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

"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."

Professor Teresa Anderson MBE
Chair of Trustees
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 skill sets 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.

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.

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

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

Trustee, Dr Pia Østergaard, 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 Lapping-Scott, and Senior Pro-Vice-Chancellor at Swansea University was awarded an OBE for services to microbiology 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’Oreal-UNESCO For Women in Science Career Achievement Award in 2018.

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

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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 Marcelle Boudagher-Fadel, Professor Dorothy Duffy in UK Universities, and Professor Paulette vanVliet and Professor Andrée Woodcock, Professor Marieke Boudagher-Fadel, Professor Dorothy Duffy and Professor Paulette vanVliet continue their research today.

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 returns 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.

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.
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.

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
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. Aeronautics from the University of Kent and the Royal Academy of Engineering. The Fellowship was 0.5FTE and based at the University of Surrey, which was close to her home.

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 PhD 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.

She lept 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 returning 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.”

Maria credits her ‘excellent team’ at the University of Southampton for five years, in as a post-doctoral Research Fellow at the University of Surrey half sponsored Daphne Jackson Fellowship. Her fellowships were a very successful research project from which she generated a large 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. 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. 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 matter 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 2014. Kathy was previously an assistant professor prior to her 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. Kathy continues to be involved in 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.”

“I was not completely happy during 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.

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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  
  University of Oxford  
  Welcome Trust/Sanger Institute

- Dr. Huimin Wan  
  University of Sussex

- Dr. Sreelakshana Benny  
  University of Reading

- Dr. Elizabeth Dickinson  
  University of York

- Dr. Clara De Paivala  
  University of Westminster

- Dr. Helen Thompson  
  Durham University

- Dr. Kate A. Ronk  
  Imperial College London

- Dr. Daniel Bar  
  University of Cambridge

- Dr. Nicola Adkinson  
  John Innes Centre

- Dr. Kelly Thornber  
  University of Exeter  
  BBRC

- Mrs. Johanna McNicholl-Kennedy  
  University of Leicester  
  University of Leicester/BBSRC

- Dr. Irina Alimovska  
  Babraham Institute

- Dr. Julie Fletcher  
  University of Essex  
  BioComposites Ltd.

- Dr. Tam wear Bateil  
  Imperial College London

- Dr. Erol Hasin  
  National Physical Laboratory

- Dr. Victoria Maltman  
  Durham University

- Dr. Gillian Hallas  
  University of Strathclyde  
  University of Strathclyde/BBSRC

**CHEMISTRY**

- Dr. Nicola Jones  
  University of Central Lancashire

- Dr. Kees Darg  
  University of Central Lancashire

- Dr. Munazza Shabir  
  Imperial College London

- Dr. Antonio Vrby  
  University of Huddersfield

- Dr. Lucy Bates  
  University of Sussex  
  University of Huddersfield/EPSPC

**COMPUTING**

- Dr. Zuo Gardner  
  The University of Nottingham  
  The University of Nottingham/EPSPC

- Dr. Ali M Ghorayeb  
  University of Bristol  
  EPSPC

**ENGINEERING**

- Dr. Kerstin Schirrmann  
  The University of Manchester  
  The University of Manchester/EPSPC

- Dr. Xuandi Luo  
  The University of Nottingham  
  The University of Nottingham/EPSPC

- Dr. Elena Catalanotti  
  University College London  
  University College London/EPSPC

- Dr. Sarah Sun  
  National Physical Laboratory  
  National Physical Laboratory

- Dr. Mairi Haddow  
  Heriot-Watt University  
  Royal Society of Chemistry/EPSPC

**PHYSICS**

- Dr. Carolyn Devreux  
  University of Hertfordshire  
  STFC

- Dr. Shada Kazemi  
  University of Surrey  
  EPSPC

- Dr. Raphael Shirley  
  University of Sussex  
  University of Sussex

- Dr. Rebecca McFadden  
  University of Oxford  
  STFC

- Dr. Jenny Spiga  
  The University of Warwick  
  The University of Warwick/EPSPC

