

The Daphne Jackson Trust

ANNUAL REPORT 2007



Helping our Returners step by step

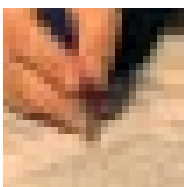


The Daphne Jackson Trust

Annual Report 2007

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Chairman's Introduction

The Daphne Jackson Trust continues to grow year on year, and has become a voice to be heard by both employers and employees alike, with more Fellowships being awarded in 2007 than ever before. Its professionalism and dedication to the needs and issues of returners has meant that it is acknowledged as an expert in all matters relating to returning scientists, engineers and technologists to their chosen careers.

The Trust, however is not content to stand still, so during 2007 it worked on a number of key projects aimed at increasing both sponsorship and the number of Trustees. With sponsorship from National Grid, the Trust invited a number of influential people to attend a luncheon at the House of Lords. The intention was to enlist support and encourage those attending to consider becoming Trustees. Five of those who attended the luncheon have agreed to become Trustees and invitations will be circulated early in 2008.

The Trust will always be dependent on funds from a variety of organisations although competition in today's economic climate is more intense than ever. Until employers incorporate a career break element in every appointment, the Daphne Jackson Trust will continue to offer a Fellowship Scheme. At the beginning of 2007 the Trust embarked on a major exercise to encourage continued support from existing organisations and develop new sponsorship. In particular a number of universities have resumed and others have begun sponsorship arrangements.

During 2007, Trust staff established and, more importantly, secured very good working relationships with many organisations. It is now a long distant memory that the first question asked of staff was 'who or what is the Daphne Jackson Trust?'

It was with a sense of sadness that the Trust had to say farewell to Dr Brian Manley, who had been a Trustee for nine years. Brian had chaired committees and been very active in the general running of the Trust and we extend our thanks to him for all his hard work. As a small organisation, The Trust is particularly dependent on the work and effort put in by the small but happy staff and also those who give time and support the Trust on a voluntary basis.

Another project that came to fruition at the end of 2007 was that of contacting all past Fellows in order to give accurate statistics on exactly what happens to Daphne Jackson Fellows when they have completed their Fellowships. I am very pleased to be able to report that we have a 96% success rate of returning Fellows to SET based careers for a period of two years or more after their Fellowships.



Professor Christopher Snowden FRS FREng FIEE FIEEE FCGI
Chairman of the Daphne Jackson Trust

A handwritten signature in black ink, reading 'Christopher Snowden'. The signature is written in a cursive, flowing style. Below the signature is a horizontal line.

The Daphne Jackson Trust in 2007 **raising awareness**

The Trust continues to maintain as high a profile as possible for returners by attending events, festivals and conferences. The Trust Director and the Press and Public Relations Manager were given many opportunities to raise awareness of the Fellowships by speaking at a range of conferences and workshops.

Examples include speaking at universities such as Imperial College, Cardiff, Leicester and Bath as well as conferences and workshops organised by the UKRC, the Scottish Resource Centre for women in SET, Euroscicon and BBSRC.

During 2007 many articles were written for a range of publications from university newsletters to scientific journals. Adverts for Fellowship opportunities were placed in local media and other publications.

The **Cheltenham Science Festival** is a great way for the Trust to reach one of its major target audiences, namely family groups. In addition, many of the attendees at this festival are scientists, have an interest in science or know of scientists who are on a career break. The festival is always a good networking opportunity, with its usual eclectic mix of television personalities, eminent scientists, the media and the general public. In 2007, the Trust sponsored a very popular event by Adam Hart-Davies. Adam gave a "Guide to the Cosmos", as a preview for his BBC TV series which was aired in Autumn 2007. It was an excellent opportunity to spread the word about the Trust and what we do. Information and 'freebies' were handed out to everyone and many came to the display stand afterwards for further information.

The location for this year's **BA Festival of Science** provided the inspiration for what proved to be a fantastic event, enjoyed by all. A trip to York is never the same without a visit to the National Railway Museum and its latest attraction, the Norwich Union Yorkshire Wheel. So, what better venue for an evening of speed networking than the wheel itself. Attendees enjoyed the sights of York while learning about the Daphne Jackson Trust, and each other. The speed networking was followed by a reception in the National Railway Museum Great Hall. It was a fun, awareness raising event and was enjoyed by all who attended. The event was made possible by sponsorship from the Royal Academy of Engineering and the Institute of Biology.



▲ **ABOVE TOP**
Katie Perry and Jenny Woolley with Adam Hart-Davis in Cheltenham.

ABOVE BELOW
Daphne Jackson Fellows Lindsay Atkinson and Jenny Rivas-Perez enjoying the networking at the BA Festival in York.

The Daphne Jackson Trust had another busy and successful year in 2007. The Trust meets the challenges of returning scientists, engineers and technologists to their careers and is working towards a brighter future for all returners.

Collaborating...

The Trust continued working with Equalitec during 2007 to help redress the balance of female IT specialists in Industry. The Trust organised one of the workshops which ran as part of the **Equalitec: Advancing women in ITEC conference**. This event was organised in collaboration with the UKRC and was well attended with some good discussion.

A **Bioscience and IT Discussion Meeting** was held jointly with the British Computer Society as part of the Equalitec: Advancing women in ITEC project. A briefing note was produced following this meeting to give guidance and advice to both bioscientists and IT professionals considering returning to the research areas where these two disciplines overlap.

The Trust continues to work with the **UK Resource Centre for Women in SET (UKRC)** and its partners towards the shared goal of increasing the numbers of scientists returning to fulfilling careers in science, engineering and technology. There are many other organisations who share the objectives of increasing the number of women in SET, encouraging girls to consider a career SET or helping women to progress with their careers and the Trust has excellent working relationships with a great many of these.

Networking...

Networking has become a real 'buzz word' and whether you love it or hate it; have time to do it, or not, the power of networking cannot be underestimated. It is especially true for small organisations and it is very often the case that meeting the right person at an event will lead to securing sponsorship or a useful collaboration for the future.

The Trust also engages with a number of networks, such as Opportunity Now, Women in Technology and Aurora as well as other more informal networks of scientists, engineers and technologists. Many excellent contacts and working relationships have been forged at events and have helped the Trust in moving forward.

Attendees and Tutors at the Media Skills course



Training...

