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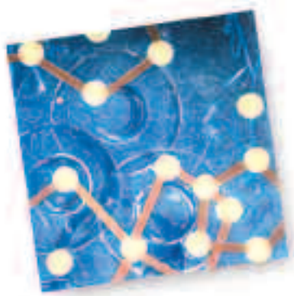
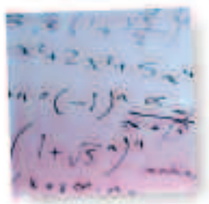
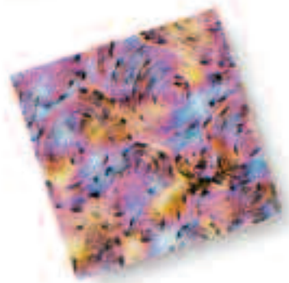
The Daphne Jackson Trust

ANNUAL REPORT 2004







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CHAIRMAN'S INTRODUCTION

As Chairman of the Daphne Jackson Trust I am very pleased to present the Annual Report for 2004.

In terms of Fellowships awarded, the greatest number since the Trust's inception were awarded in 2004. Fifteen Fellowships and three extensions were made, bringing the total number of Fellowships in place during the year to 33 and four Fellows also successfully finished their Fellowships. The Trust continues to receive a small number of applications from men and during the year it awarded its second Fellowship to a man.

It is always a pleasure to welcome new sponsors to the Trust, such as the National Endowment for Science, Technology and the Arts (NESTA) and the Medical Research Council (MRC). They join the many and varied organisations, industrial partners and universities who continue to sponsor Fellowships. I should like to thank all the current sponsors who have generously supported the Trust during the year.

The Trust was pleased to welcome two new Trustees in 2004; Mr Philip Greenish, Chief Executive of the Royal Academy of Engineering and Dr Margaret Rayman, Reader and Course Director at the University of Surrey and a past Daphne Jackson Fellow.

This year the Trust was firmly established as the foremost returners scheme in the UK. The considerable amount of work put into public relations and raising the profile of the Trust helped to confirm its position in the Science Engineering and Technology (SET) community. A very successful lunch was held in September with the aim of encouraging closer working relationships with Learned Societies and Professional Institutions. This has already led to more collaborative projects, with potential for many more in the future.

The dedication and time given by all those who work for and support the Trust on a voluntary basis is key to its success and is gratefully acknowledged by the Trustees.

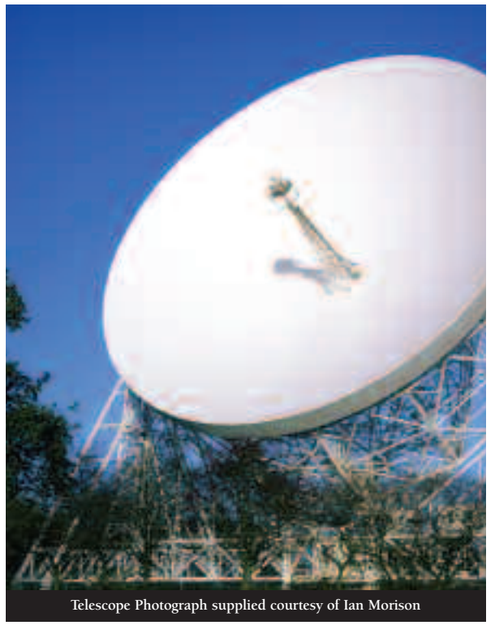
The Trust is looking forward to another excellent year in 2005.

Professor Patrick Dowling CBE DL FREng FRS
Chairman of the Daphne Jackson Trust

EVENTS

THE DAPHNE JACKSON TRUST IN 2004

It has been another excellent year for the Daphne Jackson Trust, with a continued, and steady increase in levels of sponsorship and numbers of potential Fellows contacting the Trust. This year much effort has been put into raising the profile of the Trust and attending events and meetings. This has ensured visibility with key audiences, and enabled more contacts to be made, particularly in the industrial sector. The Daphne Jackson Trust is committed to returning more scientists, engineers and technologists to their careers in industry. The need for a scheme that specifically targets industrial research has been highlighted by the government, and reports such as Maximising Returns, and those by Baroness Greenfield and Sir Gareth Roberts, confirms this. The Trust is seeking more industrial partners who are able to host and sponsor Fellows.



Telescope Photograph supplied courtesy of Ian Morison

2004 has seen the largest number of Fellowships awarded, and the Trust has thirty three current Fellows in post, spanning a wide variety of science, engineering and technology subjects. One Fellow is researching the interface chemistry of carbon fibre composites, whilst another is looking at communication in Gorillas.

The Trust has been very proactive in encouraging better working relationships with Learned Societies and Professional institutions. A lunch meeting was hosted and sponsored by Sir David Brown, Chairman of Motorola and President of the IEE. The Trust invited those organisations with an interest in SET with the intention of forging closer links and working relationships with as many as possible.

The meeting was very successful and it was felt that the Daphne Jackson Trust provides an excellent and very worthwhile service to SET returners of a certain calibre. One recommendation from the lunch that has now been put in place was to produce a one page briefing document giving all the key facts and figures about the Trust. The "Key Facts 2004" document is now available and can be obtained on request from the Trust Office. This document will be updated on a regular basis and has already proved very popular.

The Annual Reunion of Fellows was held at Ford in Dunton and included a tour of the site as well as two speakers from the Ergonomics Department. The Trust will be reassessing the way it organises events for 2005, with the amalgamation of some of the more traditional events that have been run in the past, into multi purpose events that will take place at venues across the UK. There is a continuing need to promote the Daphne Jackson Trust and raise awareness of its work, and these events will be an excellent means of reaching as large a number, and as wide a range, of people as possible.

The launch of the new UK Resource Centre for Women in Science, Engineering and Technology was held during 2004 at the Royal Armouries, Leeds. Whilst the Trust is a returners organisation for both women and men, the majority of Fellows so far have been women and the Trust continues to work with many women's organisations and will be working on a number of projects with the UK Resource Centre during 2005.

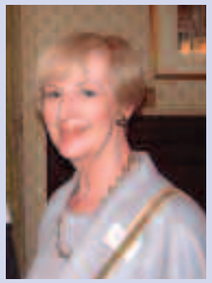
The Trust increased the number of training courses it offers to past and present Fellows in 2004. As well as the very successful Time Management and Presentation Skills courses, it added a Media Skills course. The first was held in October for Fellows and Administration Team members. The course was given by Peter Evans, a broadcaster, writer and trainer who has successfully designed and delivered a range of services for many distinguished clients. He ran the course alongside other skilled media/communications professionals with proven teaching abilities. It was very successful, and the intention is that having some degree of knowledge about how the media works, Fellows will be more willing and able to assist with publicity.

The website continues to be one of the main sources of information about the Trust and the content is revised on an ongoing basis with links to and from other relevant sites added where appropriate.

This year advertising was more focused on professional publications in order to target members of the scientific community who may have partners and friends on career breaks. This approach has given some good results and led to more focused enquiries.

A warm welcome to two new Trustees

The Daphne Jackson Trust appointed Margaret Rayman and Philip Greenish as new Trustees this year.



Dr Margaret Rayman was herself a Daphne Jackson Fellow from 1994-1996 and is now supervisor to a current Fellow. Margaret has a degree in chemistry and a D. Phil. in Inorganic Biochemistry. She worked as a postdoctoral research fellow at the Institute of Cancer Research at Imperial College, London before taking a career break. Following some years in France, Margaret returned to the UK and ran her own design business from home while her children were young. She was awarded a Daphne Jackson Fellowship at the University of Surrey in 1994. Later Margaret moved to the School of Biomedical and Molecular Sciences where she is now a Reader and Course Director of the MSc Programme in Nutritional Medicine that she initiated. She has published many highly-cited research articles on the importance of selenium to human health and on the pregnancy disease pre-eclampsia.

Rear Admiral Philip Greenish CBE BSc CEng FIEE (RN Retired) read Engineering Science at Durham University, graduating in 1972. Post-graduate training qualified him as a Weapons Engineer and his early career was spent sailing the globe. He enjoyed a distinguished career in the Royal Navy with promotion to Rear Admiral in 2000. He assumed his current role as Chief Executive of the Royal Academy of Engineering following retirement from the Royal Navy in July 2003. The Trust is looking forward to working with Philip in his capacity as a Trustee.

EVENTS
THE DAPHNE JACKSON TRUST IN 2004

Daphne Jackson Trust Open Day and launch of Career Break Survey

The Daphne Jackson Trust held an Open Day with a difference in July this year at the Institute of Physics in London. As part of its commitment to work with other organisations the Trust joined forces with Athena and the Institute of Physics to put on an event to showcase initiatives to support women in SET careers.

