who remain committed allies, but as this study shows, discrimination against LGBTQ+ people in the veterinary profession persists. To combat this, leaders in our profession need to educate others and themselves about discriminatory behaviour and learn more about the benefits of open and inclusive work and study environments that allow people to just be themselves."

Surrey University

