

Daphne  
Jackson  
Trust



# LEADING INTO THE FUTURE

Annual Review 2018



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Daphne Jackson Fellows and former Fellows at 2017's Research Conference

# Welcome from the Chair

2018 has been another very successful year in terms of mission and reputation for the Daphne Jackson Trust.



The Trust anticipates that 2019 will be a particularly busy and productive year. Our 2019 Conference, hosted by the Institute of Physics, promises to be our biggest and most successful yet. We will continue to contribute to the advancement of the national Equality, Diversity & Inclusion agenda. The Trust has positioned itself as an expert in the issues and needs of those returning to a career in science after a prolonged break, and its expertise is being recognised more frequently.

I am delighted that the Trust's social media presence continues to increase. Twitter is the most appropriate platform used by staff and Trustees to promote the Fellowships and engage in debate around topical issues in STEM of relevance to returners. The Trust has a Facebook page, a YouTube channel, Instagram and a LinkedIn profile. The video produced at the 2017 conference is available on our new website and is regularly used by the Chief Executive in presentations.

As a charity, the Trust relies on the generous support, both financial and in kind, that it receives from an increasing number of organisations who are keen to work with us in our mission to realise the potential of scientists and engineers returning to research following a career break. I should like to thank you all for your support in 2018 and look forward to working with you in 2019.

*Teresa Anderson*

**Professor Teresa Anderson MBE**  
Chair of Trustees

**The Trustees have overseen a number of important improvements to the processes involved in the award of Fellowships, delivery of training courses aimed at further strengthening the support provided to Fellows, and have supported a number of initiatives to help lay the groundwork to ensure the Trust's future sustainability. Most satisfying, however, has been ensuring that many more new Fellows could begin their journey back to a fulfilling research career.**

As ever, the Annual Review enables me to record my thanks to our dedicated and enthusiastic Chief Executive, Dr Katie Perry, and her superb team, particularly Dr Helen Marsh, who stepped up to the role of Trust Manager this year. The Trust bade farewell and welcomed several new faces to its team in 2018. All of the new members of staff have settled in well and are displaying the same integrity, enthusiasm and commitment to the Trust's mission as existing staff.

Along with our Fellows and staff, our Trustees are the other essential component of our success, bringing a wealth of expertise and knowledge to bear. 2018 saw the departure of one of our Trustees, Professor Lesley Yellowlees OBE, a previous President of the Royal Society of Chemistry and former Vice-Principal of the University of Edinburgh.



*The Trust has positioned itself as an expert in the issues and needs of those returning to a career in science after a prolonged break, and its expertise is being recognised more frequently."*



# 2018

## A review of 2018

**Dr Katie Perry, Chief Executive, looks back over another highly successful year for the Daphne Jackson Trust.**



**Through its unique Fellowship scheme, the Trust makes deep and lasting change to people's lives. For over 30 years, the Trust has worked tirelessly with its Fellows, instilling confidence, updating skillsets and reintegrating STEM research professionals back into meaningful careers. We are proud to have supported over 370 men and women in their journeys back into research. In these challenging times, the Trust's work is more relevant than ever.**

**I am pleased to share below just a few of the many highlights of the Trust's year.**

During 2018, we undertook focused policy work, sourced new funding streams and increased our collaborations with a number of new sponsors and hosts, including the National Physical Laboratory (NPL), Kidney Research UK, the UK Atomic Energy Authority (UKAEA) and Diamond Light Source. Our full list of sponsors, donors and supporters is on pages 14 and 15 and I am very grateful to each and every one of them for their support.

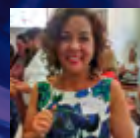


L- R, Dr Katie Perry, David Homfray (Head of Engineering Realisation Group at UKAEA), Margaret Jack (Trustee), Dr Jan-Theodoor (JT) Janssen (Research Director at NPL).

In the context of the reorganisation of the UK research funding landscape, we welcomed the **creation of UKRI** (UK Research & Innovation) and look forward to continuing our relationships with the UK research councils and senior figures within UKRI. Our activities will continue to reflect with their strategic objectives and we will ensure that the Trust, via the Fellowship scheme, maximises our contribution to UK plc in the context of Brexit and the evolving Industrial Strategy.

Professor Sir Mark Walport (UKRI Chief Executive).

### SEVERAL TRUSTEES AND FELLOWS ACHIEVED WELL DESERVED NATIONAL RECOGNITION IN 2018.



Former Fellow **Dr Maria Ribera-Vicent** made the 2018 International Women in Engineering top 50 Women in Engineering (and featured in The Daily Telegraph).



Trustee, **Dr Pia Ostergaard**, and Reader in Human Genetics and the Head of Genetics Research Centre, at St George's University of London, won the Career Achievement Award in Lymphatic Research, presented by the Lymphatic Education & Research Network.



Trustee, **Professor Hillary Lappin-Scott**, and Senior Pro-Vice-Chancellor at Swansea University, was awarded an OBE for services to microbiology and the advancement of women in science.



Member of our Awards Strategy Committee **Dr Liz Elvidge** was appointed to the RCUK (now UKRI) Concordat Review Panel.



Trust Patron **Vivienne Parry OBE** was appointed to the UK Research & Innovation (UKRI) Board, which is responsible for the UK's £6 billion research and innovation strategy.



Former Fellow **Dr Nicky Farrer** was awarded a L'Oréal-UNESCO For Women in Science Fellowship for her research to deliver anti-cancer drugs via ultrasound – with a focus on childhood cancer where there is an extremely low life expectancy.

Upskilling, re-learning and increased lifelong learning have become a central component of 21st century employment patterns. In addition, within STEM, research careers are becoming increasingly non-linear. Taken together, these change drivers make the argument and need for the Trust's unique Fellowship scheme ever more compelling. In response, the Trust will work to increase the number of its Fellows, entrench our relationships with existing sponsors and hosts, and develop innovative new collaborations to ensure our long term viability. We will continue to utilise the knowledge and expertise of our staff and Trustees to ensure that we are ready and prepared for the many challenges and changes that the higher education and research sectors face.

For me, as the 'face of the Trust' and the one who is most regularly out and about meeting and networking with potential collaborators and supporters, 2018 has highlighted the benefits to the Trust of working with other organisations as much as possible. The Trust is a relatively small organisation that gains huge benefit from working with others who have a shared goal. We are always delighted to develop new collaborations and strengthen existing ones. An excellent example of this is our relationship with the **Royal Society of Chemistry**, who make a donation to the Trust each year, offer us free meeting rooms, work with us on collaborative projects and seek to maximise the benefit of our working relationship to as many STEM researchers as possible.

