

Daphne
Jackson
Trust



Changing Landscapes

Annual Review 2019
& vision for 2020

Contents

WELCOME FROM THE CHAIR	3
INTRODUCTION AND REVIEW OF THE YEAR	4
THE DAPHNE JACKSON TRUST 2019 CONFERENCE	6
AN OVERVIEW OF OUR FELLOWSHIPS	10
OUR FELLOWSHIPS IN 2019	12
SPONSORSHIP IN 2019	17
IMPACT OF THE TRUST IN 2019	18
VISION FOR 2020	20
BRIGHTER FUTURES FOR FORMER FELLOWS	22
GOVERNANCE AND COMMITTEES	23

Welcome

from Teresa Anderson Chair of the Daphne Jackson Trust

When we chose the working title of 'Changing Landscapes' for this annual review, we didn't realise quite how well this title would describe the situation we are all in as this is finalised. The main purpose of this review, though, is to highlight the tremendous success of the Trust in 2019, even in the midst of the uncertainties caused by Brexit, which have now, in 2020, been eclipsed by the unprecedented changes and challenges from the COVID-19 pandemic. We will then take a forward look into 2020 and highlight how we plan to move forward amidst the uncertainty of dealing with a global pandemic.

2019 proved to be a fantastic year in terms of achieving the Trust's mission and raising the charity's profile. By the end of 2020 we will have awarded over 400 Fellowships, the Fellows and their amazing stories of resilience continue to inspire me. The Trust continues to

punch well above its weight, as a small charity, which is really making a big difference. The Fellowships offered by the Trust are still quite unlike any other currently available in either academia or in industry, and offer the best chance of success for a returning researcher.

It is undoubtedly a challenging time for researchers and institutions; uncertainty exists across the higher education and the UK science and research sectors. It's important for all of us to continue to collaborate with our networks and colleagues around the world. As Chair of an organisation whose work nurtures diversity in the research sector, I believe that the Trust is well positioned to provide support where it's most needed.

It is imperative that we all foster an environment that welcomes diversity, champions excellence and encourages collaboration. I urge everyone to reach out far and wide to tackle the greatest research challenges modern society has

ever faced. Recent world events have taught us that science and innovation offer hope and optimism. Now is the time to recognise this and magnify our impact by collaborating across disciplines, institutions and countries. The work of the Daphne Jackson Trust must be part of this. With everyone's commitment I am confident we will succeed and prosper.



Professor Teresa Anderson MBE
Chair of Trustees

"As an organisation whose work nurtures diversity in the research sector, I believe that the Trust is well positioned to provide support where it's most needed."



Introduction

and review of the year

from **Katie Perry**
Chief Executive of the
Daphne Jackson Trust

I hope you will find this annual review a useful insight into the impact of the Trust in 2019 and how we plan to face the challenges of 2020. In 2019, we saw a pleasing upwards growth in the number of new and ongoing organisations hosting and sponsoring Daphne Jackson Fellows, as well as increasing numbers of bespoke advertised sponsored Fellowships and three year Fellowships.



Conference

2019 was a conference year for the Trust, and I do love the anticipation and excitement that comes from a small team organising a conference that brings together all of our audiences and showcases the Fellows and the work of the Trust to our sponsors, collaborators and many others. This year was very special as we had an additional event at the end of the conference that brought together four inspirational women who have achieved great success in their careers and were happy to have an honest and open dialogue about their lives and work. It was a very powerful session and a superb way to finish the conference.

The journey our Fellows take was clearly demonstrated by the former Fellows who gave their five minute Fellowship presentations at the conference and showed just how much their Fellowships had changed their lives. The event was a triumph for returners to research and we look forward to the next conference in 2021.