Daphne Jackson Trust Fellows and past Fellows are offered varied training courses organised by the Trust and in July there was an excellent media skills course held at the University of Surrey. The course was run by Sue Nelson and Richard Hollingham. Sue is a Radio 4 presenter, writer and a former BBC science and environment correspondent for *Breakfast* and the *One O'clock* TV news, while Richard is a BBC current affairs presenter, author and writer, specialising in science and environment, and is a former senior producer on the BBC's flagship news programme, *Today*.

All those who were on the course gave fantastic feedback and found it extremely useful. One attendee commented that the course *"gave a good insight into how science is reported in the media. What I learned from some of the exercises would be useful when talking about my work to non-scientist generally and not just in the context of an interview."*

▼ Jessica Jenson being interviewed by Richard Hollingham during the Media Skills Course



Evaluation...

During the year an exercise was undertaken to contact as many past Daphne Jackson Fellows as possible in order to obtain some accurate statistics about what happens to them after their Fellowships have finished. It was quite a major project and one which uncovered some quite inspirational stories from many of the past Fellows. The Trust is often asked about it's success rate. This invariably leads to a need to define what is meant by 'success rate'. The Fellowships offered to returners are intended to take away the disadvantages inherent in taking a career break for research scientists and equip them to re-enter the workplace of their choice. At the end of a Fellowship, the Fellow should be back on a 'level playing field' with their peers and able to compete for employment once more. Therefore, the Trust counts 'success' as a Fellow obtaining SET based employment for a period of at least two years at any time after completion of the Fellowship.

The Trust was able to contact 130 of the possible 139 past Fellows and was delighted to find that the overall success rate in returning Fellows to SET based employment is 96%.

It was very interesting to find out that overall 72% of past Fellows returned to employment in research careers, while 10% returned to careers in teaching and 15% returned to careers in SET based academic Administration or Management. Such is the nature of research that 21% have moved from an initial research career to another SET based career, such as university administration or other work in the public or private sector.

Some of the careers that past Fellows have moved into include science writing, science presenting on television, starting a new business or teaching. Some have now retired but enjoyed fulfilling careers after their Fellowships whilst others have had further changes in personal circumstances which have meant that they have put their careers on hold once again.

There are many past Fellows who have returned to very enjoyable and worthwhile careers in research and who have been very successful. The Trust now has four past Fellows who have been



awarded personal Chairs and many others are well on their way to such an accolade. A more in depth analysis of these statistics will be published in 2008, along with a case studies booklet which will give Fellows stories in more detail.

Past Daphne Jackson Fellow,
Professor Margaret Rayman, one
of the World's leading experts on
the use of Selenium in the diet.



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Benefits of a Daphne Jackson Fellowship...

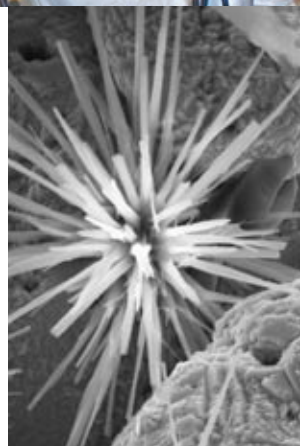
The Fellowships offered by the Trust really do make a difference to the careers of many talented, well qualified and very experienced scientists, engineers and technologists. The tremendous success rate may be attributed to the service that is offered to these individuals from the moment they initially contact the Trust. The Fellowships offer an unrivalled amount of flexibility and support to each candidate to allow them to reach their full potential to return successfully. Each individual has their own challenges, both personal and professional, to overcome in order to return at the right level to their career. The Trust offers tailored support and encouragement through each stage of the application process and then through the Fellowship itself. After completion each Fellow is encouraged to remain in contact with the Trust and help in whatever way they can to promote the Fellowships.



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Daphne Jackson Fellowships require an enormous amount of commitment and dedication on the part of the returner, however this is matched by the level of support offered from the Trust and is possibly what makes such a winning combination that has led to such a phenomenal success rate.

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It is often the case that once a university has acted as a host for a Daphne Jackson Fellow they are more than happy to have another one, and another...



Dr Sue Swift

Daphne Jackson

The University of Aberdeen first hosted Susan Swift in 2000 and that was followed by two more Fellows in 2004 and 2005.

at the University

Dr Sue Swift

Dr Sue Swift held a Daphne Jackson Fellowship in the Zoology Department from March 200 until March 2002. She is a zoologist whose background is in the ecology and behaviour of British Bats. She was involved in much of the early work in this field during the 1980s, before taking a career break while her children were small. Afterwards, she worked for a number of years in scientific editing and bat conservation, but was unable to find an opening back into research until she was given the opportunity through a Fellowship. Sue said that the Fellowship allowed her to update skills, especially in relation to modern computer techniques, and to rekindle her self-confidence. The Fellowship represented a practical, achievable route back into doing what she really wanted to do.

After her Daphne Jackson Fellowship, Sue designed and carried out a research project into the use of heated bat houses as alternative roosts for colonies of bats excluded from buildings. During this period, she also carried out a joint investigation with Dr Björn Siemers at the University of Tübingen into the sensory ecology of Bechstein's and Natterer's bats and the effect of differences in foraging behaviour on resource partitioning between them. This was a direct continuation of the research she carried out during her Daphne Jackson Fellowship and it led to a publication in *Behav. Ecol. Sociobiol.* in 2006

From 2003 Sue has been working as a part time Research Fellow at the University of Aberdeen. Since the possibility of the presence of

EBLV (rabies-like viruses in bats) was raised by the death in 2002 of a bat worker in Scotland, she has been a member of a three person team at Aberdeen carrying out a study on the prevalence of EBLV2 virus in Daubenton's bats (*Myotis daubentonii*). The study, commissioned by Scottish Natural Heritage and the Scottish Executive and carried out under Home Office licence, involves collecting blood and saliva samples and morphological data from live bats captured at sites throughout the country. During 2006, the remit was extended to include Natterer's and pipistrelle bats as well as Daubenton's. The technique they have developed for obtaining blood samples from very small bats under field conditions is recognised as outstanding by both biologists and conservation bodies.

In Sue's present capacity as a Research Fellow, she also works with post-graduate students who need to learn methods of handling and working with bats, and she has been the External Examiner for two PhD theses since 2003, one at University College, Galway and one at the University of St Andrews.

Since she still works from home, she is able to fill the time when she is not engaged on University work by taking on bat-related consultancy work. Sue says "The work is endlessly varied and interesting, and I still find bat research the most exciting thing I could be doing."