We have some exciting projects in the pipeline for 2019. Our reputation as the experts in all issues relating to STEM returners to research careers is evident in the increased number of invitations I am receiving to Chair, or speak at, conferences and events.

We've streamlined and improved our compulsory **training courses for Fellows** with three one-day courses tailor-made for Daphne Jackson Fellows: Confident Me! Develop your own personal brand of confidence, Publishing a research paper and Professional Skills.

Training courses are held at three separate locations around the UK to allow as many Fellows as possible to attend all the courses.



Publishing a research paper training course.



Inside the Library at the Royal Society of Chemistry.



**We are always delighted to make new collaborations and strengthen existing ones."**

I am always pleased to be able to spread the word about the difference Daphne Jackson Fellowships make to individuals and to the organisations that host and sponsor them. It has been interesting and enlightening to be more involved in the policy arena and all that it entails and to see that we really can be instrumental in driving forward change. I am very lucky in that I genuinely love my role and really do find the Trust, my staff, and the Fellows inspiring every day.



Our new and improved website **daphnejackson.org** launched in August 2018 and was designed by Ave Design. It has new sections including 'Meet our Fellows', 'Case Studies', 'News and Events' and 'About our Fellowships'. You can now find out about all aspects of our work online.

You can now find us on **Facebook, Twitter, YouTube, Instagram** and **LinkedIn**.



On average we gained **one new Twitter follower a day** in 2018!

**We welcome the support of all of our partners and collaborators, particularly our hosts, the Department of Physics and the University of Surrey. We look forward to working more closely with you all in the coming year.**



## What we do, why we do it, how we do it

### What we do: We change lives

**Put simply, we are a unique organisation that changes lives!**

Daphne Jackson Fellowships offer STEM professionals the opportunity to return to research following a career break of two years or more when taken for family, caring or health reasons. A Fellowship provides a unique combination of research, retraining and mentoring, providing Fellows with the confidence and skills they need to successfully return to a STEM research career.

Seven of the Fellows who we have helped to return to research careers have since gone on to become professors in UK Universities, and six of them – Professor Hilary Hurd, Professor Margaret Rayman, Professor Andree Woodcock, Professor Marcelle Boudagher-Fadel, Professor Dorothy Duffy and Professor Paulette van Vliet continue their research today.

Former Fellow Dr Maria Ribera-Vicent presenting at the 2017 Research Conference.



### DAPHNE JACKSON TRUST FACTS



Daphne Jackson Fellowships are normally 2 or 3 years in length and based in a university or research institute  
**ANYWHERE IN THE UK.**



We award up to  
**24 FELLOWSHIPS A YEAR**  
and had a total of 66 Fellows in place during 2018.



**WE ARE A REGISTERED CHARITY,**  
governed by a board of Trustees, and based in the Department of Physics at the University of Surrey.



We awarded our  
**FIRST MALE FELLOW**  
in 2003.



To date, we have awarded over  
**370 FELLOWSHIPS**  
to returners to STEM research careers, and have supported countless others in many different ways.



*Daphne Jackson was a lifelong campaigner, encouraging women into STEM. She met many talented individuals (mostly women) reduced to taking low-level jobs because they needed retraining to return to the research workplace after a career break."*

### Why we do it: The legacy of Daphne Jackson

#### Our history: 34 years of shaping the future

The Trust was established in 1992 in memory of Professor Daphne Jackson, the UK's first female Professor of Physics and a lifelong campaigner for women in STEM careers. It was Daphne herself who devised the scheme in the mid 1980s and the Fellowships have been helping to shape the future for researchers for 34 years.

#### The first female Professor of Physics in the UK

Professor Daphne Jackson graduated in Physics from Imperial College in 1958. She moved to Battersea College of Technology (now the University of Surrey) where she began her research career in theoretical nuclear physics. She was awarded a PhD in 1962.

Daphne was appointed Professor of Physics at the University of Surrey in 1971 and became the first female Professor of Physics in the UK (and the only one until 1989). Later she became Dean of the Faculty of Science at the University. As well as being a distinguished physicist in nuclear, medical, and radiation physics, she served on such diverse bodies as the Institute of Physics, the Women's Engineering Society, the University Grants Committee, the Board of the Meteorological Office and regional and district health authorities.

She was a lifelong campaigner, encouraging women into STEM. She met many talented individuals (mostly women) reduced to taking low-level jobs because they needed retraining to return to the research workplace after a career break. Daphne was determined to address this issue and, in 1985, devised a Fellowship scheme for returners and launched a pilot project to help individuals get back to their chosen careers after having a family, caring for elderly relatives or because of their partner's relocation.

Over the years, the Daphne Jackson Trust has gone from strength to strength, increasing the number of Fellowships awarded, and building partnerships with a wide range of sponsoring organisations. In 2011, Dr Katie Perry was appointed Chief Executive and since then she has made significant improvements to the profile, governance and operations of the Trust.

### How we do it: By working with hosts, sponsors and supporters

#### How Fellowships are funded

We work in partnership with a range of organisations such as universities, charities, learned societies, research councils and industrial organisations to develop sponsorship arrangements for Daphne Jackson Fellowships.

Whilst the Trust acts as a facilitator, providing the infrastructure and dedicated staff to recruit and retrain Fellows and administer the awards, financial support is provided by external sponsors and hosts who recognise and engage with us through our successful expertise and mentorship of returners.

Sponsorship covers the salary costs of the Fellow but it does not include the bench fees and consumables associated with a Fellowship. These costs are met by the host organisation, although many host organisations also sponsor the Fellows they are hosting.

#### Our continued collaboration with the University of Surrey

We are proud to be generously hosted within the University of Surrey's Department of Physics since we were founded in 1992. The University is a public research university in Guildford, Surrey, with specialisms in science, engineering, medicine and business. In recent years, Surrey has established itself as a top university in major national university league table rankings and was named University of the Year in *The Times* and *The Sunday Times Good University Guide 2016*.



L-R: Dr Katie Perry, Professor Dame Jocelyn Bell Burnell and Professor Max Lu (President and Vice-Chancellor at the University of Surrey).



# 2018

## Policy, impact and engagement in 2018

Building on the successes of previous years, we've continued to actively engage with policy makers and stakeholders, parliamentarians, learned societies and professional bodies.