The team

The year has seen the Trust's team undergo some operational and administrative changes, further strengthening the support we provide to Fellows. We recruited several new team members, Dr Rosalyn Casey and Dr Lucy Elphick as new Fellowship Advisers and Dr Andrew Clempson as Data Compliance Officer/Project Lead. We thanked Dr Carolyn Johnson, Fellowship Adviser, and thanked her for her time spent at the Trust. The team continues to be one of which I am very proud.

We also welcomed two new Trustees – Dr Sabine Best, Head of Research at Marie Curie, and Dr Sophie Duport, Associate Director of Research, the Royal Hospital for Neuro-disability. I would also like to put on record my thanks to Professor Ted Smith, whose tenure as a Trustee came to an end in 2019.

New Trust Fellowship Advisers Dr Lucy Elphick and Dr Rosalyn Casey

"I have noticed a shared sense of camaraderie that we will succeed and become accustomed to whatever our new normal will be. In many instances I have experienced a new kind of understanding and acceptance of the real meaning of work life balance."



An excellent Parliamentary and Scientific Committee and Nutrition Society meeting on C21st health challenges



Policy

During the year, we continued to build upon our increasing profile and reputation within Westminster as experts on the issues and needs of returners to the research workforce. In these uncertain, changing and challenging times, now is the time to provide that expertise to those who make and influence policy in this area.

We are committed and active members of several Westminster All Party Parliamentary Groups (APPGs), including the Women & Work APPG and the Diversity & Inclusion in STEM APPG, as well as the Parliamentary and Scientific Committee (P&SC).



Profile

Our growing profile is evident in the increased number of invitations I receive to act as Chair, or speak at, conferences and events such as the Women in Research Conference, Women in STEM Conference, Inside Government Women in STEM Conference, Improving EDI for Women in HE, Public Health England Outreach Conference and Westminster Business Forum: Women in the Workplace, to name a few. The Trust was also represented at a number of Westminster events, such as the P&SC's annual lunch and the Royal Society of Biology's Parliamentary Reception held during Biology Week. You can read more about our impact on page 18.



Well done for the deserved national recognition of **Dr Nicky Farrer** who was named as one of the winners of the **2019 Timewise Power 50 List** (Power Returners category) in 2019.



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



Changing Landscapes

2020 started by heralding significant challenges and opportunities, as the UK began to chart its course in a post-Brexit world. However, our lives have changed beyond recognition in the past few months in response to the Covid-19 pandemic and we have had to adapt and develop new ways of working. What we thought were going to be challenging times have been replaced by an immediate and all-encompassing emergency response not just for us at the Trust, but for all other organisations with whom we work, across the sectors in which we operate.

The resilience and determination shown by the Trust staff to continue our operations as normally as possible has not surprised me and I am very thankful for the amazing team I have around me. Everyone's lockdown experience has been different but in my many zoom meetings with staff and other organisations, such as sponsors, hosts and collaborators, I have noticed a shared sense of camaraderie that we will succeed and become accustomed to whatever our new normal will be. In many instances I have experienced a new kind of understanding and acceptance of the real meaning of work-life balance. Although women have been disproportionately negatively impacted across all sectors, including research, by this pandemic, I hope that this will give rise to an increased awareness of equality, diversity and inclusion issues. In turn, it will allow many sectors and organisations to make the required changes to ensure people can work to the best of their ability and in a way that optimises work-life balance and equality of opportunity for everyone. Our ways of working will change for the better, and zoom is here to stay!

Once the current crisis is over, protecting the UK's excellence in research and innovation must remain top of the agenda for Government, with a renewed commitment to increase R&D spend to 2.4% of GDP over next 10 years. We will all have a part to play in driving forward the research agenda and the Trust is well positioned to lead the way in pushing the equality, diversity & inclusion policy agendas.

BLOG POST



Daphne Jackson Trust



WOMEN IN STEM CONFERENCE

Q&A with Dr Katie Perry, CEO, The Daphne Jackson Trust

Dr Katie Perry chairing the Women in STEM Conference 2019.

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.