Dr Francesca Marubini

Fellows of Aberdeen

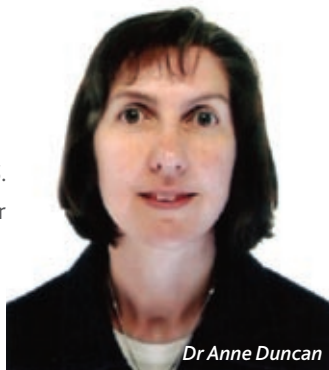
Dr Francesca Marubini

Dr Francesca Marubini held a Fellowship in the Biological Sciences Department from October 2004 until October 2006. She enjoyed the first year of her Fellowship and the research very much, taking the opportunity to attend three prestigious courses in statistical analysis and GIS. By the end of the year she was able to put her newly acquired knowledge to fruition and presented a study on the distribution of harbour porpoises at an international conference. She received very positive feedback and was invited by a luminary in the field to present her work at his university.

A little unusually for a Daphne Jackson Fellow, Francesca took a period of maternity leave during the Fellowship and while she was on leave saw an advertisement for a job with the Joint Nature Conservation Committee (JNCC) in Aberdeen. She applied and was offered a permanent part time position as Marine Species Advisor. So she resigned from her Fellowship early to take up the job. She is very happy in her current position in which she provides advice for the Government regarding the conservation of marine turtles, habitat conservation and fisheries and invasive non-endemic marine species. She is sure that without the Trust she would not have returned so successfully to her career.

Dr Anne Duncan

Anne started her Fellowship at the University of Aberdeen, Department of Obstetrics & Gynaecology in the Assisted Reproduction Unit in May 2005. She enjoyed the first year of her Fellowship and the challenge of balancing a career in research with 3 children and all their extra-curricular activities.



Dr Anne Duncan

Initially her time at work was spent on literature searches and on a protocol for the vitrification of human embryos. During this time she was able to attend some university based courses which were very helpful in updating some of her existing skills. A preliminary period was spent on retraining in some of the techniques needed in the embryology laboratory in order to carry out the research. She was kept very busy running her research project as well as being involved with another project to examine vitrification of donated human oocytes. She enjoyed feeling part of the team in the Unit and was encouraged to get involved with other ongoing research projects.

During the second year of her Fellowship she continued gathering data for her project on the vitrification of donated embryos and oocytes. She completed the lab based work in December 2006

and analysed the data for publication of a paper. She presented some of her results in a poster at the Fertility 2007 conference in York. A personal highlight for Anne was the opportunity to attend an excellent conference on Oocyte Cryopreservation in Bologna in October 2006, where she was able to meet some of the well known names in her field. Having successfully completed her Fellowship in May 2007 Anne was able to carry on as a research fellow in the Department of Obstetrics and Gynaecology working 40% fte on a research project to thaw donated embryos and send them to Roslin cells in Edinburgh for stem cell research. She had previously 'helped' on this project whilst doing her Fellowship. The funding for this project ended in June 2007 and further funding from MRC was due, however when the grant came through there was no provision for an embryologist. However the department was able to offer Anne a part time research fellow position working partly on the stem cell project with the rest of the time working in the Assisted Reproduction Unit.

Anne feels that she was offered the position because of her previous experience on the stem cell project and the fact that she was 'known' in the department. So, having held a Daphne Jackson Fellowship in the Department had a very great impact on her obtaining her position. She is currently contracted to work part-time as a research fellow until June of 2008.

What happens to Daphne Jackson Fellows...

Fellows from the 1980's

Dr Pat Hill did a Fellowship in the Department of Computer Science at the University of Bristol between 1986 and 1988. Following a successful Fellowship, Pat continued at the University of Bristol as a Research Assistant in the same department. She then moved to the University of Leeds as a Research Fellow in the School of Computer Studies. Continuing a successful career, Pat became a Senior Research Fellow before gaining permanent employment in the department in 1996. Pat is still at Leeds and is very happy having stayed in a research position in academia and is very grateful for the opportunities that that her Daphne Jackson Fellowship gave her.

For **Dr Judith Segal**, her Daphne Jackson Fellowship made quite a difference to her career. It enabled her to retrain in a different area and switch disciplines from algebra to computing. After her Fellowship at the University of Surrey between 1987 and 1989, Judith spent the next eleven years there as a Research Assistant, then became a Research Officer/Associate Lecturer and finally a Lecturer. In 2000 she moved to the Open University in the Department of Computing where she is currently working as a lecturer.

Jean Tunncliffe-Wilson finished her Daphne Jackson Fellowship at the University of Lancaster in 1988. She was employed part-time by the University of Lancaster until 1990 when she became self-employed but continued lecturing to engineering students until 1999. Alongside this, Jean was doing work for the Building Research Establishment. Jean retired in 2003 and says "the main reason that I continued to work part-time after my children grew up was the time to do voluntary work - school governor, village hall management, church duties, witness support are the main ones I still do. I would encourage others to do the same!"

Fellows from the 1990's

Dr Gay Fagan

After completing her Fellowship at the University of Hull in 1999 Gay worked as Head of Chemistry at Hull College of Further Education. The teaching covered vocational courses through to franchised degrees and involved working with the local University and local industry. During the five years she worked in Further Education Gay also became involved with the auditing team looking at the quality of teaching and sharing good practice.

In 2004, Gay moved to the University and took up a post as Assessment Officer for the Hull York Medical School which is a new medical school operating from the University of York and the University of Hull. As the course has rolled out the assessment team has grown and Gay is now Head of Assessment with responsibility for managing the assessment and examinations within the Universities and the clinical exams taking place at the five regional hospitals. Gay says "the job has been incredibly challenging in terms of my having no experience of medical education or the NHS and having to operate over two University sites, so a very steep learning curve which I have really enjoyed climbing and continue to climb."

Dr Gay Fagan



"I work under Professor John Cookson who as well as being a clinician is a renowned Medical Educationalist so I am fortunate to have such an excellent mentor who has encouraged me to develop a growing interest and expertise in medical assessment. Hull York Medical School has an innovative assessment process so I am in an excellent environment to develop this expertise."

The Trust is often asked what happens to Daphne Jackson Fellows after they have completed their Fellowships, so here are some stories from Fellows who completed their Fellowships during the 1980's and 1990's...