During the afternoon the Trust held an Open Day which was well attended and very successful. Afterwards there were presentations from the Trust, Athena and the Institute of Physics. Katie Perry gave an overview of the Trust and its new scheme for industry, Caroline Fox from Athena spoke about the ASSET survey for industry and Wendy Kneissl from the Institute of Physics launched a report on a recent career break survey.

The Institute of Physics has now published the results of a survey undertaken in 2003 in collaboration with the Daphne Jackson Trust, on career break provision. The survey is available on the Institute's Diversity website at http://diversity.iop.org. With increasing numbers of the workforce taking career breaks, to raise children and for many other reasons, it is important to find out how individuals are affected, in terms of returning to a fulfilling career. The survey praises the work of the Daphne Jackson Trust and also highlights the role of the professional institutions in supporting career breaks for their members.

Cheltenham Science Festival

The Cheltenham Science Festival celebrated its third year in 2004 and has rapidly established itself as a very popular and entertaining Festival that attracts high profile names and leading scientists. The Daphne Jackson Trust had a display stand over the weekend when the main audiences to the Festival are family groups, as well as the scientific community. It was an excellent Festival with a real buzz and lots of people enjoying themselves. The Trust stand attracted much attention and Trust staff enjoyed the opportunity to network with some eminent scientists and generally spread the word about the benefits of returning to scientific careers.

British Association for the Advancement of Science Annual Festival Reception

The sun shone in Exeter for the British Association Annual Festival of Science this year. The Daphne Jackson Trust held a lunchtime reception at the Festival on 9th September and a very pleasant time was had by all. The BA President and Daphne Jackson Trustee, Professor Dame Julia Higgins hosted the reception in a wonderful location overlooking the city. There was a good mix of those who already work with the Trust and those who wanted to find out more about it. There were displays and a number of posters from Fellows about their research. Clare Thorn is a recent past Fellow who is now studying for a PhD in the physics department at the University of Exeter. She is shown in the photograph (left), enjoying the sunny weather with Sue Smith (middle) and Rosamund Baird (right), both from the Daphne Jackson Trust. The BA Festival provides a very good opportunity for networking with the SET community and the media, and is now firmly fixed on the Trust's calendar of events.

Annual Daphne Jackson Memorial Lecture and Karen Burt Award

The annual Daphne Jackson Memorial Lecture and Karen Burt Award was held at the Institute of Electrical Engineers in London in November. Vivienne Parry, writer and broadcaster presided over this very popular event, and joined the audience for a networking reception afterwards. This year the lecture, entitled Engineering records: The role of technology in sporting performance, was given by Dr Claire Davis (pictured above), Senior Lecturer, Department of Metals and Metallurgy, University of Birmingham. It was an excellent lecture and Dr Davis discussed sports where engineering and materials technology have had a dominant effect on performance. She also talked about how technology can be used to the advantage of the sport and the athletes; for example in improved safety and injury prevention, and where it can have an effect on increasing, or even decreasing participation in competition.

Following the lecture, Pam Wain, President of the Women's Engineering Society, presented the 2004 Karen Burt Award to Suzanne Bland, a civil engineer who works for KBR in Leatherhead. This award is made annually to a woman engineer of high calibre who has newly attained full corporate membership and Chartered Engineer status through her relevant Institution. The award recognises the candidate's excellence and potential in the practice of engineering as well as contributions made by the candidate to the promotion of the engineering profession. Suzanne was complimented on her dedication to the engineering profession and all the hard work she devotes to promoting the profession to others.

PROFILES

DR BEATRICE LINDSAY

NESTA sponsored Daphne Jackson Fellow

Dr Beatrice Lindsay, or Bea, as she prefers to be known, is a research scientist. She is also a wife and mum, a trained counsellor, a Rainbows Guide unit supervisor, and all round, very talented super woman!

This is so often the case when a research scientist takes a career break to have a family. Many women are very highly skilled and wish to put those skills to good use during their time at home with the family. Women are particularly good at multi-tasking and when the time comes with children settled in school, they want to return to their research career, employers find they have a highly motivated, experienced and talented scientist in the workplace.

Bea returned to her research career in 2004, following a career break of 13 years, with a little help from the Daphne Jackson Trust, and the National Endowment for Science, Technology and the Arts (NESTA). Bea is the first NESTA sponsored Fellow and the Daphne Jackson Trust is delighted to be working with NESTA in this way.

Bea began her research career at Queen Mary College, University of London. Her first degree was in Physics and she then moved to the Department of Materials for her PhD. Bea spent a further two years as a post doctoral research assistant in the same Department before moving to the University of Surrey in 1988 until she started her career break in 1991.

"I decided I would like to return to my former career as a research scientist when my younger daughter was settled in full time education, so I contacted Professor Jim Castle, who had worked with me at Surrey" says Bea. "Jim was very enthusiastic and recommended the Daphne Jackson Trust to me and introduced me to Professor John Watts in the Materials Department at Surrey who became my supervisor".

Now that she is back in the academic environment Bea couldn't be happier. "Working on my research project, with the group at Surrey, will allow me to achieve my goal. I aim to re-establish my research career and generate publications in high impact factor journals, and attendance at international conferences is an important part of achieving this aim"

Bea speaks very enthusiastically about her Fellowship "My project will expand my experience of carbon fibre composites by exploring the chemical nature of the interphase region and will be carried out within the Surface and Interface Reactions Group. The Surface Analysis Laboratory at the University of Surrey is superbly equipped to undertake such investigations and the group has over thirty years experience and a worldwide reputation for the application of advanced surface chemical analysis methods to investigations in materials science. They have worked on carbon fibres since the late 1970s."

Bea's Fellowship will allow her to retrain in the area of surface analysis. She will be learning new techniques and skills which will all aid her future career plans. She says, "Professor Watts is very supportive of my work and I will also ascend the learning curve more rapidly than elsewhere. Dr Marie-Laure Abel, a Royal Society University Research Fellow within the Surface and Interface Reactions Group, will supervise my research at a day-to-day level. The research group comprises of 24 people and will give me an excellent opportunity to interact with research scientists at all levels."

Bea is very grateful to both the Daphne Jackson Trust and NESTA for the opportunity to return to her career. She has high hopes for the future and has set herself a goal of working in academia, hopefully specialising in the interaction between surfaces using various high resolution spectroscopic techniques.

DR FRANCES MANSFIELD

from Fellowship to lectureship

Dr Frances Mansfield finished her Fellowship at Pfizer in October 2004 and has taken up a permanent part time lectureship at the University of Kent.

My first year at Pfizer was a tremendous challenge in order to enter a completely new area of research in terms of the literature and methodologies. Returning to research after an extended career break of 13 years was a nerve racking experience. However, I was surprised to find how quickly I began to feel more at ease and enjoying my Fellowship. I was able to benefit from flexible working hours, which minimised disruption to my family, although I found, as is very common in research, that experimental work often required significantly more time than initially planned.

When I joined Pfizer I felt very apprehensive about giving talks, clearly the result of an extended career break and the effects this had on self-confidence. I was soon invited to introduce my research plan to the immediate project group, and from then on regularly contributed at lab meetings either by delivering short presentations or contributing to discussions. The support and encouragement of my supervisor was important in giving me the confidence, especially in the beginning months of the Fellowship, to contribute at meetings and feel a valued member of the group. Collaboration with other scientists was also very satisfying and I was able to generate essential data for the project, which contributed to a published abstract and an in-house poster presentation, this was highly rewarding.

During the second year of my Fellowship I became more independent in my scientific thinking but still found myself learning more new techniques, especially through an introduction to molecular biology methodology. I was again able to benefit enormously from the skills of my colleagues and am very grateful to them for always finding the time (in very busy schedules) to discuss ideas and give practical guidance.

I am currently working as a Lecturer on a part-time basis in the Department of Biosciences at the University of Kent in Canterbury. I started this position within a week of

completing my Fellowship at Pfizer and found myself immediately immersed in the challenge of preparing and delivering lectures. I have had frequent opportunities to reflect on the personal rewards of a Daphne Jackson Fellowship. In the first place I would not have been able to experience the rewarding period of research at Pfizer and be introduced to the challenging area of inflammation; in fact I felt rather sad to be leaving the project and the group. However, I was able to apply for the University position on the strength of completing the Fellowship. I greatly appreciate the transferable skills developed at Pfizer, which have equipped me to start this next development of my career. Therefore, a recommendation to future Daphne Jackson Fellows would be in addition to pursuing a research project it is valuable to learn and up-date transferable skills, which may be essential for subsequent employment. I felt well prepared to tackle this new challenge as a result of the re-training, up-dating of transferable skills and re-newed confidence developed from my Daphne Jackson Fellowship at Pfizer.