- Dr. Luyun Wu  
  Queen’s University Belfast  
  STFC

**PSYCHOLOGY**

- Dr. Dominique Meunier  
  University of Oxford  
  Medical Research Council

- Dr. Amanda Di Domenico  
  The University of Edinburgh  
  Medical Research Council/Scotland

- Dr. Sara Yasim  
  University of Kent  
  MRC

- Dr. Julie Hubbard  
  The Francis Crick Institute  
  Royal Society of Chemistry/MRC

- Dr. Susan Macdonald  
  Beatson Institute  
  Medical Research Council

- Dr. Stefania Pasqua  
  University of St Andrews  
  Medical Research Council

- Dr. Shahin Naz-Ghaznavi  
  University College London  
  University College London/MRC

**MEDICAL SCIENCES**

- Dr. Patrick Graus Molina  
  University of Oxford  
  University of Oxford/EPSRC

- Dr. Stavros Daskalos  
  The University of Edinburgh  
  Medical Research Council/Scotland

- Dr. Antin Abi  
  University of Oxford  
  Medical Research Council

- Dr. John James  
  The University of Edinburgh  
  Medical Research Council

- Dr. Rachel Jones  
  The University of Oxford  
  Medical Research Council

- Dr. Martin Delvand  
  Queen Mary University of London  
  Medical Research Council

- Dr. John Penston  
  University of Dundee  
  Medical Research Council

- Dr. Lisa Mohabat  
  University of Surrey  
  The Nutrition Society

- Dr. Kim Howarth  
  University of Leicester  
  Department of Cardiovascular Sciences  
  University of Leicester and funded by the Van Geest Foundation Cardiovascular Fund

**ENVIRONMENTAL SCIENCES**

- Dr. Helen Firth  
  University of Exeter  
  EPSPC

- Dr. Lasha Vellalarparnab  
  Manchester Metropolitan University  
  EPSRC

- Dr. Lucie Jankova  
  King’s College London  
  EPSRC

- Dr. Zafar Smaha  
  Heriot-Watt University  
  NERC

- Dr. Shally Lachsh  
  University of Oxford  
  University of Oxford/NERC

- Dr. Chloe Montes  
  University of Oxford  
  EPSRC

- Dr. Andrea Sc alleging  
  The University of Nottingham  
  EPSRC

- Dr. Polly Cockburn  
  University of Exeter  
  EPSRC

- Dr. Emma Hollis  
  University of Oxford  
  EPSRC

- Dr. Lynn N  
  Durham University  
  Durham University

- Dr. Aleksandra Zawadzka  
  University of Exeter  
  NERC

**Fellow locations around the UK**

Key:
- **Host**
- **Sponsor**

- **EPSRC**: Engineering and Physical Sciences Research Council
- **NERC**: Natural Environment Research Council
- **EPSPC**: Biotechnology and Biological Sciences Research Council
- **STFC**: Science and Technology Facilities Council

- Scotland  
  - South West Scotland
  - North East
  - South East
  - Northern Ireland
  - North East England
  - South East England
  - Yorkshire and the Humber
  - East Midlands
  - West Midlands
  - East of England
  - London
  - South West England

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13 Daphne Jackson Trust Annual Review 2018
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.

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

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

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.

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

We would like to thank our 2018 sponsors, hosts and supporters.

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 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.

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

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

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Professor Christopher Whitehead
Professor Nicola Woodroofe
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.

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

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.

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 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.”

Dr Erol Hasan

Erol is returning to bioengineering research with a two-year Fellowship, based at and sponsored by the Natural 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 biomatnals 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 effort 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 return 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 high-flying 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.

“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.”

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/
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

With special thanks to Ave Design. Ave is a specialist brand and graphic design studio working with the charity and not-for-profit sector based in the heart of London. avedesignstudio.com

**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

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

With special thanks to Ave Design. Ave is a specialist brand and graphic design studio working with the charity and not-for-profit sector based in the heart of London. avedesignstudio.com
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