Dr Su Stewart

Su did her Fellowship in the Electrical and Electronic Engineering Department at Plymouth University. When her Fellowship ended in 1997, initially she was left a bit high and dry, but landed three simultaneous part time jobs, a Research Fellow at the University, some other research at the University, and a Research Fellow post at the regional hospital, at Derriford in Plymouth. So, from wondering what she was going to do, life became a bit fraught for a while, and Su was working 100 hour weeks!

During this time Su was involved in putting together a massive grant application to set up the Post Graduate Medical School Research Department, as well as putting together grant applications for the Royal Navy Diving Diseases Research Centre.

Su remembers "this was all very stressful as I was working all hours God sends, and I started looking for a single full time position. One came up in New Zealand, and we sold the house and car, resigned all our jobs, got the animals injected and sorted out – then it all fell through. Left high and dry again – I had to take the first job I could find - a post as senior lecturer at Sunderland University, teaching Biomechanics and Sports Medicine, which was reasonable, then I got head hunted by Northumbria University, where I have been ever since."

Su lectures in Biomechanics and Sports Medicine, and she does a lot of sports science support consultancy work with elite athletes, and individuals on the GB fencing squads. Su is now part of a really dynamic team, with massive potential and some exciting projects and she thoroughly enjoys her work.

Fellows in post 2007

Fellowships that commenced in 2007



Name Dr Erica Bithell
Started Fellowship September 2007
Subject Materials Science
Host University of Cambridge, Department of Materials Science and Metallurgy
Sponsor Lucy Cavendish College/ Thriplow Charitable Trust

I have now been in post for eight months. After eleven years away from a laboratory, my recent effort has been largely directed towards recovering my research skills. This has ranged from relearning specimen preparation techniques, through operation of electron microscopes, to updating my computer skills. I am fortunate to be part of a welcoming and supportive research group: thanks to their help I am now well-placed to advance my own project and contribute to our joint research goals.



Name Dr Bindi Brook
Started Fellowship October 2007
Subject Mathematics
Host University of Nottingham, School of Mathematical Sciences
Sponsor Medical Research Council (MRC)

I started my Fellowship 6 months ago and was delighted that I could get back into research again. I have thoroughly enjoyed it so far, although the first few months were a real struggle trying to get my brain cells working again. I now feel that I've got back into the swing of things and get a real buzz from the work, as well as interacting with fellow researchers.



Name Dr Jessica Jenson
Started Fellowship April 2007
Subject Biology
Host University of Surrey, School of Biomedical and Molecular Sciences
Sponsor Medical Research Council (MRC)

The Daphne Jackson Trust Fellowship has given me a wonderful opportunity to get back to research in a supportive environment at The University of Surrey. From the beginning I quickly realised that my laboratory skills had not faded away during my career break which really helped me to regain my confidence. After one year I feel that I have acquired new skills and am now a valued member of the research group.



Name Dr Sharon Strawbridge
Started Fellowship February 2007
Subject Chemistry/Physics
Host University of Exeter, School of Physics
Sponsor The Leverhulme Trust

To me science is the interplay between the known physical world and our ability to take that knowledge and imagine, driven by our curiosity. For me to have the opportunity to remain in science and too develop my understanding has been the most important part of the Fellowship, something for which I will always be grateful, where ever my research takes me in the future I will look back on this as a time of opportunity.

Fellowships that continued during 2007



Name Dr John Everett
Started Fellowship April 2006
Subject Physics
Host Advanced Technology Institute, University of Surrey
Sponsor University of Surrey /The Daphne Jackson Trust

The second year of my Fellowship culminated in submission of my work to one of the most respected scientific journals, Physical Review B. There were hurdles and setbacks to overcome along the way but with the help and support of my supervisor I got there in the end. I am currently awaiting news of an EPSRC grant proposal and am excited at the prospect of continuing at the University of Surrey if successful.



Name Dr Catherine Higham
Started Fellowship October 2006
Subject Bioinformatics
Host University of Glasgow, Department of Computing Science
Sponsor The Leverhulme Trust

I really appreciate the opportunity that the Fellowship is giving me to retrain in the very exciting area of Bioinformatics. In November I was invited to give a talk about my experience as a Daphne Jackson Fellow at a workshop looking at interdisciplinary opportunities for bioscientists and IT professionals, which led to a briefing note for those interested in this emerging growth area. In March, I presented a poster at the Mathematical and Statistical Aspects of Molecular Biology conference held in Glasgow. I feel like I've chosen a good area of research as the computational methods that I've been working on are in big demand within Systems Biology and have helped me secure a PhD position after my Daphne Jackson Fellowship finishes.



Name Dr Alison Jones
Started Fellowship February 2006
Subject Chemistry
Host University of Bath, Department of Chemistry
Sponsor Engineering and Physical Sciences Research Council (EPSRC)

During 2007 I began to reap the benefits of the intense efforts I had put in during my first year. My first paper was accepted for publication in a major international journal and at the 16th International Conference on Solid State Ionics in Shanghai in July my poster won one of five Best Poster Awards out of over 500. Other highlights have been a talk given to the Computational Chemistry Group at Bath in November and attendance at the Royal Society of Chemistry Solid State Chemistry Group Christmas meeting in Durham.



Name Dr Annett Klinder
Started Fellowship February 2006
Subject Molecular Biology
Host University of Reading, School of Food Biosciences
Sponsor Elizabeth Nuffield Educational Fund

I entirely enjoyed my second year of the Fellowship. Apart from the work in the lab I found it very rewarding to communicate science to the general public either by organising a practical class during our annual summer for 6th form pupils, helping to man our stand in the Royal Society Summer Exhibition or exhibiting at the International Scouts Jamboree. I was also involved in the organisation of a microbiology science day in our department for local primary school children. The enthusiasm, especially of the children for our research was highly encouraging to continue a career in science.



Name Dr Anne Pittock
Started Fellowship October 2006
Subject Artificial Intelligence
Host University of Edinburgh, School of Informatics
Sponsor National Endowment for Science Technology and the Arts (NESTA)

It was encouraging as I moved towards the middle of my Fellowship to see some important landmarks emerging from a tremendously complex interdisciplinary field and to be able to orient myself better. My biomedical knowledge retrieval system now up and running returned some good results showing much improved performance over other comparable systems. I presented my work at Stirling University and prepared to showcase my work at a workshop in Glasgow. Next year I hope to build on this in the hopes of getting a job in the field.