I would like to express my gratitude to the Daphne Jackson Trust for organising this wonderful scheme providing the opportunity for scientists to re-train after an extended career break due to family commitments.

PROFILES

DR DEBORAH KOHN

researching the future of British bluebells

Deborah Kohn is part way through a fascinating Fellowship looking at whether native British bluebells are being threatened with extinction by Spanish and hybrid bluebells…

Deborah Kohn's Fellowship started in May 2004, and she was immediately plunged into the bluebell field season - bluebells flower between April and early June in Scotland. She says "It took several weeks of trial, error and discussion to arrive at a suitable study protocol for the survey part of the study. By early June I had completed the survey of five 10-km squares for bluebell types and the habitat types they occupy and don't occupy. Seeds were collected in July."

The preliminary survey results and a general description of the project were presented in a poster that was co-authored by Deborah's two co-supervisors, Phil Hulme, from the Centre for Ecology and Hydrology and Pete Hollingsworth, from the Royal Botanic Garden Edinburgh, at the Annual Meeting of the British Ecological Society in Lancaster in September. This poster was again presented at meetings of the Botanical Society of the British Isles in December and the Scottish Biodiversity Forum in early 2005.

British Bluebell

By October 2004 preparation for the largest experimental part of the study was underway with bluebell bulb collection. Deborah had lots to do and plan, "The set-up of seven sites across Scotland from the Clyde coast to eastern Berwickshire was completed by early 2005, and I'm now reassessing last year's survey experience to prepare for the second field season which is about to start!"

The project, which is sponsored by the Natural Environment Research Council (NERC) hopes to question a number of hypotheses relating to native British bluebells and non-native hybrids. It will evaluate the extent and the ecological consequences of hybridisation on the current status and the future fate of the British bluebell. As seen in the photos, native bluebells have tubular flowers, white or creamy coloured pollen, and inflorescences that nod at the tip, compared to the non-natives which are often taller, more upright and highly variable in flower and leaf shape.

Non-Native Hybrid

Some questions that Deborah hopes to answer are how the varying types of bluebells are distributed with respect to factors such as habitat, use of the land and human activity. The project will address whether the natives and non-natives have different capacities for persistence, reproduction and spread. It may well be that the native British bluebell thrives in completely different environmental conditions to the non-native types. Deborah's results will help to define the current problems, predict any shifts in the relative abundance of the different forms of bluebell, and shape policy decisions for protecting this unique, familiar and very popular British wildflower.

On a personal note, the Daphne Jackson Fellowship ended several years of setbacks and lack of progress for Deborah. She says "I had managed to keep up something of a work schedule thanks to a friend who centred me at a spare desk in his office, writing papers, applying for jobs, hearing talks, reading, carrying out short contracts and volunteering (between sharing the care of 2 young children), but felt out of touch with my field and behind in gaining and using essential skills. It has been wonderful in every respect to get working again – the project itself, the serene and purposeful environment of the Royal Botanic Garden Edinburgh, even the steep learning curve…"

Deborah would like to acknowledge the support of both her host institutions, her supervisors, and the Natural Environment Research Council. Also the organisation Plantlife UK supported Deborah's Fellowship application to the Daphne Jackson Trust and are contributing funding towards field work expenses.

DR DANIELLE STRICKLAND

a successful return to industry

Dani's story goes from career break through the process of a Daphne Jackson Fellowship and back into Industry…

Dani Strickland is thirty four years old, married with two children: Rachel (5 years) and Matthew (4 years). She graduated from Heriot Watt University with a 1st Class honours degree in Electrical and Electronic Engineering and then did a PhD at Queen's College Cambridge, sponsored by GEC Alsthom Large Machines.

After her PhD, she worked for three years as a Research Associate at Cambridge University before moving to PowerGen's Power Technology Centre, where she contributed to a variety of projects related to electric power. While at PowerGen, she qualified as a chartered electrical engineer.

"After the birth of my children, I decided to give up work for a few years, but as the children started to get older, I wanted to try and return to work part-time. I taught several lecture courses at Sheffield University and then was fortunate enough to get a Daphne Jackson Fellowship funded by Rolls-Royce PLC," explains Dani.

The Fellowship worked well for her situation. She spent two and a half days a week at Sheffield University, working on the "More Electric Aircraft project". This was a research programme aimed at replacing the mechanical, hydraulic and pneumatic systems on an aircraft with electrical components. The aim is improved efficiency, environmental benefits, higher reliability and lower maintenance requirements for the aeroplanes of the future. Dani's role in the project was to examine future electrical power systems and investigate possible power system stability and power quality issues.

The Daphne Jackson Fellowship helped Dani to get back into her electrical work and gave her the opportunity to rebuild her knowledge. She remarks "There was an element of retraining associated with the Fellowship. This helped me to catch up on the theory that I'd forgotten over the years and some of the new work which had happened in electrical power engineering during my break"

Dani continues "I found my work interesting and challenging, and I appreciated the support provided by my colleagues and the University as a whole. The Daphne Jackson Trust also offered training and support of a more general nature which was invaluable in boosting my confidence. Without it I would probably not have been able to get back into research at this stage."

As to the future, Dani was delighted to be offered a permanent position within Rolls-Royce part way through her Fellowship and she started in September of 2004. She says "I'm currently a Control and Electrical Systems Engineer within Rolls-Royce Fuel Cell Systems Limited. I love the job. It's exciting, state of the art, mostly hands on with some interesting challenges and I work within a brilliant team."

While Dani works, her children go to nursery. She then has two and a half days with them at home and makes the most of their time together - going to the park, the library and toddlers gym class! She knows that she has found a good balance for her life - where she can enjoy a close relationship with her children and the challenges of good research work. "I get a lot of support from my husband and we couldn't do without Tesco's internet shopping!" she adds.

PROFILES

DR CARIN TATTERSHALL

working part-time and enjoying it

I did a Chemistry degree and PhD at Sheffield University, and then worked for 3 years at Associated Octel as a research chemist. When I had my first daughter, there was no possibility of carrying on my job part-time, so I gave it up and stayed at home. Two more daughters and 7 years later, it was time to return to work. I wanted to return to chemistry, if I could, but I think many potential employers were put off by my long career break.

A friend suggested the Daphne Jackson Trust, and my Fellowship entailed working on a research project on polymers with Dr Peter Budd at Manchester University, and attending part of its MSc Polymer Science and Technology course for my retraining.

I really enjoyed going back to work: it felt like complete freedom, being able to walk out of the house without a buggy to push! The intellectual stimulation was great, too, and my husband, Russ, was very supportive: I couldn't have managed without him.

My project was very interesting and I learnt several new techniques such as X-ray diffraction and nitrogen sorption. I had intended to return to industry at the end of my Fellowship, but didn't manage to get a job. Luckily, another post-doc left three months before the end of his grant, and his supervisor employed me to fill the gap. He even let me carry on with my part-time working arrangement, so three month's money stretched to six months. After that, I did three months of heterocyclic chemistry in another research group - again part-time!

My original supervisor at Manchester, Peter Budd, and his colleague, Neil McKeown (now a professor at Cardiff University), obtained funding for a post-doc to work on some porous polymers. My experience with nitrogen sorption was useful, and they gave me a three year part-time contract. The research group was quite large, and so I had a certain amount of responsibility within it, looking after undergraduate project students and enforcing rotas. It was daunting at first, but I find that I do enjoy dealing with people, not just with chemicals. The project was exciting and led to worldwide interest in the material that was developed and several possible applications are being looked into.

Courtesy of OMIC

This year, the Organic Materials Innovation Centre (OMIC) was opened at the University of Manchester. OMIC is one of five University Innovation Centres supported by the DTI to work in strategically important industrial sectors and bridge the gap between the knowledge which Universities generate and that which businesses need in order to innovate and grow. Experienced chemists were required to carry out short-term projects for industrial clients. I applied and have started work as an Experimental Officer – again part-time. It is a great opportunity for me because it is such a key job within OMIC. There is the potential to forge strong links between OMIC and the businesses it serves, to the benefit of all. I always wanted to return to industry, but maybe this is one way I can serve the chemical industry in the North West, while still enjoying the flexible, family-friendly working environment of the University. I am grateful to the Daphne Jackson Trust for giving me the chance.