Dr Katie Perry and Dr Stephen Benn, Director of Parliamentary Affairs, RSB

Within Westminster, we are members of the Parliamentary & Scientific Committee and Women & Work All Parliamentary Group (APPG), and have also been pleased to support a newly formed APPG, the All Party Parliamentary Group on Diversity & Inclusion in STEM. The Trust was represented at a number of events within the Westminster calendar, such as the Parliamentary Big Bang, the **Royal Society of Biology's (RSB) Parliamentary Reception to celebrate 'Biology Week'**, and Parliamentary Links Day.

Outside of the 'Westminster Village', the Trust attended a number of events hosted by STEM organisations, including Universities UK's Research & Innovation conference; the Campaign for Science & Engineering's (CaSE) Annual Lecture; the Royal Society's Changing Expectations in Research Culture seminar and the launch of the Royal Society of Chemistry's Women's Retention & Progression Strategy. In February 2018, CaSE published a policy review looking at progress in diversity and inclusion in STEM. The Trust had previously provided background information to CaSE during the production of the review, and was included in Recommendation 1 in the Review – Careers Strategy and Retention (<https://daphnejackson.org/wp-content/uploads/2019/01/CaSE-Policy-Review-Diversity-1.pdf>). Dr Katie Perry also produced a guest blog on the Trust's work on diversity and inclusion for CaSE's website (<http://www.sciencecampaign.org.uk/news-media/guest-blog/are-we-there-yet-daphne-jackson-trust.html>).



We held meetings with the STEM and women returners teams within the Department of Business Energy and the Industrial Strategy, and the equivalent unit within the Department for Education. We also enjoyed increased interaction with the Government Office for Science, leading to Dr Katie Perry giving a presentation on the work of the Trust to the Government & Engineering Professional Board, chaired by Sir Patrick Vallance, Government Chief Scientific Officer.



Daphne Jackson Fellows at Durham University.



*In these challenging times it is critical that all of us in the STEM community strive to make the voice of science strong and effective."*

Westminster Bridge. Photo by Hugo Sousa on Unsplash



The EPWS 12th General Assembly (GA) was organised on September 19th 2018 in the beautiful premises of Scuola Superiore Sant'Anna (Sant'Anna School of Advanced Studies), Pisa, Italy.

We maintained a strong presence in the Devolved Administrations, attending several events in Wales, including the Royal Society of Chemistry's 'Science, and the Welsh Assembly' event in Cardiff Bay. In Scotland, we held positive meetings with the Royal Society of Edinburgh and attended a celebratory dinner at the Roslin Institute. Further afield, Dr Katie Perry represented the Trust at the European Platform of Women Scientists General Assembly, held in Pisa, Italy.

At the time of writing, the UK remains in a state of flux. Whatever the outcome of the Government's negotiations with the EU over BREXIT and the national and international impact of what follows, it is gratifying that the 2017 launch of the Industrial Strategy has changed the UK's political narrative in a positive way for STEM research, with all the major political parties now committed to an increase in R&D spend to circa 2.4% of UK GDP over the next 10 years.

The Industrial Strategy's core aim is to boost productivity by backing businesses to create jobs, increasing earning power throughout the UK with investment in skills, industries and infrastructure. In order to achieve this goal, ministers and civil servants must ensure that increases in funding precipitate a corresponding growth in participation and also reflect and support the realities of changing work and career patterns. In the case of STEM research careers, the Trust will continue to lobby strongly that such increases must be used to spread the research funding net wider, recapturing talent that has left the sector through career breaks and needs to be brought back in order to maximise the contribution of STEM research to UK plc.

In these challenging times it is critical that all of us in the STEM community strive to make the voice of science strong and effective. True scientific research knows no barriers and is of greatest benefit to society when it is fully collaborative and open. Erecting barriers, whether intellectually, ideologically or in terms of collaboration with the wider world compromises and limits scientific research. With 1% of the world's population and 4% of the world's researchers, the UK punches above its weight in research excellence. We must all work to ensure that the UK continues to be the global partner of choice for science & innovation.

**As ever, we remain committed to working with other stakeholders to shape the STEM and gender policy agenda.** Organisations interested in collaborating with the Trust in this area should contact Tim Julier, Executive Officer at the Trust – [tim.julier@surrey.ac.uk](mailto:tim.julier@surrey.ac.uk)



# 2018

## Fellow case studies

“Thanks to the Daphne Jackson Trust, I’m now back fulfilling my dreams, working in engineering and aeronautics”

**After completing a Daphne Jackson Fellowship in 2017, Maria Ribera-Vicent has gone on to achieve some great successes in her career. She has been successful in gaining a position as a Teaching Fellow in the Department of Aeronautics at Imperial College London, where she now works, and she has received an award as one of the Top 50 Women in Engineering 2018 (in The Sunday Telegraph).**

Maria had an exceptional start to her research career. She graduated with a BSc in Aerospace Engineering from Saint Louis University, followed by a MSc and PhD, also in Aerospace Engineering from the University of Maryland, specialising in Rotorcraft.

*“I had an amazing experience in the United States, working as an active international researcher in helicopter research and interacting with the top leaders in my field.”*

After Maria finished her PhD, she relocated and settled in the UK, where she worked as a post-doctoral Research Fellow at the University of Southampton for five years, in computational engineering and optimisation. She credits her ‘excellent team’ at the Rolls-Royce University Technology Centre led by Professor Andy Keane, for her becoming the local expert in this field.

When Maria’s first child was born in 2010, she chose to take nine months maternity leave and then returned to work full time. When her second was born in 2012, she decided that with her long commute to work in Southampton and with her husband now working longer hours, she needed to make some changes and stay at home to look after her two young children.

*“The time flew by during my career break. I filled my time with volunteering at school but also continued my Ph.D. research and even published a paper at the European Rotorcraft Forum.”*

*“Before I knew it, my oldest child was at school and my youngest was at nursery. I was now ready to restart my career after a three-year career break and found I had a little bit more spare time to dedicate to returning to my research career. However, I knew I wanted to work flexibly and if possible, part time.”*

Maria spotted an advert on jobs.ac.uk for the University of Surrey half sponsored Daphne Jackson Fellowship with the other half of the sponsorship coming from the Royal Academy of Engineering. The Fellowship was 0.5FTE and based at the University of Surrey, which was close to her home.