Fellows in post 2007

Fellowships that continued in 2007



Name Dr Jyothika Puneekar
Started Fellowship May 2006
Subject Fluid Mechanics/Aero Acoustics
Host Queen Mary, University of London,
Sponsor Royal Academy of Engineering

The highlight of my Daphne Jackson Fellowship will be presenting my paper on 'Nonlinear Propagation of Sound Emitted from Supersonic mixing Layers' at a conference in Sweden. I am looking forward to giving this presentation and hope that it will give me a boost to pursue my career further and meet people.



Name Dr Rupij Vij
Started Fellowship September 2006
Subject Biological Sciences
Host University of Liverpool, School of Biological Sciences
Sponsor Biotechnology and Biological Sciences Research Council (BBSRC)

I originally started my Fellowship in September 2006, but after a couple of months I had a period of time when I was not well, so my Fellowship was put on hold until October 2007. Since restarting I have had to do a complete review of my initial work plan and hopefully 2008 will be a good year to develop my plans for the Fellowship.



Name Dr Rachel Walcott
Started Fellowship July 2005
Subject Geosciences
Host University of Edinburgh, School of Geosciences
Sponsor Natural Environment Research Council (NERC)

With the end of the Fellowship in sight, 2007 was a busy year of writing papers and writing proposals for future research. In addition, I took the opportunity to attend several general skills courses and took on a reasonably high profile organisational role within the school. Highlights of the year included presenting my work at a major international conference in Vienna in the spring and a small workshop in France attended by some of the top scientists in my field in the autumn.

Fellowships that finished in 2007



Name Dr Anne Duncan
Started Fellowship May 2005
Subject Obstetrics and Gynaecology
Host University of Aberdeen
Sponsor Biotechnology and Biological Sciences Research Council (BBSRC)

Since I finished in May 2007 I have been working in the Assisted Reproduction Unit at the Aberdeen Maternity Hospital, which is part of the Department of Obstetrics and Gynaecology at Aberdeen University. I have been getting more experience in clinical embryology and andrology whilst staying involved in ongoing research in the department.



Name Dr Nicola Gardner
Started Fellowship October 2004
Subject Biochemistry
Host University of Cambridge, Department of Biochemistry
Sponsor Lucy Cavendish College, Cambridge/Thriplow Charitable Trust

After successfully completing my Fellowship I followed my supervisor down to the University of Sussex where I had been offered a one year contract to continue my studies with the yeast DNA binding protein Hmo1. I have also started an OU course to plug some gaps that still exist in my updated molecular biology knowledge. I have really appreciated the support from the Trust for helping me to return to a career in scientific research and hope that I will be able to continue in this career for some years to come.



Name Dr Anoma Gunewardena
Started Fellowship August 2005
Subject Polymer Chemistry
Host University of Loughborough
Sponsor The Royal Society of Chemistry

I finished my Fellowship at the end of July 2007. It was a really good two years. Even though I was feeling anxious at the beginning I was building up my confidence and valuing myself. Since then I have applied for a couple of jobs and am thinking of going into teaching. I would like to thank the Trust for arranging my Fellowship for the last two years even though I wish it had been a bit longer.



Name Dr Deborah Kohn
Started Fellowship April 2004
Subject Botany
Host NERC Centre for Ecology and Hydrology, Banchory/Royal Botanic Gardens Edinburgh
Sponsor Natural Environment Research Council (NERC)

Our results were so intriguing that the project - and me with it - was taken up by another institution when my Fellowship ended. Bluebell research has expanded and become long-term, thanks to the Daphne Jackson Trust's initiative in arranging my Fellowship.



Name Dr Alison Lansley
Started Fellowship October 2006
Subject Pharmaceutical
Host University of Sussex, School of Life Sciences
Sponsor Biotechnology and Biological Sciences Research Council (BBSRC)

I finished my Fellowship early, in August 2007, because I was able to secure a part-time, permanent lectureship in the Department of Pharmacy at the University of Brighton. I have been lecturing since September and am thoroughly enjoying the challenges it provides, particularly the interaction with the undergraduate students. I believe that the confidence and skills I gained while undertaking my Fellowship with the Daphne Jackson Trust, particularly knowing that I could balance an intellectually-challenging job with family commitments, helped enormously in achieving this position.



Name Dr John Mason
Deferred start of Fellowship January 2005
Subject Materials Science
Host University of Wales, Swansea, Materials Research Centre
Sponsor The Leverhulme Trust

At the completion of my Fellowship in January 2007 I felt that I had developed a suite of useful modeling skills and had made significant progress on my project. I had the opportunity to present some of the results at a key international conference in the field in April 07. I have been in post for 10 months now as a research fellow at Oxford University, Department of Materials. Whilst my project is predominantly experimental and draws on experience acquired earlier in my career it is clear that the successful outcomes of my Daphne Jackson Fellowship were central to gaining this appointment.

Fellows in post 2007

Fellowships that finished in 2007



Name Dr Pia Ostergaard
Started Fellowship April 2005
Subject Genetics
Host St. George's Medical School, University of London, Clinical Development Science
Sponsor Medical Research Council (MRC)

My Fellowship ended in April 2007, however, my contract at St. George's Medical School was continued. So I'm still researching the genetic cause of lymphoedema and I have chosen to continue on a part-time basis. The Fellowship gave me a chance to change subject and get training in my new field. I've been lucky to continue the training after the Fellowship ended and have recently returned from an intensive 10 day training course in the use of microarrays.



Name Dr Anne Parry
Started Fellowship July 2007
Subject Environmental Sciences
Host University of Wales, Aberystwyth, Institute of Grassland and Environmental Research
Sponsor The Leverhulme Trust

Anne resigned from her Fellowship for personal reasons.



Name Dr Nicola Randall
Started Fellowship June 2007
Subject Ecology
Host University of Wales, Aberystwyth, School of Environment and Natural Resources
Sponsor Natural Environment Research Council (NERC)

I only completed a couple of months of my Fellowship as shortly after it commenced, I was offered a full-time lecturing post. The application process for the Fellowship made me far more confident about my ability to return to academia, and I'm sure that my offer of a Fellowship helped me secure my present job. I have recently been offered funding for my own PhD student, something I never would have thought possible 18 months ago!