FELLOWS IN POST in 2004

DR CHRISTINA BASKARAN

Started Fellowship
May 2004

Subject
Chemistry

Host
University College London,
Department of Chemistry

Sponsor
Engineering and Physical Sciences Research Council (EPSRC)

I am grateful for the opportunity provided by the Daphne Jackson Fellowship to help me get back to research in Chemistry. I have completed ten months of the Fellowship and it has been so good to be working in the lab after a break of 7 years when I had my children. The support given by the administration team has been remarkable. I had the privilege of presenting part of my work at the House of Commons for the annual presentations by Britain's Top Younger Scientists, Engineers and Technologists during the UK National Science Week 2005. To be awarded the Fellowship has been wonderful and I look forward to the rest of it.

DR JUANITA CARREY

Started Fellowship
May 2004

Subject
Molecular Biology

Host
GlaxoSmithKline R&D Ltd,
Genomics and Proteonics Sciences Division

Sponsor
Biotechnology and Biological Sciences Research Council (BBSRC)

I have now completed the first year of my Daphne Jackson Fellowship and it has gone so quickly! I am pleased to say that it has been an invaluable opportunity for me to resume my scientific career using my existing skills and with the re-training aspect of the Fellowships, acquiring new ones. This is particularly important in my field where research advances and technology changes tend to be rapid and it would be easy to get 'left behind'. I am working on an interesting project where my research progress is directly relevant to the success of the Gene Interference Department as a whole. This contributes to a feeling of having a key role to play which is rewarding. I am now looking forward to the challenges and highlights the next year and beyond will bring.

DR SUE BICKERDIKE

Started Fellowship
January 2004

Subject
Biochemistry

Host
University of Leeds,
Division of Microbiology

Sponsor
Biotechnology and Biological Sciences Research Council (BBSRC)

It seems quite surreal that just over a year ago I was sitting at home amidst a pile of children, PTA meeting minutes and washing, preparing for the start of my Fellowship. My emotions changed daily from elation - having been given the opportunity to return to a field that I loved, to mortal fear and trepidation – would I remember what to do in a lab?, to guilt – are the kids too small to be left (still!), and back to excitement - the prospect of a kick start for the old brain cells (no more mindless coffee mornings!). One year on, things have changed, I'm still surrounded by a pile of children, washing and PTA minutes, but I've added to that a range of scientific papers, lab books and conference proceedings, and more importantly a feeling of self-worth, satisfaction, and a real sense of being 'back'.

DR SOPHIA CHALKER

Started Fellowship
September 2003

Subject
Chemistry

Host
University of Liverpool,
Surface Science Research Centre

Sponsor
Royal Society of Chemistry/ Engineering
and Physical Sciences Research Council (EPSRC)

I have really enjoyed the last year as a Daphne Jackson Fellow. It has been lovely to see the project which I first started to dream up at the start of 2002 come to fruition, yielding results which will soon be published. Going through the whole process trawling the literature, battling to get good data, analysing it, and writing it up has been a challenge but fulfilling and I have learned a lot and had fun. As I start to apply for jobs it is great to be able to write something positive on my CV and to know that I am no longer out of date but experienced!

FELLOWS IN POST 2004

DR KAREN FERNANDO

Started Fellowship
October 2004

Subject
Molecular Biology

Host
University of Sussex, Genome Damage and Stability Centre

Sponsor
Biotechnology and Biological Sciences Research Council (BBSRC)

I started my Daphne Jackson Fellowship in October and am thoroughly enjoying being back in the lab. After a six year break, the opportunity to return to work part-time is wonderful. It is an ideal balance between work and home, allowing my family time to adjust. My children have settled quickly into nursery/after-school club and are very happy. I am looking forward to the next two years and hope that the Fellowship will give me the skills and confidence I need to pursue a successful career in cancer research.

DR TONI FLEMING

Deferred start of Fellowship
January 2005

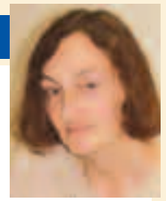
Subject
Biochemistry

Host
University of Edinburgh, School of Chemistry

Sponsor
Biotechnology and Biological Sciences Research Council (BBSRC)

I was absolutely thrilled to hear that I had been offered a Daphne Jackson Trust Fellowship. I deferred starting the fellowship until Jan 2005. However I took it upon myself to attend some courses in November which helped me update my knowledge base. I am undertaking research in the area of directed evolution of enzymes, a new emerging field in biocatalysis. The aim of this project is to create novel variant enzymes that can be used to make building blocks for pharmaceutical drugs in a cost effective and safe manner. As the project is also in association with a new biocatalysis company, Ingenza, I am looking forward to gaining experience in the scientific approach of a small company.

DR HELEN FORD



Started Fellowship
September 2003

Subject
Optical Sensing

Host
Cranfield University, Optical Sensors Group

Sponsor
Royal Academy of Engineering

My project is progressing well. I am now co-supervising two students working on related projects and have just had a paper accepted for the 'Journal of Modern Optics'. Last summer I presented a poster at a SET meeting in the Palace of Westminster on the day of the fox-hunting vote. We all emerged from a lively meeting into a cloud of orange smoke! This year, I have been thinking hard about how to secure my employment when the Fellowship ends, and submitted a grant proposal on the work to the EPSRC. Although this one was unsuccessful, it was very valuable as a training exercise, and I intend to keep trying.

DR NICOLA GARDNER

Started Fellowship
October 2004

Subject
Biochemistry

Host
University of Cambridge,
Department of Biochemistry

Sponsor
Lucy Cavendish College, Cambridge/ Thriplow Charitable Trust

I am studying a yeast protein, Hmo1, which is known to bind to DNA and is thought to play a part in DNA repair within the cell. The aim of my project is to try to find out how this protein influences the response of the cell to DNA damage. Understanding how cells cope with DNA damage is important for understanding why cells become cancerous. Since starting my project in October I have produced a mutant strain of yeast that does not have the HMO1 gene and another that has the Hmo1 protein with a tag attached so that I should be able to find out where the protein is. I am using these strains and a number of other strains to study cell survival after treatment with a number of different DNA damaging agents.

DR JANET HIGGINS

Started Fellowship
September 2004

Subject
Plant Science

Host
John Innes Centre, Department of Crop Genetics

Sponsor
The Gatsby Charitable Foundation

My background is in biochemistry and medical sciences but during my 12 year career break I gained an interest in plant identification as a volunteer so I decided to resume my career in plant sciences. I felt that for my career to progress I needed to get back into research and learn some new skills, so I applied for a Daphne Jackson Fellowship to do this. I focused my training on bioinformatics as this is a recent discipline and widely applicable to many areas of biology. I moved from Nottingham to Norwich so I could undertake my Fellowship at the John Innes Centre, an international centre of excellence in plant science with extensive bioinformatics resources. Moving my 3 children, now age 12, 14 and 17 has been a challenge but we are now settled into our new life in Norwich with my parents just round the corner so they are able to give much appreciated support with the children. I have learnt a lot in my first six months, been on many excellent training courses. In addition to my research, I am updating the web site for the research group, through which I feel I can make a positive contribution to my research group.

DR SAMI KAFALA

Started Fellowship
September 2003

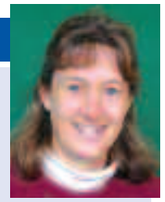
Subject
Physics

Host
University of Surrey, Department of Physics

Sponsor
University of Surrey

The start of the first year of my Fellowship was not easy, especially after a long break. However gradually things started to improve and I became more confident. At the end of the year I even submitted a paper about my work at a conference which ended in publication. Thanks to the Daphne Jackson Trust team for their continuous support.

DR JULIE KIRK



Started Fellowship
November 2004

Subject
Physics

Host
Rutherford Appleton Laboratory,
Department of Particle Physics

Sponsor
Particle Physics and Astronomy Research Council (PPARC)

The first few months of my fellowship have been both challenging and rewarding. After an 8 year career break it is great to be back working in research again. I was lucky enough to be able to start looking at some data right away and to get 'back into the swing of things'. There have been many changes during my career break so I have lots to learn and I have already been on three computing courses to update my programming skills. My colleagues are very supportive and I am looking forward to the rest of my Fellowship.

DR DEBORAH KOHN

Started Fellowship
April 2004

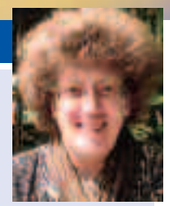
Subject
Botany

Host
NERC Centre for Ecology and Hydrology,
Banchory/Royal Botanic Garden Edinburgh

Sponsor
Natural Environment Research Council (NERC)

It's fantastic to be fully focused and working again, and in such a lovely environment as the Royal Botanic Garden Edinburgh. The subject excites a high level of public interest and conservation concern and I have the Daphne Jackson Trust to thank for being able to play a part in it.