### DR MARIA RIBERA-VICENT

Teaching Fellow in Aeronautics at Imperial College

**TWO-YEAR FELLOWSHIP**  
from 2015 – 2017

**HOSTED BY**  
University of Surrey

**SPONSORED BY**  
University of Surrey and The Royal Academy of Engineering

**SUPERVISORS**  
Professor Guglielmo Aglietti and Professor Craig Underwood

**RESEARCH AREA**  
Satellite FEM validation with advanced optimization and virtual vibration testing

She leapt at applying and after completing the application process, found herself awarded with a Fellowship at the Surrey Space Centre of the University of Surrey, where she would learn new skills in Satellite FEM validation as well as refresh and deepen her knowledge of other theories and project elements connected to aerospace and automotive structures.

*“The retraining aspects of the Fellowship has certainly opened up a lot of doors for me in my career to date. The courses I completed during my Fellowship really helped improve my confidence and personal development.”*



### DR KATHY KOTIADIS

Reader in Operational Research and Director of Graduate Studies (Research) at Kent Business School, University of Kent

**TWO-YEAR FELLOWSHIP**  
from 2014 – 2016

**HOSTED BY**  
University of Kent

**SPONSORED BY**  
University of Kent

**RESEARCH AREA**  
Self-adaptive discrete event simulation (SADES)

**Kathy began her career break after resigning from her post as Assistant Professor of Operational Research at the University of Warwick in 2011.**

Prior to her career break, Kathy built up a very successful career within Warwick Business School (WBS) at the University of Warwick, and also at the University of Kent. Kathy obtained her PhD in Operational Research from the University of Kent and had a good career progression, starting as a research assistant and then moving on to lecturer in management science (Kent), and then assistant professor (WBS).

Kathy had an illustrious start to her career in management science and operational research, including obtaining a large EPSRC grant as a PI shortly after joining the Business School at Warwick. This led to a very successful research project from which she generated a number of high-quality publications and won prizes for her work.

However, during this time, Kathy was juggling full-time work commitments whilst caring for her young son who was experiencing health issues. During her career break, Kathy’s son overcame his health issues and she went on to have another child.

*“My time at Warwick was very difficult due to my personal situation. I decided that I needed to focus on my family for a period of time without the pressure of full-time work.”*

After three and half years at home, with her children in school and nursery, she felt ready and keen to return to her career.

“The Fellowship was just what I needed following my career break. It gave me a career boost and I wouldn’t be where I am today without it”

*“I was not completely happy during in my career break as I craved the academic environment but a high pressured rigid academic environment with fewer opportunities for advancement was not the solution either.”*

During her career break, Kathy had kept in touch with her field through an honorary affiliation with the University of Warwick, for which she undertook a small amount of teaching and supervisory work. She also delivered executive education for her professional body, the Operational Research Society. Finally, Kathy continued to publish during her career break – contributing to four top tier journal articles, two peer-reviewed conference proceedings and one book chapter.

Regardless of the activities during Kathy’s career break and her ten-years of experience in operational research and management science, during her first round of job applications, Kathy was not shortlisted for any interviews.

*“I felt that my career break was now holding me back despite remaining committed to returning to academia in this period of time. I was not sure that I would be able to return to academia and was considering a change in direction.”*

Kathy first heard about the Daphne Jackson Trust through a job advertisement which led her to apply. She was successfully awarded a Fellowship sponsored by the University of Kent, hosted within the University’s School of Computing. She started her Fellowship in 2014 and successfully completed in 2016. She was shortlisted for almost every academic post she applied for following on from the Fellowship award. She had decided to remain in the same region in order for her children to have the least disruption and benefit from the

support network she had built up with other working mums during her career break. She still believes this was the right decision.

*“I needed a position that would enable me to be a mother as well as an academic. I felt I was perfectly suited to a Daphne Jackson Fellowship.”*

*“I found the Daphne Jackson training courses were excellent and very well designed. The presentation skills course was particularly useful given the need to present teaching and research at conferences, invited seminars and at job interviews.”*

*“I felt supported by my Daphne Jackson advisor and the Trust throughout my Fellowship.”*

Kathy was appointed as a Reader in Management Science at Canterbury Christ Church University Business School in September 2016, two months before the end of her Daphne Jackson Fellowship. Today she is a leading expert in embedding stakeholder engagement in the process of simulation modelling, and has the current position of Reader in Operational Research at the University of Kent.

*“Following the Fellowship, I am in a full-time permanent post at a level higher than my last academic post of Assistant Professor prior to my career break. My Fellowship gave me the confidence to apply for posts that were a good fit to my publication record.”*

Kathy also co-founded PartiSim, which stands for Participatory Simulation, an approach to support stakeholder involvement in the discrete event simulation modelling process.



© Imperial College London, Thomas Angus.



# 2018 Fellows in post in 2018

All of the Daphne Jackson Fellows in 2018, during all stages of their Fellowship, are shown here:

## BIOLOGICAL SCIENCES

- Dr Catherine Onley**  
 (H) Wellcome Trust Sanger Institute  
 (S) Wellcome Trust Sanger Institute
- Dr Huimin Wan**  
 (H) University of Sussex  
 (S) University of Sussex
- Dr Sreelekha Benny**  
 (H) University of Reading  
 (S) Royal Society of Chemistry/BBSRC
- Dr Elizabeth Dickinson**  
 (H) University of York  
 (S) Royal Society of Chemistry/BBSRC
- Dr Clara De Pascale**  
 (H) University of Westminster  
 (S) University of Westminster/BBSRC
- Dr Helen Thompson**  
 (H) Durham University  
 (S) Biochemical Society
- Dr Katalin Kondas**  
 (H) Imperial College London  
 (S) BBSRC
- Dr Daniel Bor**  
 (H) University of Cambridge  
 (S) BBSRC
- Dr Nicola Atkinson**  
 (H) John Innes Centre  
 (S) John Innes Centre/BBSRC

## CHEMISTRY

- Dr Nicola Jones**  
 (H) University of Central Lancashire  
 (S) University of Central Lancashire/EP SRC
- Dr Xutao Deng**  
 (H) University of Central Lancashire  
 (S) Royal Society of Chemistry/EP SRC
- Dr Munazza Shahid**  
 (H) Imperial College London  
 (S) Royal Society of Chemistry/EP SRC
- Dr Antonia Vyrkou**  
 (H) University of Huddersfield  
 (S) University of Huddersfield/EP SRC