Name Dr Jennifer Rivas-Perez
Started Fellowship July 2005
Subject Geochemistry
Host University of Leeds, School of Earth Sciences
Sponsor Engineering and Physical Sciences Research Council (EPSRC)

I have decided to take my career in a new direction, and I now develop generic skills training for post-doctoral researchers at the University of Leeds. My Fellowship has helped me to return at the appropriate level for my skills and experience and my own work as a post-doctoral researcher has given me a great insight into what training is required.



Name Dr Gillian Sebestyen-Forrester
Started Fellowship March 2004
Subject Neuroscience
Host University of Sussex, School of Cognitive and Computing Sciences
Sponsor The Gatsby Charitable Foundation

Since completing my Fellowship I have continued with a visiting Fellowship at the University of Sussex, as well as taking on a part-time cognitive psychology lectureship with the Open University. I am also working with the Great Ape Film Initiative (GAFI) conservation group and on a small pilot study of Autistic children. My Fellowship was a platform from which I have been able to move my career forward and take advantage of opportunities that otherwise would not have been available to me.



Name 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)
Extension February 2006 until March 2007
Host for extension University of Glasgow, Department of Chemistry
Sponsor for extension The Leverhulme Trust

2007 marked the end of my three year Fellowship held at both Oxford University and Glasgow University. The Fellowship provided me with the invaluable opportunity to resurrect my career as a chemist and to incorporate myself into the UK academic community. I proved myself as a highly productive chemist, despite my part-time status, and independently produced enough quality research material for publication. After finishing my Fellowship, I spent a brief period of time as an honorary research fellow before my appointment as a University Teacher in Organic Chemistry at the University of Glasgow. Now I am in the position where I am helping university students to achieve their potential as scientists....and it is a marvellous position in which to be!



Name Dr Jill Stocks
Started Fellowship February 2004
Subject Chemistry
Host University of Manchester, School of Epidemiology and Health Sciences
Sponsor The Gatsby Charitable Foundation

Although my Fellowship ended in March 2007 I am still working in the same department at Manchester University for 4 days a week. I have completed recruiting men to the infertility study that was funded by the Gatsby Charitable Foundation through my Daphne Jackson Fellowship and am currently writing the publications. I also work on several other projects, such as occupational illness in farmers and construction workers. This is going well and I have submitted two publications so far. My Daphne Jackson Fellowship has been personally a great success as I am now well established as a research fellow and although the publications have been slow in coming I am confident that they will eventually emerge! I would like to thank the Trust once again for giving me the chance to retrain in a field that I really love.



Name Dr Bhavana Tripathi
Started Fellowship September 2005 (full-time)
Extension until September 2006 (part-time)
Subject Chemistry
Host University of Warwick, Department of Chemistry
Sponsor The Leverhulme Trust

The Daphne Jackson Trust Fellowship provided me with an excellent opportunity to get back to scientific research after a career break for 3 years. I thoroughly enjoyed my training in organic synthesis of chiral catalysts at University of Warwick. After successful completion of six months extension in March 2007, I was lucky enough to continue my research as EPSRC research fellow in the same group. I profusely thank the Daphne Jackson Trust and Leverhulme Trust for their invaluable support in my scientific career.



Name Dr Alison Yao
Started Fellowship January 2006
Subject Theoretical Physics
Host University of Strathclyde, Department of Physics
Sponsor National Endowment for Science Technology and the Arts (NESTA)

I have really enjoyed my Fellowship. The freedom to work flexible hours, and from home when necessary, has made the transition from full-time Mum much easier both for me and my family. Working part-time has enabled me to return to research while still retaining a good work-home balance. I am very grateful to the National Endowment for Science, Technology and the Arts (NESTA) for sponsoring my Daphne Jackson Fellowship.

Director's Report

Reflecting on the past...

Reflecting on my past 14 years with the Trust, I have seen significant changes across all aspects of its work. Gone are the days when the Trust was a small volunteer organisation, operating from a converted 'broom cupboard'. It is now a major player in the Science Community, accepted as offering a practical and successful return route for scientists, engineers and technologists to their careers. The Trust is a voice to be heard by both employers and employees alike. The Trust will always be dependent on funds from a variety of organisations although competition in today's economic climate is more intense than ever.

...looking to the future

At the beginning of 2007 the Trust embarked on a major exercise to encourage continued support from existing organisations and develop new sponsorship. I travelled several hundreds of miles in the UK this year with a rewarding degree of success. In particular a number of universities have resumed and others have begun sponsorship arrangements.

Many sponsors restrict pledges of funding to a specific subject area. This, combined with various timing and geographic constraints, means that continuous fundraising effort is required to ensure that successful Fellowships can begin as soon as the award decision has been made. During 2007 agreement was reached with the Research Councils UK through RCUK to continue funding Fellowships as before but on a more formal note with an agreed Memorandum of Understanding in place. The Trust looks forward to continuing its excellent relationship with the Research Councils into the future.

The greatest number of Fellowships was awarded in 2007, but with many Fellows choosing a start date in 2008. The year also saw a large number of Fellows completing their Fellowships and moving on to successful and rewarding careers in SET.

Committees and meetings

There has been one meeting of the Trustees during the year, the Annual Meeting held on 6th March 2007.

The Finance and General Purposes Committee met four times during 2007.

The Risk Register, commenced in 2003, is reviewed annually. A Reserves Policy Statement is included in the Audited Accounts. A Risk Assessment Group is being established and will meet on a regular basis.

The Awards Committee considered and approved 21 new Fellowship applications during the year and the Awards Committee Chairman agreed one application for an extension. The Chairmanship of The Awards Committee is reviewed on a regular basis.

Administration Team

Miss Penelope Harris, Fellowship Administrator, left the Trust at the end of 2007 and Mrs Gillian Norman, Administration Coordinator, left in August 2007. Mrs Vittoria Colbourne took over as Administration Coordinator in December 2007 and Ms Carrie Anderson begins the role of Fellowship Administrator in early 2008.

The Senior Fellowship Coordinator's position held by Dr Elizabeth Pollitzer changed when she became an Advisor. The post became an in-house position early in 2007 with a title of Central Fellowship Coordinator held by Dr Helena Tostevin.

The Trust said goodbye to one of its volunteers. Dr Valerie Alabaster decided to stand down as an Advisor. She indicated her willingness to continue to support the Trust as much as possible in other ways.

Premises

The Trust continues to be very grateful to the University of Surrey and, in particular, the Department of Physics for providing office space and the use of facilities on a day to day basis.