DR LAURA LAURO-TARONI



Started Fellowship
July 2004

Subject
Computing

Host
University of Oxford,
Department of Materials Science

Sponsor
The Leverhulme Trust

The best aspect of the Daphne Jackson Fellowship, I think, is the status it gives you. It has changed the balance from going cap in hand to offer my time for research to being in a position where I can stand on my own feet. This is the most precious legacy, six months into my Daphne Jackson Fellowship, I can mention.

DR BEATRICE LINDSAY

Started Fellowship
June 2004

Subject
Materials Science

Host
University of Surrey, Surface Analysis Laboratory

Sponsor
National Endowment for Science Technology and the Arts (NESTA)

I was really excited when I received the news in early June that I was going to receive a Fellowship from the Trust. It had been a long wait, and I began working by the end of June. I felt successful, and everyone related to my project in the department was very excited too. I sorted out my materials and I attended the UK Surface Analysis Forum hosted by our department within my first week. The following week I began my experiments. It felt really good to be back in the environment I had missed so much. It is also a nice challenge to be adding to my former background in taking on new fields, and new kinds of experiments. I am now looking forward very much to the remaining year and a quarter to see all the things we will discover.

ANA LOPEZ

Started Fellowship
April 2004

Subject
Climate Change

Host
University of Oxford,
School of Geography and the Environment

Sponsor
Natural Environment Research Council (NERC)

The Fellowship has provided me the golden opportunity of resuming my research career in the very exciting field of climate change. The jump from Theoretical Physics to this new area wasn't easy at the beginning, but the results look quite promising now. During the first ten months I established a collaboration with scientists at the National Centre for Atmospheric Research (USA), and finished a publication with the results of my research.

FELLOWS IN POST 2004

DR CHRISTINA LYE

Started Fellowship
February 2003

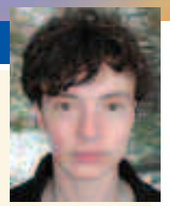
Subject
Marine Biology

Host
Newcastle University,
Department of Marine Sciences and Coastal Management

Sponsor
Natural Environment Research Council (NERC)

Last year was a very busy but enjoyable year. I spent most of the summer soaking wet in the laboratory by the sea, changing over 2600 litres of water every second day for an experiment. I have undergone extensive retraining, and attended many workshops and training courses and a number of conferences and feel as a consequence, my confidence and knowledge has grown massively. The highlight of last year was to get a paper on my recent work on endocrine disruption in shore crabs accepted for publication in a quality journal, the Marine Ecology Progress Series, and to be appointed as an external assessor for the UK government on their research programme in my area. This is a recognition which I feel I could not have achieved without the tremendous opportunities the Daphne Jackson Fellowship has given me.

DR FRANCESCA MARUBINI



Started Fellowship
October 2004

Subject
Biology

Host
University of Aberdeen, Department of Zoology

Sponsor
Natural Environment Research Council (NERC)

I am working on the distribution of harbour porpoises around the UK and aim to come up with a model to predict their occurrence from environmental data. This would have important implications for the ecology and conservation of this species. In these first six months I have been on a very steep learning curve getting to know about spatial statistics and GIS, all new to me. I feel again the real excitement for learning, for science, for my future in academia as I did during my PhD. At the same time, after the initial difficulties, my daugther is also thoroughly enjoying her new life at nursery. I am convinced this part-time Fellowship has been ideal for both of us.

DR FRANCES MANSFIELD

Started Fellowship
October 2002

Subject
Biochemistry

Host
Pfizer Limited, Discovery Biology

Sponsor
Pfizer Limited

During the second year of my Fellowship I became more independent in my scientific thinking but still found myself learning more new techniques, especially through an introduction to molecular biology methodology. I was again able to benefit enormously from the skills of my colleagues and am very grateful to them for always finding the time (in very busy schedules) to discuss ideas and give practical guidance. The Daphne Jackson Trust End of Fellowship Questionnaire asks Fellows 'what did you most enjoy about your Fellowship?' The sense of achievement, the satisfaction of producing valuable data and developing confidence would be high on the list, but I very much enjoyed contributing to projects and the interaction of scientists at Pfizer.

DR JOHN MASON

Deferred start of Fellowship
January 2005

Subject
Materials Science

Host
University of Wales Swansea,
Materials Research Centre

Sponsor
The Leverhulme Trust

I started my Fellowship in January 2005 after a career break of 12 years. My project concerns the modelling and verification of a mechanical test designed for the condition assessment of structural components subject to high service temperatures in power generating and process plant. It will utilise my background in physical metallurgy and enable me to develop new skills in computational modelling. I have been pleasantly surprised by the ease with which I have slipped back into a professional research environment. This process has been helped by the support of my colleagues and the School of Engineering who are extremely supportive of the Fellowship and providing me with plenty of training opportunities. The half time format is also helpful as it allows me to reconcile professional and domestic responsibilities without putting too much pressure on family relationships

DR AKGUN OZKOK

Started Fellowship
September 2002

Subject
Medical Physics and Bioengineering

Host
University College London,
Department of Medical Physics and Bioengineering

Sponsor
University College London/ Institute of Physics

Being a Daphne Jackson Fellow gave me the opportunity to be nominated for the Global Woman's Inventors and Innovator Award and the highlight of my year was winning this award. It gave me the moral and confidence boost I needed, and for this I will be ever thankful to the Daphne Jackson Trust.

DR JANE POVEY

Started Fellowship
January 2003

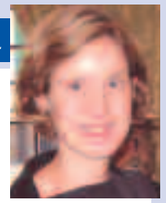
Subject
Biochemistry

Host
Pfizer Limited, Discovery Biology

Sponsor
Pfizer Limited

I really enjoyed my Fellowship and gained a lot of confidence and up to date scientific knowledge which I am hoping to develop in my new position. I am now a post doctoral researcher at the University of Kent and looking forward to the challenges of my new career.

DR AUTUMN ROWAN-HULL



Started Fellowship
July 2002

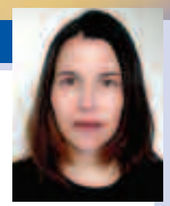
Subject
Biochemistry

Host
University of Oxford,
Department of Human Anatomy & Genetics

Sponsor
Biotechnology and Biological Sciences Research Council (BBSRC)

In 2004, with regret, my Daphne Jackson Fellowship came to an end. It was such a bonus to work within the remit of a well structured and supportive Fellowship programme. I have now successfully gained employment as a researcher in the Nuffield Department of Surgery where I am supervising a PhD and two MSc students.

DR GILLIAN SEBESTYEN



Started Fellowship
March 2004

Subject
Neuroscience

Host
University of Sussex,
School of Cognitive and Computing Sciences

Sponsor
The Gatsby Charitable Foundation

My first year as a Fellow has been a very busy and exciting time. I am researching multimodal communication in great apes. I spent the first five months of my Fellowship collecting data on an extraordinary family group of western lowland gorillas (Port Lympne Wild Animal Park, Kent) using a novel methodology incorporating video cameras to capture communication from two different visual perspectives. Since September (along with giving birth to my second child), I have been processing and archiving my data in preparation for coding. I will be attending the ChimpFACS conference in Portsmouth in early 2005 which focuses on the coding of facial actions. Later in 2005 I will be presenting my novel methodology used to capture gorilla communication at the semi-annual American Society of Primatologists in Portland, Oregon. I plan to begin writing up my initial findings as journal publications by the autumn of 2005.

DR LINNEA SOLER

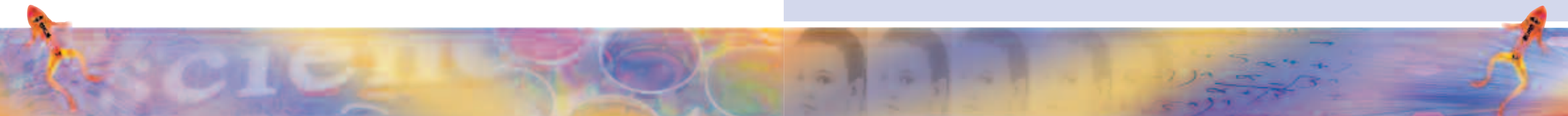
Started Fellowship
September 2003

Subject
Chemistry

Host
University of Oxford, Dyson Perrins Laboratory

Sponsor
Royal Society of Chemistry/ Engineering and Physical Sciences Research Council (EPSRC)

It has been gratifying to immerse myself once more in the challenges of research chemistry. I have enjoyed synthesising several organic ligands and discovering the appropriate pathways by which to successfully generate various novel transition metal complexes. Currently, I am isolating and characterising these complexes before advancing to catalytic trial stage. Highlights of my year include attendance at a symposium and subsequent exchange of scientific ideas with senior researchers within my field of chemistry as well as being offered a non-stipendiary research fellowship at St Hilda's College, Oxford. I am exceedingly grateful to the Daphne Jackson Trust and to my sponsors for providing me with this opportunity to utilise and apply the skills that I have worked so hard and for so long to develop. Now I have access to the best of possible research environments, support in establishing a career, and, most importantly, I now have hope for a successful and fulfilling future.