- Dr Kelly Thornber**  
 (H) University of Exeter  
 (S) BBSRC
- Mrs Johanna McNicholl-Kennedy**  
 (H) University of Leicester  
 (S) University of Leicester/BBSRC
- Dr Irina Abnizova**  
 (H) Babraham Institute  
 (S) Babraham Institute/BBSRC
- Dr Julie Fletcher**  
 (H) University of Exeter  
 (S) Biocomposites Ltd.
- Dr Tanweer Beleil**  
 (H) Imperial College London  
 (S) Imperial College London/Genesis Research Trust
- Dr Erol Hasan**  
 (H) National Physical Laboratory  
 (S) National Physical Laboratory
- Dr Victoria Maltman**  
 (H) Durham University  
 (S) Durham University
- Dr Gillian Halket**  
 (H) University of Strathclyde  
 (S) University of Strathclyde/BBSRC

## COMPUTING

- Dr Zoe Gardner**  
 (H) The University of Nottingham  
 (S) The University of Nottingham/EP SRC
- Dr Abir Ghorayeb**  
 (H) University of Bristol  
 (S) EP SRC

## PSYCHOLOGY

- Dr Lucy Bates**  
 (H) University of Sussex  
 (S) University of Sussex

## PHYSICS

- Dr Carolyn Devereux**  
 (H) University of Hertfordshire  
 (S) STFC
- Dr Shada Kazemi**  
 (H) University of Surrey  
 (S) EPSRC
- Dr Raphael Shirley**  
 (H) University of Sussex  
 (S) University of Sussex
- Dr Rebecca McFadden**  
 (H) University of Oxford  
 (S) STFC
- Dr Jenny Spiga**  
 (H) The University of Warwick  
 (S) The University of Warwick/EP SRC
- Dr Penny Wu**  
 (H) Queen's University Belfast  
 (S) STFC

## ENGINEERING

- Dr Kerstin Schirrmann**  
 (H) The University of Manchester  
 (S) The University of Manchester/EP SRC
- Dr Xuanli Luo**  
 (H) The University of Nottingham  
 (S) The University of Nottingham/ The Royal Academy of Engineering
- Dr Elena Catalanotti**  
 (H) University College London  
 (S) University College London/EP SRC
- Dr Sarah Sun**  
 (H) National Physical Laboratory  
 (S) National Physical Laboratory
- Dr Nilmini Dissanayake Mudiyanse**  
 (H) National Physical Laboratory  
 (S) National Physical Laboratory
- Dr Mairi Haddow**  
 (H) Heriot-Watt University  
 (S) Royal Society of Chemistry/EP SRC

## MEDICAL SCIENCES

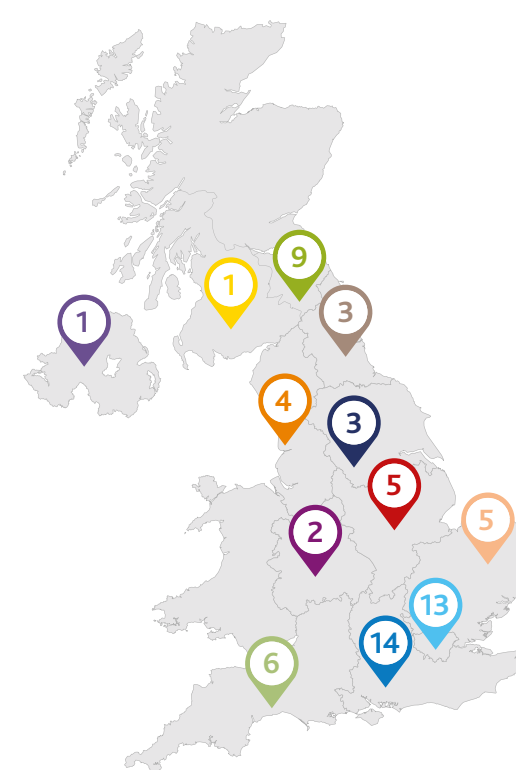
- Dr Dominique Meunier**  
 (H) The University of Edinburgh  
 (S) Medical Research Scotland
- Dr Alexandra Di Domenico**  
 (H) The University of Edinburgh  
 (S) Medical Research Scotland
- Dr Yoanna Ariosia**  
 (H) University of Oxford  
 (S) The Kennedy Trust for Rheumatology Research/Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences
- Dr Vijayalatha Venugopalan**  
 (H) Keele University  
 (S) Keele University/MRC
- Dr Inna Yasinska**  
 (H) University of Kent  
 (S) MRC
- Dr Julia Hubbard**  
 (H) The Francis Crick Institute  
 (S) Royal Society of Chemistry/MRC
- Dr Susan Macdonald**  
 (H) Beatson Institute  
 (S) Medical Research Scotland
- Dr Stefania Pasare**  
 (H) University of St Andrews  
 (S) Medical Research Scotland
- Dr Shabnam Ghazi-Noori**  
 (H) University College London  
 (S) University College London/MRC

- Dr Patricia Grasa Molina**  
 (H) University of Oxford  
 (S) University of Oxford/Rosetrees Trust
- Dr Cynthia Wright Drakesmith**  
 (H) University of Oxford  
 (S) University of Oxford/MRC
- Dr Lauren Sullivan**  
 (H) The Francis Crick Institute  
 (S) The Francis Crick Institute
- Dr Vijayalakshmi Deivasikamani**  
 (H) University of Leeds  
 (S) British Heart Foundation
- Dr Mary Dysko**  
 (H) University of Glasgow  
 (S) Medical Research Scotland
- Dr Rachel James**  
 (H) The University of Edinburgh  
 (S) Medical Research Scotland
- Dr Marcela Davalos Tournaire**  
 (H) Queen Mary University of London  
 (S) Queen Mary University of London
- Dr John Pexton**  
 (H) University of Dundee  
 (S) Medical Research Scotland
- Dr Lisa Mohebati**  
 (H) University of Surrey  
 (S) The Nutrition Society
- Dr Kim Haworth**  
 (H) University of Leicester  
 (S) Department of Cardiovascular Sciences, University of Leicester and funded by the Van Geest Foundation Cardiovascular Fund