Endowment Fund

The Trust received its first endowment donation in 2003 and it is hoped this method of supporting the Fellowship Scheme will encourage more donations in the future.

Special Discretionary Fund

A Special Discretionary Fund, established in 2001 to assist Fellows with hardship needs such as childcare costs, has proved a great benefit to its recipients. During 2007 two Fellows received assistance from the SDF allowance.

University Support

The University of Surrey half funded a Fellow during 2007.

A Fellowship, jointly funded by Lucy Cavendish College, Cambridge, and the Thriplow Charitable Trust, was awarded in 2007. A Fellow was given an extension in 2007.

A number of universities have pledged to sponsor and/or host a Fellow in 2007/8.

Industry Support

Two Fellowships at Pfizer Ltd in biology will be re-established in 2008, following the cessation of the recruitment freeze during 2007.

Rolls-Royce agreed to sponsor an Academic Fellowship, which starts in 2008.

2 Fellowships outside universities were in place during the year.

The Motorola Foundation (USA) invited the Trust to apply for a ninth grant in 2007.

Government Support

A Memorandum of Understanding is being put in place with the Research Councils UK (RCUK) and will take effect in 2008. The table below shows the sponsorship position in 2007.

Charitable Support

The Leverhulme Trust continues to play a key role in providing funds to enable the Trust to award Fellowships to good candidates. There were 3 continuing Fellows in 2007 and one new Fellow.

The National Endowment for Science Technology and the Arts (NESTA) has sponsored 3 Fellows in the total. However, NESTA will cease sponsorship on completion of these Fellowships following a change in the organisation's funding policies.

The Elizabeth Nuffield Educational Fund continued to fund a Fellow during 2007. The ENEF has since agreed to consider a further application for funding once the present Fellowship completes.

The Royal Academy of Engineering continued to support the Trust by funding one Fellowship. The Academy also sponsored an Associate under the Industrial Associates Placement Scheme during 2007.

The Royal Society of Chemistry continued to fund one full Fellowship and one half Fellowship during 2007.

The Gatsby Charitable Foundation continued to fund 2 Fellowships during 2007.

The Thriplow Charitable Trust continues to support the work of the Trust. Funds are matched with those given by Lucy Cavendish College, Cambridge. A Fellowship continued during 2007 following an extension. One Fellowship began in 2007.

The London Mathematical Society agreed to support the Trust by offering the use of its function rooms. A number of other professional bodies and learned societies are giving similar support.

RESEARCH COUNCIL	FELLOWSHIPS PLEDGED	AWARDED TO END 2007	IN POST 2007
Biotechnology and Biological Sciences BBSRC	1.5/Year	13.5 (14 Fellows)	4
Engineering and Physical Sciences EPSRC	1/Year for 5 years	13 (15 Fellows)	2
Medical MRC	1/Year	4 (4 Fellows)	3
Natural Environment NERC	3/Year	16.5 (17 Fellows)	3
Particle Physics and Astronomy PPARC	1/Year	2 (2 Fellows)	0

Trust Summary 2007

NAME	START DATE	END DATE	HOST	SPONSOR
Fellowships Commenced in 2007				
Dr Erica Bithell	01/09/07	31/08/09	University of Cambridge	Lucy Cavendish College/Thriplow Charitable Trust
Dr Bindi Brook	15/10/07	14/10/09	University of Nottingham	MRC
Dr Jessica Jensen	16/04/07	15/04/09	University of Surrey	MRC
Dr Sharon Strawbridge	01/02/07	31/01/09	University of Exeter	The Leverhulme Trust

Fellowships Awarded in 2007 with start dates in 2008				
Dr Uliana Bashtanova	01/01/08	31/12/09	University of Sussex	The Leverhulme Trust
Dr Isabelle Durance	01/01/08	31/12/09	Cardiff University	NERC
Dr Yael Harel	01/01/08	31/12/09	University of Leeds	BBSRC
Ms Nancy Irwin	04/02/08	03/02/10	University of York	NERC
Dr Nerissa Marziano	05/02/08	04/02/10	University of Kent	BBSRC
Dr Medha Pandit	07/01/08	06/01/10	University of Surrey	EPSRC
Dr Harith Saleh	07/01/08	06/01/10	University College London	University College London
Dr Ruth Le Sueur	09/01/08	08/01/10	University of Durham	Rolls-Royce
Mrs Raffaella Tate-Zaccarini	21/01/08	20/01/10	University College London	University College London

Ongoing Fellowships in 2007				
Dr John Everett	01/04/06	31/03/08	University of Surrey	University of Surrey/Daphne Jackson Trust
Ms Catherine Higham	01/10/06	30/09/08	University of Glasgow	The Leverhulme Trust
Dr Alison Jones	01/02/06	31/01/08	University of Bath	EPSRC
Dr Annett Klinder	01/02/06	31/01/08	University of Reading	Elizabeth Nuffield Educational Fund
Dr Anne Pittock	01/10/06	30/09/08	University of Edinburgh	NESTA
Dr Jyothika Punekar	15/05/06	14/07/08	Queen Mary – University of London	Royal Academy of Engineering
Dr Rupij Vij	06/09/06	05/03/09	University of Liverpool	BBSRC
Dr Rachel Walcott	01/07/05	30/06/08	University of Edinburgh	NERC

Fellowships Finished in 2007				
Dr Anne Duncan	02/05/05	01/05/07	University of Aberdeen	BBSRC
Dr Nicola Gardner	13/10/04	12/04/07	University of Cambridge	Lucy Cavendish College/Thriplow Charitable Trust
Dr Anoma Gunewardena	01/08/05	31/07/07	Loughborough University	The Royal Society of Chemistry
Dr Deborah Kohn	04/05/04	03/05/07	NERC Banchory/RBG Edinburgh	NERC
Dr Alison Lansley	01/10/06	31/08/07	University of Sussex	BBSRC
Dr John Mason	04/01/05	03/01/07	University of Wales Swansea	The Leverhulme Trust
Dr Pia Ostergaard	04/04/05	03/04/07	St George's Medical School	MRC
Dr Anne Parry	02/07/07	20/11/07	University of Wales, Aberystwyth	The Leverhulme Trust
Dr Nicola Randall	18/06/07	31/08/07	University of Wales, Aberystwyth	NERC
Dr Jennifer Rivas Perez	01/07/05	30/06/07	University of Leeds	EPSRC
Dr Gillian Sebestyen	25/03/04	24/03/07	University of Sussex	The Gatsby Charitable Foundation
Dr Linnea Soler	22/09/03	15/03/07	Universities of Oxford and Glasgow	The Royal Society of Chemistry/EPSRC and The Leverhulme Trust
Dr Jill Stocks	02/02/04	01/03/07	University of Manchester	The Gatsby Charitable Foundation
Dr Bhavana Tripathi	06/09/05	05/03/07	University of Warwick	The Leverhulme Trust
Dr Alison Yao	01/01/06	31/12/07	University of Strathclyde	NESTA