FELLOWS IN POST 2004

DR SALIMA SOUANEF-URETA

Started Fellowship
September 2004

Subject
Organic Chemistry

Host
MRC Laboratory of Molecular Biology, Cambridge

Sponsor
Medical Research Council (MRC)

My first step was to convince myself that I could work in England even if I did not master the language, now that I have gone back to the laboratory I would say that science is international and I do not regret taking this opportunity. The Daphne Jackson Fellowship has allowed me to broaden my experience from organic chemistry that I gained in the past as an analytical chemist to the proteomics field. After six months in the laboratory, advancing in my project and seeing results of my work I feel I have accomplished a lot since I have started working again.

DR JILL STOCKS

Started Fellowship
February 2004

Subject
Chemistry

Host
University of Manchester,
School of Epidemiology and Health Sciences

Sponsor
The Gatsby Charitable Foundation

A year in to my Fellowship I am most definitely a scientist once again, and at no cost to my family. Reflecting on my year the highlights that spring to mind are the thrill of an experiment working after weeks of failure, the culmination of months of ethics committees and planning resulting in the launch of the male infertility study at the local IVF unit, and attending an international conference in Copenhagen.

DR LEE STRADMEYER

Started Fellowship
April 2002

Subject
Fish Biology

Host
Freshwater Laboratory, Pitlochry

Sponsor
Natural Environment Research Council (NERC)

After having had a break for a year, due to the lack of childcare facilities in my area, I returned to my Fellowship in August, but not to my original project. Having had that year to ponder over my future, I decided to change my direction in science and research. A genetics lab had moved to the Fisheries Laboratory in Pitlochry during the break in my Fellowship. Colleagues and friends soon advised me of the possible job opportunities if I was to broaden my training into fish genetics. I found this very attractive. After agreement with the Trust and my Sponsors, I embarked on this new venture. There was (and still is) a lot to take in, new techniques, equipment and a whole new language to learn! However, I'm enjoying it and find the subject extremely fascinating.

DR DANIELLE STRICKLAND

Started Fellowship
July 2003

Subject
Electrical Engineering

Host
University of Sheffield,
Electrical Machines and Drives Group

Sponsor
Rolls-Royce plc

I finished my Fellowship early, having been offered a permanent position at Rolls-Royce. I'm currently a control and electrical systems engineer within Rolls Royce Fuel Cells Limited. I love the job. Its exciting, mostly hands on with some interesting challenges, state of the art and I work within a brilliant team.

DR JANET SUMNER

Started Fellowship
September 2002

Subject
Geology

Host
The Open University, Department of Earth Sciences

Sponsor
Natural Environment Research Council (NERC)

It has been marvellous for me to meet up with old colleagues over the past 12 months and to find myself welcomed back into the field of volcanology, and to be accepted as someone who still has a very valuable contribution to make.

DR ANCA-MIHAELA VAIS

Started Fellowship
June 2002

Subject
Industrial Engineering

Host
University of Nottingham,
School of Chemical, Environmental & Mining Engineering

Sponsor
University of Nottingham/ Engineering
and Physical Sciences Research Council (EPSRC)

I finally finished my Fellowship in October 2004, having been granted a few months extension. This was very useful as it allowed me to continue my project and I am now working on getting it published by next summer. I am hoping that the simulation I have been working on will be able to be developed into a teaching tool. I enjoyed my Fellowship very much and met some very interesting people. I am now in the process of doing a PGCE which will broaden my career options.

DR INDIRA VISHNUBHATLA

Started Fellowship
February 2004

Subject
Biochemistry

Host
University of Surrey,
School of Biomedical and Molecular Sciences

Sponsor
University of Surrey

My first year as a Daphne Jackson Fellow has been one of highs and lows. The high of starting my position was brought to a devastating low with the sudden death of my sister, which occurred within a month of my start. A definite highlight was winning a prize for best poster at the University of Surrey's first Festival of Science last June. On this positive note, the juggling of childcare, lab work, meetings and courses have now come to feel more manageable and worthwhile. I have made good progress in my research project, which is looking into whether a specific polymorphism in selenoprotein 15 increases risk of prostate cancer. There are plans to present these results at a conference this summer. My second year promises to be exciting with opportunities to try out new upcoming techniques.

DR HEATHER WINDRAM

Started Fellowship
January 2003

Subject
Biochemistry

Host
University of Cambridge,
Department of Biochemistry

Sponsor
The Leverhulme Trust

I have now completed my Fellowship and can look back on two most interesting and rewarding years. My work on the application of a technique, originally developed for the detection of recombination in DNA sequences, to the identification of exemplar changes in 15th century manuscripts was both enjoyable and rewarding, and the results have been accepted for publication. One of the highlights of the year was attending a workshop entitled 'Textual Criticism and Genetics' that was held in Belgium. All of the participants had to both present the results of their work, and apply their various techniques to a specially created artificial manuscript tradition. None of us were told how our methods had performed until the day of the workshop when everything was made public! It was a great relief to find that our methods had produced good results and were well received by the other participants. We are currently applying for funding to enable us to continue with this research.

DR LIPING ZHANG

Started Fellowship
January 2004

Subject
Engineering

Host
University of Liverpool, Department of Engineering

Sponsor
Leverhulme Trust

I have really enjoyed my first year as a Daphne Jackson Fellow working in the Department of Engineering at the University of Liverpool. The Fellowship helped me to regain my confidence as a materials scientist, and let me balance my family commitments and work very well throughout the year. It is hard to believe that I am already half way through the Fellowship. I am very grateful to the Daphne Jackson Trust for giving me this opportunity, and to the Leverhulme Trust for their support.

SPONSORS AND DONORS

The establishment of the Trust was made possible by the support of British Gas. The University of Surrey and its Department of Physics have provided invaluable support and assistance and continue to do so.

The Leverhulme Trust
Natural Environment Research Council
Engineering and Physical Sciences Research Council
Biotechnology and Biological Sciences Research Council
Royal Academy of Engineering
Nuffield Foundation
University of Surrey
Gatsby Charitable Foundation
Royal Commission for the Exhibition of 1851
Lucy Cavendish College, Cambridge
Particle Physics and Astronomy Research Council
Pfizer Limited
The Royal Society of Chemistry
The Clothworkers Foundation
GlaxoSmithKline
Imperial College of Science, Technology and Medicine
Loughborough University
Medical Research Council
The Royal Society
Thriplow Charitable Trust
Daphne Jackson Trust Endowment Fund
ICI
London Mathematical Society
National Endowment for Science, Technology and The Arts
National Grid Transco (Formerly The Lattice Foundation/BG Foundation)
Rolls Royce
Vodafone Group Charitable Trust
Eastern Electricity
LloydsTSB
Royal Holloway, University of London
University of Bath
University of Brighton
University of Bristol
University of Nottingham
Institute of Physics
University of Aberdeen
University College London
Scotia Pharmaceutical

The following organisations have made donations to the Daphne Jackson Trust.

Motorola Foundation (USA)
ICI
The Goldsmiths' Company
Department of Physics, University of Surrey
Vodafone
PowerGen
Pollitzer
Garfield Weston
GEC
Esso
Zeneca
HSBC
Smiths Industries
Oxford Instruments

DIRECTOR'S REPORT

The Daphne Jackson Trust had a very successful year in 2004. In terms of Fellowships awarded, the greatest number since the Trust's inception, and its position as the foremost returners scheme in the Country proved the Trust to be a force to be reckoned with in the SET community. The issue of returners continues to be high on the Government's agenda and the considerable attention the UK Resource Centre (UKRC) received at its launch in September 2004 resulted in discussions between the Trust and the Centre. These discussions are still in progress and a profitable outcome is expected shortly.

The Trust welcomed two new Trustees in 2004; Mr Philip Greenish, Chief Executive of the Royal Academy of Engineering and Dr Margaret Rayman, Senior Lecturer and Course Director at the University of Surrey and a past Daphne Jackson Fellow.