## ENVIRONMENTAL SCIENCES

- Dr Helen Morrogh-Bernard**  
 (H) University of Exeter  
 (S) NERC
- Dr Latha Vellaniparambil**  
 (H) Manchester Metropolitan University  
 (S) NERC/BBSRC
- Dr Lucie Jerabkova**  
 (H) King's College London  
 (S) NERC
- Dr Zeinab Smillie**  
 (H) Heriot-Watt University  
 (S) NERC
- Dr Shelly Lachish**  
 (H) University of Oxford  
 (S) University of Oxford/NERC
- Dr Chloe Montes**  
 (H) University of Oxford  
 (S) NERC
- Dr Andrea Snelling**  
 (H) The University of Nottingham  
 (S) The University of Nottingham/NERC
- Dr Polly Couldrick**  
 (H) University of Exeter  
 (S) NERC/BBSRC
- Dr Emma Hellawell**  
 (H) University of Surrey  
 (S) University of Surrey/NERC
- Dr Lynsay Blake**  
 (H) Durham University  
 (S) Durham University
- Dr Aleksandra Zawalna-Geer**  
 (H) University of Exeter  
 (S) NERC

## Fellow locations around the UK



## Key

- (H) Host  
 (S) Sponsor
- BBSRC: Biotechnology and Biological Sciences Research Council  
 EPSRC: Engineering and Physical Sciences Research Council  
 NERC: Natural Environment Research Council  
 MRC: Medical Research Council  
 STFC: Science and Technology Facilities Council
- Scotland  
 South West Scotland  
 Northern Ireland  
 North East England  
 North West England  
 Yorkshire and the Humber  
 East Midlands  
 West Midlands  
 East of England  
 London  
 South East England  
 South West England

## Thank you to our 2018 sponsors, hosts and supporters

We would like to thank all who make it possible for the Trust to be the UK's leading organisation dedicated to realising the potential of scientists and engineers returning to work after a career break.

### SPONSORS

We work with a wide range of sponsors including universities, research councils, learned societies, charities and industry to support STEM professionals wishing to return to a research career.

The Trust is delighted to be working with the following organisations, who have sponsored Fellows in post in 2018:

- |   |   |
|---|---|
| Babraham Institute  | Rosetrees Trust                           |
| Biochemical Society   | Royal Academy of Engineering              |
| Biocomposites Limited   | Royal Society of Chemistry                |
| Biotechnology and Biological Sciences Research Council                          | Science and Technology Facilities Council |
| British Heart Foundation  | Society for Chemical Industry             |
| Durham University   | The Frances Crick Institute               |
| Engineering and Physical Sciences Research Council                              | The Kennedy Trust                         |
| Genesis Research Trust  | The Nutrition Society                     |
| Imperial College London   | The University of Manchester              |
| John Innes Centre   | The University of Nottingham              |
| Keele University  | University College London                 |
| Medical Research Council  | University of Central Lancashire          |
| Medical Research Scotland   | University of Huddersfield                |
| National Physical Laboratory  | University of Leicester                   |
| Natural Environment Research Council  | University of Oxford                      |
| Nuffield Department of Orthopaedics, Rheumatology, and Musculoskeletal Sciences | University of Surrey                      |
| Oxford Brookes University   | University of Sussex                      |
| Queen Mary University of London   | University of Warwick                     |
|   | University of Westminster                 |
|   | Wellcome Trust Sanger Institute           |

There are also a number of organisations which sponsor on a regular recurring annual or biennial basis for one or more Fellowships and the Trust is delighted to be working with them. They are:

- |  |   |
|--|---|
| Biotechnology and Biological Sciences Research Council | Medical Research Scotland                 |
| British Heart Foundation                               | Natural Environment Research Council      |
| Durham University                                      | Royal Academy of Engineering              |
| Engineering and Physical Sciences Research Council     | Royal Society of Chemistry                |
| Imperial College London                                | Science and Technology Facilities Council |
| John Innes Centre                                      | University of Leicester                   |
| Kidney Research UK                                     | University of Nottingham                  |
| Medical Research Council                               | University of Oxford                      |
|  | University of Surrey                      |



EPSRC Sponsored Daphne Jackson Fellows.

We also gratefully acknowledge those individuals who make regular or stand alone donations to the Trust. If you would like to find out more about supporting the Daphne Jackson Trust, please see page 22.

### HOSTS

Daphne Jackson Fellowships are normally hosted in university laboratories or industrial companies which undertake research and development.

The Trust is delighted to be working with the following host organisations, that have hosted Fellows in post in 2018:

- |                                    |                                  |
|------------------------------------|----------------------------------|
| Babraham Institute                 | University of Bristol            |
| Beatson Institute                  | University of Cambridge          |
| Durham University                  | University of Central Lancashire |
| Heriot-Watt University             | University of Dundee             |
| Imperial College London            | University of Exeter             |
| John Innes Centre                  | University of Glasgow            |
| Keele University                   | University of Hertfordshire      |
| King's College London              | University of Huddersfield       |
| Manchester Metropolitan University | University of Kent               |
| National Physical Laboratory       | University of Leeds              |
| Queen Mary University of London    | University of Leicester          |
| Queen's University Belfast         | University of Oxford             |
| The Francis Crick Institute        | University of Reading            |
| The University of Edinburgh        | University of St Andrews         |
| The University of Manchester       | University of Strathclyde        |
| The University of Nottingham       | University of Surrey             |
| The University of Warwick          | University of Sussex             |
| University College London          | University of Westminster        |
|                                    | University of York               |
|                                    | Wellcome Trust Sanger Institute  |

### SUPPORTERS

We also would like to thank the following organisations that have provided financial or in-kind support to us during 2018.

- Department of Physics, University of Surrey  
 University of Surrey  
 Royal Society of Chemistry  
 Institute of Physics  
 The Institute of Materials, Minerals and Mining (IOM3)  
 British Science Association  
 The Dunhill Medical Trust  
 Sir John Mason Academic Trust  
 Jennifer Huggett



Medical Research Scotland Sponsored Daphne Jackson Fellows.



# 2018

## Staff, Trustees and Patrons

### STAFF

The Daphne Jackson Trust has a small team consisting of 10 members of staff, all of whom work part-time apart from Dr Katie Perry, the Chief Executive.

The Trust's team delivers the charity's objectives overseen by the Chief Executive, supported by the Trust Manager and a team of Fellowship Advisers and administrative staff.

Staff skills encompass academic research, marketing, communications, policy and public affairs, governance, administration and financial management, as well as knowledge of and expertise in the issues that returners face.