Sponsors & Donors

The Daphne Jackson Trust in 2007

From the inception of the Daphne Jackson Trust

Sponsors

RESEARCH COUNCILS

Biotechnology and Biological Sciences Research Council
Engineering and Physical Sciences Research Council
Medical Research Council
Natural Environment Research Council
Science and Technology Facilities Council /
Particle Physics and Astronomy Research Council

UNIVERSITIES

Imperial College of Science, Technology and Medicine
Loughborough University
Lucy Cavendish College, Cambridge
Royal Holloway, University of London
University College London
University of Aberdeen
University of Bath
University of Brighton
University of Bristol
University of Nottingham
University of Surrey

LEARNED SOCIETIES/ PROFESSIONAL INSTITUTIONS

Institute of Physics
The Royal Academy of Engineering
The Royal Society of Chemistry
The Royal Society

CHARITIES

Gatsby Charitable Foundation
National Endowment for Science, Technology and the Arts
National Grid Transco
(Formerly The Lattice Foundation/BG Foundation)
Royal Commission for the Exhibition of 1851
The Clothworkers Foundation
The Daphne Jackson Trust
The Elizabeth Nuffield Educational Fund
The Laura Ashley Foundation
The Leverhulme Trust
The Nuffield Foundation
Thriplow Charitable Trust
Vodafone Group Charitable Trust

INDUSTRY

BICC
BP
British Gas
British Telecom
Eastern Electricity
Electricity Council
GEC
GlaxoSmithKline
ICL
ICI
LloydsTSB
Pfizer Limited
Rank Xerox
Rolls Royce
Scotia Pharmaceutical
Shell UK

Donors

Department of Physics, University of Surrey
Esso
Garfield Weston
GEC
HSBC
ICI
Institute of Physics
L'Oreal
Motorola Foundation (USA)
Oxford Instruments
Pollitzer
PowerGen
Smiths Industries
The Goldsmiths Company
The Science Council
UK Resource Centre for Women in SET
Vodafone
Zeneca

Administration Team

The Team

Trust Director

Mrs Jennifer Woolley

Press and Public Relations Manager

Dr Katie Perry

Senior Fellowship Co-ordinator

Dr Elizabeth Pollitzer (*until March 2007*)

Fellowship Co-ordinators

Dr Rosamund Baird

Dr Bernadette Egan

Dr Helena Tostevin
(*Central Fellowship Co-ordinator from March 2007*)

Dr Anca-Mihela Vais

Fellowship Administrator

Ms Penelope Harris (*until December 2007*)

Administrative Assistant

Mrs Gill Norman (*until August 2007*)

Mrs Vittoria Colbourne (*from December 2007*)

Accountant

Mr Colin Shepherd

PR, Marketing and Industrial Advisors

Dr Valerie Alabaster (*until April 2007*)

Advisor

Mrs Marjorie de Reuck

Dr Elizabeth Pollitzer (*from March 2007*)

Dr David Faux

Trustees

Professor Sir Tom Blundell

Mr Philip Greenish

Dr Mary Harris

Mrs Dorothy Hatfield

Dr Robert Hawley

Professor Dame Julia Higgins

Dr Brian Manley (*until June 2007*)

Dr Margaret Rayman

Mr Richard Rooley

Professor Christopher Snowden (*Chairman*)

Mrs Teresa Schofield

Trust Committees

Finance and General Purposes

Mr Philip Greenish

Dr Mary Harris

Dr Brian Manley (*Chairman*) *until June 2007*

Dr Katie Perry

Mr Richard Rooley (*Chairman*) *from June 2007*

Mr Colin Shepherd

Mrs Jennifer Woolley

Special Discretionary Fund

Mr Richard Rooley (*Chairman*)

Professor Sir Tom Blundell

Professor Dame Julia Higgins

Awards

Mrs Susan Bird

Professor Sir Tom Blundell

Professor Gillian Gehring

Mr Philip Greenish (*Chairman*)

Mrs Dorothy Hatfield

Professor Dame Julia Higgins

Quotes

I am enormously grateful to the Trust staff and the fellowship coordinators for the huge amount of work they put into preparing such very thorough fellowship proposals. It is a major undertaking, but the result is always a comprehensive and exceptionally well presented case which makes the work of the Awards Committee both pleasurable and relatively easy. We often read Fellowship proposals that are truly inspirational and it is a real pleasure for us to make awards which bring new opportunities to very talented and worthy individuals.

Philip Greenish

Daphne Jackson Trustee and Chairman of the Awards Committee

I only completed a couple of months of my Fellowship as shortly after it I commenced it, I was offered a full-time lecturing post. The application process for the Fellowship made me far more confident about my ability to return to academia, and I'm sure that my offer of a Fellowship helped me secure my present job. I have recently been offered funding for my own PhD student, something I never would have thought possible 18 months ago!

Dr Nicola Randall

Lecturer, Rural Affairs and Environment Group,
Harper Adams University College

My Daphne Jackson Fellowship has been personally a great success as I am now well established as a research fellow and although the publications have been slow in coming I am confident that they will eventually emerge! I would like to thank the Trust once again for giving me the chance to retrain in field that I really love.

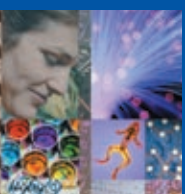
Dr Jill Stocks

Past Daphne Jackson Fellow at the University of Manchester

I have really appreciated the support from the Daphne Jackson Trust for helping me to return to a career in scientific research and hope that I will be able to continue in this career for some years to come.

Dr Nicola Gardner

Past Daphne Jackson Fellow at the University of Sussex





The Daphne Jackson Trust

FOR MORE INFORMATION

Contact Mrs Jenny Woolley, Trust Director,
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 Manager, on 01227 371186 or
at katie.perry@surrey.ac.uk

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