GENERAL TRUST ACTIVITIES

Dr Katie Perry, the Trust's part-time Press and Public Relations Officer continues to raise the profile of the Trust within all the SET communities. Her dedicated efforts to publicise the work of the Trust at every suitable opportunity, has generated more enquiries, better qualified potential applicants and a diverse range of publicity. The Public Relations Team attended numerous events aimed at raising public awareness of the Trust.

The Trust was represented at the following events during the year:

- BA Science Communication Conference
- BA Annual Festival of Science
- Daphne Jackson Trust Open Day
- Institute of Physics Career Break Survey Launch
- Cheltenham Science Festival
- Royal Academy of Engineering's 'Engineering Challenge' event
- Royal Academy of Engineering Research Day
- UKRC Launch and Conference in Leeds
- UKRC information events
- Learned Societies' Lunch
- Media/Presentation Skills/Work Life Balance courses
- Daphne Jackson Memorial Lecture
- SET Conference
- Athena Lecture
- NESTA Reception
- Leverhulme Trust Reception
- Royal Society's Rosalind Franklin Awards
- Royal Society of Chemistry/Athena Launch
- PAWS/OMNI science in television event

The Trust's Fellowships Schemes were discussed on many occasions with existing and potential partners in academe and industry.

The Trust developed a new **Industrial Fellowships Scheme**, based on a one-year, full-time term, and intended as a faster route for retraining and work in industry. After many discussions with potential partners, the scheme has not yet become an integral part of the Trust's activities mainly because of the need for industrial funding. The Trust will continue to offer Industrial Fellowships alongside Academic Fellowships using the present format with interest already secured.

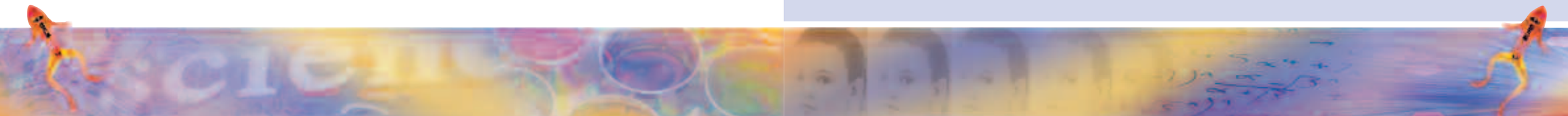
During 2004, discussions were in progress to consider the Trust's involvement with a project entitled **Equalitec: Advancing Women in ITEC**. The project is funded under the Equal Programme from the European Social Fund (ESF). The main goal of the Equal programme is to test and promote new means of combating all forms of discrimination and inequalities in the labour market. The Trust's area of interest would be in the placement of twenty beneficiaries under the project. The Trustees are considering the Trust's involvement and a decision will be made in the near future.

There has been one meeting of the Trustees during the year, the Annual Meeting held on 2nd March 2004 at the University of Surrey. The Trustees have supported the Trust by giving generously of their time and expertise during the year.

The Finance and General Purposes Committee met twice during the year in January and October.

The Risk Register, commenced in 2003 and is reviewed annually. A Reserves Policy Statement is now included in the Audited Accounts.

The Awards Committee considered and approved fifteen new Fellowship applications during the year and two applicants were being considered by the Committee at the end of 2004.



DIRECTOR'S REPORT

SPONSORSHIP

The Awards Committee Chairman reviewed three applications for extension, all of which were approved.

Many sponsors restrict pledges of Fellowship funding to a specific subject area. This, combined with various timing and geographic constraints, means that continuous funding effort is required to ensure successful Fellowship applications can be put in place as soon as the award decision has been made. The Trust values every offer of sponsorship it receives because each one can make a significant difference to the success of the Fellowships Schemes.

A small proportion of money from the Endowment Fund was used to support a Fellow during 2004.

The Special Discretionary Fund, established in 2001 to assist Fellows with hardship needs such as childcare costs, has proved a great benefit to its recipients. Six Fellows benefited from the Fund during 2004.

The Trust's fundraising activities continue to develop on an ever broader front. It is expected there will be growing interest from sponsors, donors and applicants in the coming year.

FELLOWSHIPS

In 2004, the Trust awarded fifteen Fellowships and three extensions. This made a total of thirty Fellows in place at any one time during the year. The Trust has seen a steady rise in the number of good quality applicants.

Each year the Trust receives a number of applications from men and in 2004 it awarded a Fellowship to its second male applicant.

- 15 Fellowships began in 2004
- 3 extensions were awarded in 2004

Fellowships continue to be sponsored by a variety of organisations, industrial partners and universities.

UNIVERSITY SUPPORT

Nottingham continued to part fund a Fellowship during 2004.

Surrey fully funded two more Fellowships during 2004, making a total of four Fellowships since 2000.

A Fellowship, which will be jointly funded by Lucy Cavendish College, Cambridge, and the Thriplow Charitable Trust, was awarded in 2004.

Royal Holloway College and Brighton are holding open funding for half/whole Fellowships for suitable candidates.

INDUSTRY SUPPORT

Two industry-based Fellowships funded by Pfizer Central Research at its Sandwich site have now completed and a third will complete at the beginning of 2005. A suitable candidate for a further Pfizer Fellowship is now being sought.

Apart from the three Industry-based Fellowships at Pfizer Central Research, eight Fellowships outside universities were in place during the year.

Rolls-Royce Plc confirmed its support by funding a Fellowship, which began in 2003 and finished in 2004 following early return to permanent employment by the Fellow.

Rolls-Royce Plc has pledged its further support by agreeing to fund two more Fellowships, one in a university and another in industry.

The Motorola Foundation (USA) invited the Trust to apply for a sixth grant. A grant of $25,000 was awarded at the end of 2004 for purposes of general Trust development.

GOVERNMENT SUPPORT

Increased effort to raise the profile of the Trust resulted in offers of sponsorship from the National Endowment for Science, Technology and the Arts (NESTA). The Medical Research Council (MRC) agreed to support the Trust and began funding a Fellowship in 2004. The Natural Environment Research Council (NERC) increased its support from one to three Fellowships per year. Support from the other Research Councils continued and proves an invaluable source of funds giving scope for a range of research interests.

Research Council	Fellowships Pledged	Awarded to end 2004	In post 2004
Biotechnology and Biological sciences BBSRC	1.5 / Year	7.5 (9 Fellows)	3
Engineering and Physical Sciences EPSRC	1/ year for 5 years	10 (12 Fellows)	4
Natural Environment NERC	3/ year	12.5 (13 Fellows)	6
Particle Physics and Astronomy PPARC	1/ year	3 (3 Fellows)	1
Medical MRC	1/ year	1 (1 Fellow)	1

CHARITABLE SUPPORT

In 2004 the Daphne Jackson Trust was successful in securing a further grant from the Leverhulme Trust. The Leverhulme Trust continues to play a key role in providing funds to enable the Trust to award Fellowships to good candidates.

The Royal Commission for the Exhibition of 1851 completed its funding of Fellowships in 2004.

The Royal Academy of Engineering continued to support the Trust by funding a Fellowship in 2004.

The Royal Society of Chemistry continued to half fund two Fellowships in 2004.

The Gatsby Charitable Foundation awarded a grant for two half-time Fellowships over three years with a small additional provision for childcare costs. These Fellowships continued during 2004. A further two Fellowships were awarded in 2004, both for a duration of two years half time.

The Thriplow Charitable Trust continued to support the work of the Trust and a donation is in place to match funds given by Lucy Cavendish College, Cambridge. A Fellowship was awarded in 2004.

The London Mathematical Society agreed to support a Fellowship and a suitable candidate is being sought.

The National Grid Transco Foundation (formerly The Lattice Foundation) confirmed it is likely to support another Fellowship following the successful completion of the first held at Advantica Technologies Limited. The National Grid Transco Foundation gave dedicated funds to support the 2004 Daphne Jackson Trust Open Day.

The final instalment of the first grant given by The Goldsmiths' Company was used for purposes of general Trust development. An application for a second grant was made in 2004 and was successful.