**DR KATIE PERRY**  
Chief Executive



**DR HELEN MARSH** (from February 2018)  
Trust Manager



**DR KAREN MCGREGOR** (until April 2018)  
Trust Manager



**CATHERINE BARBER**  
Communications Manager



**SARAH BELL** (from May 2018)  
Fellowship Adviser



**DR JULIE DALLISON**  
Fellowship Adviser



**DR INDRAYANI GHANGREKAR**  
(until February 2018)  
Fellowship Adviser



**ELAINE HUNT**  
Fellowship Officer



**DR CAROLYN JOHNSON** (from May 2018)  
Fellowship Adviser



**TIM JULIER**  
Executive Officer



**FIONA KARIMJEE**  
Finance Officer



**DEIRDRE MCMAHON**  
Trust Administrator

### TRUSTEES

The Daphne Jackson Trust's Board of Trustees bring with them a wide range of academic and professional skills and experience.

Professor Teresa Anderson MBE (Chair)  
Sue Angulatta  
Professor Graham Davies  
Wendy Harle (Deputy Chair)  
Margaret Jack  
Susan Kay  
Professor Hilary Lappin-Scott OBE  
Professor Rebecca Lingwood  
Amy MacLaren



Daphne Jackson Trust Trustees

Professor Stephen Newstead  
Dr Pia Ostergaard  
Professor Edith Sim  
Professor Ted Smith  
Dr Carole Thomas  
Professor Christopher Whitehead  
Professor Lesley Yellowlees (until July 2018)

### PATRONS

The Daphne Jackson Trust's Patrons are individuals of national and international standing who serve as high profile ambassadors for the Trust.

Professor Dame Athene Donald DBE FRS  
Vivienne Parry OBE  
Maggie Philbin OBE

## Committee membership

### FINANCE & GENERAL PURPOSES COMMITTEE:

Wendy Harle (Chair)  
Sue Angulatta  
Catherine Barber  
Margaret Jack  
Tim Julier (Committee Secretary)  
Susan Kay  
Amy MacLaren  
Dr Helen Marsh (from February 2018)  
Dr Karen McGregor (until April 2018)  
Professor Stephen Newstead  
Dr Pia Ostergaard  
Dr Katie Perry  
Dr Carole Thomas  
Professor Ted Smith (Deputy Chair)

### SPECIAL DISCRETIONARY FUND COMMITTEE:

Sue Angulatta  
Dr Mary Phillips  
Dr Carole Thomas

### AWARDS STRATEGY COMMITTEE:

Dr Carole Thomas (Chair)  
Sarah Bell (from May 2018)  
Dr Julia Dallison  
Professor Graham Davies  
Dr Liz Elvidge  
Dr Indrayani Ghangrekar (until February 2018)  
Elaine Hunt  
Dr Carolyn Johnson (from May 2018)  
Tim Julier (Committee Secretary)  
Dr Helen Marsh  
Dr Karen McGregor (until April 2018)  
Dr Pia Ostergaard  
Dr Katie Perry  
Professor Edith Sim (AAP Chair)  
Professor Christopher Whitehead (Deputy Chair)  
Professor Nicola Woodroffe

### AWARDS ASSESSMENT PANEL:

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Dr Sue Barlow  
Dr Sabine Best  
Dr Clare Buckee  
Professor Graham Davies  
Dr Sophie Duport  
Dr Liz Elvidge  
Professor Lu-Yun Lian  
Professor Rebecca Lingwood  
Professor Nigel Mason  
Professor Stephen Newstead  
Dr Pia Ostergaard  
Dr Suman Rice  
Professor Ted Smith  
Dr Carole Thomas  
Professor Christopher Whitehead  
Professor Nicola Woodroffe



# LOOKING AHEAD TO 2019

## We are ready for change, ready for challenges

We are looking ahead to 2019 with enthusiasm as there is much for the STEM sector to do to rise to the challenges that Brexit may bring. Although there may be very serious implications for UK science and engineering in the event of a 'no-deal' Brexit, across people, funding and regulation, both in the short and longer term, the growth of the sector and supply of the STEM workforce remains one of our top priorities.

### 2019 – it's a conference year...

The Daphne Jackson Trust 2019 Conference will be held on Wednesday 16th and Thursday 17th October 2019 at the Institute of Physics (IOP) new building in London. Day one of the Conference is a training event for all current Fellows, followed by a Conference Dinner for all delegates and then an exciting programme on day two.

We hold a Conference every two years which sees the largest number of current and former Fellows together in one place at any time. It is a great opportunity for potential and existing sponsors, supporters, and supervisors to meet and network with current and former Fellows, Trustees and Trust staff, to gain an insight into the Daphne Jackson Trust and to hear the inspiring stories of our Fellows returning to their careers following a career break.

### Looking ahead to equality, diversity and inclusion (EDI) in 2019

The Daphne Jackson Trust is a leading player in shaping the EDI agenda and moving forwards towards setting the agenda around STEM career break returners. However, whilst there is evidence of progress, we still have a long way to go to build more inclusive cultures at work for returners. The Trust will continue to champion innovative and practical ideas and work to raise awareness that will ensure we encourage more women and men to return to STEM after a career break.

### Working more closely with the University of Surrey

We are looking forward to working more closely with the University of Surrey, home of the Trust and where Daphne Jackson began her research career in theoretical nuclear physics, later being appointed Professor of Physics and Dean of the Faculty of Science. To find out more about the University of Surrey visit [www.surrey.ac.uk](http://www.surrey.ac.uk)



# 2019

## Looking ahead to 2019

Our ambition is to change the culture of career breaks in STEM for the better and to tackle the challenges and barriers faced by researchers and scientists returning to STEM careers.

2019 will see us working towards:

- Reaching more potential returners after a career break taken for family, health or caring reasons and returning them to the workplace with confidence.
- Helping and supporting more people who are on their journey back to STEM research careers with flexible Fellowships which work for both the individual and the host institution.
- Helping every UK university and research institution to support, host and sponsor Daphne Jackson Fellows.
- Celebrating an equal and diverse STEM workforce and one in which employers recognise returners' potential talent and success.

