Proposal from The Daphne Jackson Trust for Fellowship funding from the Government Returnships Fund:

Introduction:
Highly trained female science, technology, engineering and maths (STEM) researchers who do not return to STEM careers after a career break for family, caring or health reason represent a substantial loss to UK plc. Once on a career break there are few opportunities for female STEM researchers to return to work at a level commensurate with their skills and experience without help from organisations such as the Daphne Jackson Trust, which offers the acknowledged foremost STEM research returners scheme in the country.

In response to the Chancellor of the Exchequer's announcement of a the creation of a £5m returnships fund in the Spring 2017 Budget, the Daphne Jackson Trust proposes that the Government consider allocating part of this fund for 15 half-sponsored Daphne Jackson Fellowships, both as a flagship component of the returnships fund *and* an exemplar of the STEM component of Prime Minister's new Industrial Strategy. A key area of under representation for women in STEM is in academic research careers and the Daphne Jackson Trust has an excellent track record of returning women to this area who then remain there and move on to senior roles post-fellowship.

Proposal:
Despite significant progress in recent years in returning women STEM researchers to meaningful careers, the limiting factor in the number of Daphne Jackson Fellowships awarded each year is still the amount of sponsorship available. With additional sponsorship from Government, it would be relatively easy to ensure that most universities and research institutes in the UK were in a position to host and sponsor Daphne Jackson Fellows.

The average cost of a 3yr half-sponsored Daphne Jackson Fellow is £15k pa. The Daphne Jackson Trust proposes that Government, via the returnships fund, provides funding for the half-sponsorship of 15, 3yr Fellowships over a three year period, to be based in UK universities and research institutes. The Trust will arrange for a matching half sponsor for the Fellowships which is most likely to be the host organisation where the fellow is based but may also be a charity or learned Society. As set out below, this will come to a total contribution of £675k.

Year 1:	***Year 2:***	***Year 3:***	***Total:***
£225k	£225k	£225k	£675k

The Daphne Jackson Trust:
The Trust is an independent charity which offers unique, flexible, part-time, paid fellowships to enable women (and men) to return to STEM research with confidence after a career break. Founded in 1992 in memory of Professor Daphne Jackson, the UK's first female professor of Physics, the Trust has helped over 300 individuals return to STEM careers, working with over 80 UK universities and research institutes.

The Trust makes a major contribution to the UK science and engineering workforce by returning and reintegrating talented scientists and engineers who would otherwise be lost to the sector. Many

charities support people with illnesses such as cancer, diabetes and Alzheimers; the Trust supports the scientists who will find cures for these diseases.

Fellowships are normally 2 or 3 years in length and based at UK universities and research institutes. Fellows undertake a challenging research project and a retraining programme. There are currently over 50 Daphne Jackson Fellows in universities around the UK. The results of the Trust's 2015 survey of former Fellows, covering 30 years of Fellowships, confirmed that 9 out of 10 Fellows stay in STEM related careers until they retire, with many going on to permanent academic positions. To date, 6 Fellows have reached professorial level. We award up to 25 fellowships each year. Fellowships are sponsored by universities, research councils, learned societies/professional institutions, industry and charities. We also work closely with the Equality Challenge Unit's Athena SWAN Charter initiative; 82% of universities with an Athena SWAN Bronze Award have hosted a Daphne Jackson Fellow.

The Trust's work has been highly praised by Government and it has established itself as a source of expertise within the policy arena with regard to women returners in scientific careers. Examples include work undertaken for the Department for Business, Innovation & Skills (2013 study into returning qualified female engineers returning to industry); the Royal Society Diversity Steering Group; and the Science Council Diversity Group. In 2014, the Trust was a major contributor to the Commons Science & Technology Select Committee Inquiry on Women in academic STEM careers:- https://www.publications.parliament.uk/pa/cm201314/cmselect/cmsctech/701/701.pdf.

Recommendation 28 of the report stated that support for the Daphne Jackson Trust was a key mechanism for increasing the participation of women in STEM careers through return following career breaks.

The then chair of the Committee, Andrew Miller MP stated that:-

> *"Many attempts have been made to improve the under-representation of women in science, technology, engineering and mathematics (STEM) careers in the UK. Yet currently only 17 per cent of STEM professors are women. It is astonishing that despite clear imperatives and multiple initiatives to improve diversity in STEM, women still remain under-represented at senior levels across every discipline. One compelling reason to tackle this problem is that the UK economy needs more STEM workers and we cannot meet the demand without increasing the numbers of women in STEM."*

The Rt Hon Dr Vince Cable MP, then Secretary of State for Business, Innovation and Skills, stated that:-

> *"women [...] make up less than a fifth of all employees in the science sector" and that "there's no way we can generate the number of scientists and engineers the economy requires without addressing this situation"*

In conclusion, the Daphne Jackson Trust is in a unique position to help Government and society meet the challenge of increasing women returners to STEM research. We have an excellent track record of delivery and the reputation, knowledge and skills make a significant difference. Access to increased levels of funding via the Returnships Scheme would see an excellent return on Government investment.

Dr Katie Perry, Chief Executive of the Daphne Jackson Trust – March 2017