ADMINISTRATION TEAM

Trust Director	*Mrs Jennifer Woolley*
Press and Public Relations Officer	*Dr Katie Perry*
Senior Fellowship Co-ordinator	*Dr Elizabeth Pollitzer*
Fellowship Co-ordinator	*Dr Rosamund Baird*
Fellowship Co-ordinator	*Dr Bernadette Egan*
Fellowship Co-ordinator	*Dr Helena Tostevin*
Fellowship Co-ordinator	*Ms Jo Turner*
Fellowship Administrator	*Mrs Susan Smith*
Administrative Assistant	*Mrs Gill Norman*
PR, Marketing and Industrial Advisor	*Dr Valerie Alabaster*
PR, Marketing and Advisor	*Mrs Susan Balgarnie*
Advisor	*Mrs Marjorie de Reuck*
Honorary Finance Officer	*Dr David Faux*

TRUSTEES

Professor Patrick Dowling (Chairman)
Professor Sir Tom Blundell
Mr Philip Greenish
Dr Mary Harris
Mrs Dorothy Hatfield
Dr Robert Hawley
Professor Dame Julia Higgins
Dr Brian Manley
Baroness Perry of Southwark
Dr Margaret Rayman
Mr Richard Rooley
Ms Pam Wain

Bankers

NatWest plc
Charities Official Investment Fund

Accountants

BDO Stoy Haywrd
Connaught House,
Alexandra Terrace
Guildford GU1 3DA

TRUST COMMITTEES

Finance and General Purposes

Dr Brian Manley (Chairman)
Professor Patrick Dowling
Dr David Faux
Mr Philip Greenish
Dr Mary Harris
Dr Katie Perry
Mr Richard Rooley
Mrs Jennifer Woolley

Special Discretionary Fund

Mr Richard Rooley (Chairman)
Professor Sir Tom Blundell
Professor Dame Julia Higgins

Awards

Mrs Dorothy Hatfield (Chairman)
Mrs Susan Bird
Professor Sir Tom Blundell
Professor Gillian Gehring
Professor Dame Julia Higgins

TRUST SUMMARY 2004

Fellowships Commenced in 2004

Name	*Start Date*	*End Date*	*Host*	*Sponsor*
Dr Christina Baskaran	*03/05/04*	*02/05/06*	*University College London*	*EPSRC*
Dr Suzanne Bickerdike	*12/01/04*	*11/01/06*	*University of Leeds*	*BBSRC*
Dr Juanita Carrey	*01/05/04*	*30/04/06*	*GlaxoSmithKline R&D*	*BBSRC*
Dr Karen Fernando	*04/10/04*	*03/10/06*	*University of Sussex*	*BBSRC*
Dr Nicola Gardner	*13/10/04*	*12/10/06*	*University of Cambridge*	*Lucy Cavendish College/Thriplow Charitable Trust*
Dr Janet Higgins	*01/09/04*	*31/08/06*	*John Innes Centre*	*The Gatsby Charitable Foundation*
Dr Julie Kirk	*01/11/04*	*31/10/06*	*Rutherford Appleton Laboratory*	*PPARC*
Dr Deborah Kohn	*20/04/04*	*19/04/07*	*NERC Banchory/RBG Edinburgh*	*NERC*
Dr Laura Laura-Taroni	*01/07/04*	*30/06/06*	*University of Oxford*	*The Leverhulme Trust*
Dr Bea Lindsay	*28/06/04*	*27/06/06*	*University of Surrey*	*NESTA*
Dr Ana Lopez	*26/04/04*	*25/04/06*	*University of Oxford*	*NERC*
Dr Ruth Neiland	*Withdrawn following job offer*			
Dr Francesca Marubini	*04/10/04*	*03/10/06*	*University of Aberdeen*	*NERC*
Dr Gillian Sebestyen	*25/03/04*	*24/03/07*	*University of Sussex*	*The Gatsby Charitable Foundation*
Ms Salima Souanef-Ureta	*02/09/04*	*01/09/06*	*MRC, Cambridge*	*MRC*
Dr Jill Stocks	*02/02/04*	*01/02/07*	*University of Manchester*	*The Gatsby Charitable Foundation*
Ms Indira Vishnubhatla	*04/02/04*	*03/02/06*	*University of Surrey*	*University of Surrey*
Dr Liping Zhang	*05/01/04*	*04/01/06*	*University of Liverpool*	*The Leverhulme Trust*

Fellowships Awarded in 2004 and Commenced in 2005

Name	*Start Date*	*End Date*	*Host*	*Sponsor*
Dr Toni Fleming	*03/01/05*	*02/01/07*	*University of Edinburgh*	*BBSRC*
Dr Anoma Gunewardena			*University of Loughborough*	
Dr John Mason	*04/01/05*	*03/01/07*	*University of Wales Swansea*	*The Leverhulme Trust*

Ongoing Fellows in 2004

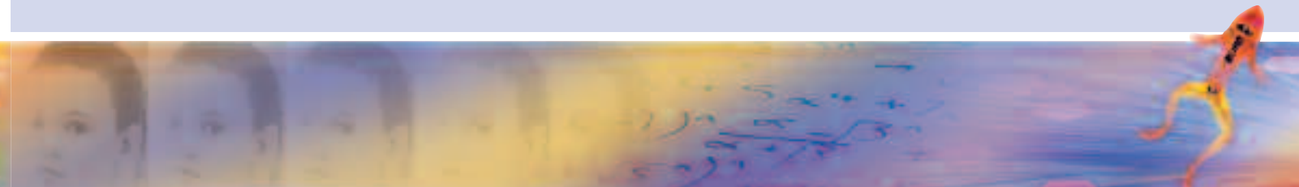
Name	*Start Date*	*End Date*	*Host*	*Sponsor*
Dr Sophia Challker	*08/09/03*	*07/09/05*	*University of Liverpool*	*Royal Society of Chemistry/ EPSRC*
Dr Helen Ford	*01/09/03*	*31/08/05*	*Cranfield University*	*Royal Academy of Engineering*
Dr Sami Kafala	*01/07/03*	*30/06/05*	*University of Surrey*	*University of Surrey*
Dr Christina Lye	*03/02/03*	*02/02/06*	*Newcastle University*	*NERC*
Dr Jane Povey	*06/01/03*	*05/01/05*	*Pfizer Limited*	*Pfizer Limited*
Dr Linnea Soler	*22/09/03*	*21/09/05*	*University of Oxford*	*Royal Society of Chemistry/EPSRC*
Dr Lee Stradmeyer	*01/04/02*	*31/03/05*	*Freshwater Lab, Pitlochry*	*NERC*
Dr Danielle Strickland	*28/07/03*	*27/07/05*	*University of Sheffield*	*Rolls-Royce plc*
Dr Janet Sumner	*01/09/02*	*31/08/05*	*The Open University*	*NERC*
Dr Heather Windram	*13/01/03*	*12/01/05*	*University of Cambridge*	*The Leverhulme Trust*

Fellowships Finished in 2004

Name	*Start Date*	*End Date*	*Host*	*Sponsor*
Dr Frances Mansfield	*01/10/02*	*30/09/04*	*Pfizer Limited*	*Pfizer Limited*
Dr Akgun Ozkok	*09/09/02*	*08/09/04*	*University College London*	*UCL/Institute of Physics*
Dr Autumn Rowan-Hull	*01/07/02*	*30/06/04*	*University of Oxford*	*BBSRC*
Dr Anca-Mihaela Vais	*01/06/02*	*31/08/04*	*University of Nottingham*	*University of Nottingham/EPSRC*

Donations

Motorola Foundation	*£28,000*
National Grid Transco	*£5,000*
The Goldsmiths' Company	*£4,000*
Amersham plc	*£750*
Individuals (x2)	*£500*
Guardian Unlimited	*£124*



CONTACT
INFORMATION & QUOTES

"I have been familiar with the Daphne Jackson Memorial Fellowships Trust for some time. I regard it as an extraordinarily important and successful programme, to which I would accord the highest priority. I am not in the habit of automatically ticking the 'top one percent' boxes on application forms, but in this case I have unhesitatingly done so. This is a programme that really does make a difference."

Sir Robert May, President of the Royal Society and formerly Chief Scientific Advisor to the Government.

"I am exceedingly grateful to the Daphne Jackson Trust and to my sponsors for providing me with this opportunity to utilise and apply the skills that I have worked so hard and for so long to develop. Now I have access to the best possible research environments, support in establishing a career, and, most importantly, I now have hope for a successful and fulfilling future."

Dr Linnea Soler, Current Daphne Jackson Fellow.

"I always wanted to return to industry, but maybe this is one way I can serve the chemical industry in the North West, while still enjoying the flexible, family-friendly working environment of the University. I am grateful to the Daphne Jackson Trust for giving me the chance."

Dr Carin Tattershall, past Daphne Jackson Fellow.

For more information

Contact Mrs Jenny Woolley, Trust Director, or the Fellowship Administrator in the Daphne Jackson Trust Office on **01483 689166** or at **djmft@surrey.ac.uk**

For media enquiries

Contact Dr Katie Perry, Press and Public Relations Officer on **01227 371186** or at **katie.perry@surrey.ac.uk**

The Daphne Jackson Trust

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