### 2019 NEW FELLOWS

We're continuing to help have an impact on people's lives in 2019. Some of our inspirational Fellows in post in 2019 will include:

#### Dr Aleksandra (Ola) Zawalna-Geer

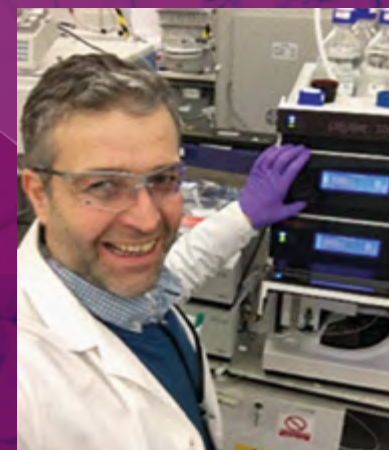
Ola is sponsored by the Natural Environment Research Council (NERC) and is returning to volcanology research at the University of Exeter. Ola is currently working with the Camborne School of Mines, within the College of Engineering, Mathematics and Physical Sciences (CEMPS). Her research project is titled: **Differentiating volcanic monitoring signals for improved eruption forecasting** and she is due to finish her Fellowship in 2020. Ola took a five-year career break for family reasons, to spend time with and care for her two young children.

*"Never give up on your dreams. I love volcanoes and that is why I am a volcanologist. You can be whoever you want. Be yourself. Be strong. Be confident. Whatever your background, you can still realise your potential. I come from a small Polish village, yet I completed my PhD in New Zealand and am now a NERC-funded Daphne Jackson Fellow at the University of Exeter, conducting my research on the Sakurajima volcano in Japan."*

*"You do not have to give up on motherhood to be a scientist. Becoming a mother allowed me to identify my strengths and taught me a lot about myself. It is also a positive driver to my career. Not everyone will understand your journey but it is not their journey to make sense of."*

Daphne Jackson Fellows return to research careers across a spectrum of STEM disciplines from astrophysics to molecular biology.

You can read about all of our new and current Fellows, their host and sponsoring organisations, and the research they are undertaking, on our website: [daphnejackson.org/meet-our-fellows/](http://daphnejackson.org/meet-our-fellows/)



#### Dr Erol Hasan

Erol is returning to bioengineering research with a two-year Fellowship, based at and sponsored by the National Physical Laboratory (NPL), a world-leading centre of excellence in developing and applying the measurement standards, science and technology.

Erol's four-year career break was taken for family reasons, to care for his wife and children. Erol started his career with an MSc in Biotechnology from the University of Chemical Technology and Metallurgy, in Sofia, Bulgaria, having grown up in Bulgaria. Prior to his career break, he worked as a researcher in polymer chemistry and biomaterials at the Universities of Bristol, Cambridge and Liverpool, as well as in industry.

Erol's research project is titled: **Programming Extracellular Matrices to Control and Protect Stem Cell Fate**. He is one of three Daphne Jackson Fellows currently based at NPL.

*"I was very frustrated after my career break ended. I wanted to return to research. I didn't appreciate the effect having a break would have on my career despite my publication record and employment record. I thought the Daphne Jackson Fellowships sounded like a unique opportunity and offered me a way to retrain and update my skills."*

*"I can work flexibly, meaning I can juggle the needs of my children with a return to science. To anyone contemplating returning to science after an extended break, I highly recommend a Daphne Jackson Fellowship!"*



#### Dr Tanweer Beleil

Tanweer is a Daphne Jackson Fellow at Imperial College London, based in the Institute of Reproductive and Developmental Biology. Her Fellowship is sponsored by Imperial College London and the Genesis Research Trust.

Prior to her ten-year career break, Tanweer was pursuing a highflying career in reproductive molecular research and obtained qualifications from University of Khartoum and from the University of Cambridge.

Tanweer postponed her research career so she could support and spend more time with her eldest daughter, who was born prematurely and was diagnosed with autism spectrum disorder. She then went on to have two more children.

Her research project is titled: **The role of the reproductive tract microbiome in preterm prelabour rupture of membranes (PPROM)** and her Fellowship is due to finish in 2021.

*"To be back retraining at a leading institute with an excellent research and teaching reputation, working in a research area I feel really passionate about, and after such a long time away from it, is an incredible opportunity"*

*"I'm enjoying being back immensely – collaborating with my research group, attending lab meetings and making new contacts. Everyone is very supportive at Imperial College London and working part-time at 0.5FTE helps contribute to a happy work and family life balance. My ultimate goal is to develop an academic and research career at Imperial College London, to become a member of staff as a research scientist and a teaching fellow in the future."*



# 2019

## How to support the Daphne Jackson Trust in 2019 and beyond

*Make a difference to researchers and scientists returning to STEM after a career break*

**We want to continue broadening our reach and developing new partnerships.**

As an independent charity, we receive no public-sector funding. We rely on the generosity of sponsors and donors, whether from individuals or organisations, to continue providing our Fellowships. There are many ways in which you and your organisation can help.

### Sponsor or host a Daphne Jackson Fellow.

The cost of sponsoring a Daphne Jackson Fellow is less than you might think and can make a huge difference to someone's career, also impacting positively on the skills base of the UK's STEM research workforce.

### Make a one-off donation, set up a regular amount or leave a legacy to us in your will.

We rely on donations from individuals and organisations to support our work in raising the Trust's profile to potential returners and promoting flexible working opportunities for STEM researchers.

We welcome your donation, large or small, and you can donate at any time now through our Virgin Money Giving Page which can be found on our website here: [https://uk.virginmoneygiving.com/donation-web/charity?charityId=1008389&stop\\_mobi=yes](https://uk.virginmoneygiving.com/donation-web/charity?charityId=1008389&stop_mobi=yes)

### Sponsor a networking event or provide a meeting room.

We hold regular networking events, training courses, interviews and meetings in London and around the UK. If you are able to offer complimentary meeting rooms, or a part of a larger venue at reduced rates, we would be delighted to hear from you.

## Thank you

The Daphne Jackson Trust would like to thank the University of Surrey and the Royal Society of Chemistry who have given funds directly to support and facilitate the production of this Annual Review.



The **University of Surrey** is a global community of ideas and people, dedicated to life-changing education and research. With a beautiful and vibrant campus, we provide exceptional teaching and practical learning to inspire and empower our students for personal and professional success.

Through our world-class research and innovation, we deliver transformational impact on society and shape future digital economy through agile collaboration and partnership with businesses, governments and communities.

[www.surrey.ac.uk](http://www.surrey.ac.uk)



The **Royal Society of Chemistry** works to shape the future of the chemical sciences – for the benefit of science and humanity. With over 50,000 members and a knowledge business that spans the globe, we are the UK's professional body for chemical scientists; supporting and representing our members and bringing together scientists from all over the world. As a not-for-profit organisation with more than 175 years of heritage and an ambitious international vision for the future, we promote, support and celebrate chemistry.

[www.rsc.org](http://www.rsc.org)



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Daphne  
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Trust



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