The Daphne Jackson Trust 2019 Conference

The Daphne Jackson Trust held its 5th biennial conference on 16th and 17th October at the Institute of Physics. The conference attracted over 170 delegates from across STEM and related subjects with inspirational stories about what we do, why we do it and how we do it.

79%

of conference delegates rated our conference as 'excellent'

83%

of conference delegates would recommend the Daphne Jackson Trust or Daphne Jackson Fellowships to a friend or colleague

The Daphne Jackson Trust holds a conference every two years and it provides a special occasion to bring together past and current Fellows to share their stories and learn from one another.

The conference was generously sponsored by a number of Learned Societies and Professional Institutions which enabled us to highlight the benefits of membership and the support that these organisations offer to researchers. We should like to thank the Biochemical Society, the British Pharmacological Society, the Institute of Physics, the London Mathematical Society, the Microbiology Society, the Royal Academy of Engineering, the Royal Society of Biology and the Royal Society of Chemistry for the sponsorship that made the conference so successful.

Pre-Conference Training and Conference Dinner

The first day of the conference was focussed on training for our current Fellows and providing an opportunity to re-connect with old faces and forge new connections.

The afternoon comprised of two training sessions chaired by professional trainers, Mario Moustras and Sue Nelson, which covered topics ranging from building resilience, the benefits of using social media, podcasting and promoting research. The training courses formed part of the Fellows' training programme offered by the Trust.

For the first time, we were able to host a conference dinner for all delegates on the evening before the main day of the conference. The dinner was generously sponsored by the Royal Society of Chemistry, and with its support we were able to have an after dinner chemistry themed quiz, ably compered by the President elect Professor Tom Welton, and an after dinner speech from Dr Helen Pain, Acting Chief Executive of the Royal Society of Chemistry. It was a superb evening that allowed for informal networking prior to the packed conference the following day.

"I enjoyed the dinner before the meeting. I met a few new people in a relaxed environment and it was interesting to hear about other fellows' experiences and also from their mentors." Dr Helen Pain



Top L: Conference delegates. Top R: Former Fellow Dr Gillian Forrester.
Bottom: Five Minute Fellows: Dr Tamsin Majerus, Dr Clare Thorn, Dr Tzany Kokalova Wheldon (overall winner), Dr Rebecca Carter, Professor Dorothy Duffy, Dr Stefanie Freitag-Pohl.

Conference

The conference was split into three sessions, what we do, why we do it, and how we do it.

Session one focussed on the Fellows and the Fellowships, and the day was kick-started by an energising talk from former Fellow Dr Gillian Forrester. Gillian eloquently described her return to research and articulated how a Daphne Jackson Fellowship, combined with her determination and commitment, was a winning combination bringing her to the forefront of her research field.

Six former Fellows took to the stage in our Five Minute Fellowship competition. They each had 5 minutes and two slides to show what their Fellowship had done for them. Each one took a slightly different approach but the message was the same - our Fellowships change lives. Dr Tzany Kokalova Wheldon, Reader in Nuclear Physics at the University of Birmingham, was voted the winner by the audience in a close-run contest.

Building on the momentum, in the second session the focus was on the research environment and why our Fellowships are needed. Isobel Stephen, Executive Director of Strategy at UK Research and Innovation (UKRI) and

Dr Karen Salt, Associate Professor and Strategic Lead for EDI Evidence, University of Nottingham and UKRI discussed the important role that funders play in creating opportunities and a supportive environment for returning researchers. Karen outlined the necessity of embedding inclusion in the research landscape to ensure the UK continues to punch above its weight in its research outputs. This was followed by lightning talks from some of the organisations with whom we work, giving a summary of each of their own important EDI work.

The final session gave insight into how we facilitate the Fellowships with a series of 'interviews' with Daphne Jackson Fellows, their Fellowship Advisors, supervisors, hosts, funders and learned societies about the role we all play in fostering a culture that embraces returners to research.

An integral part of a Daphne Jackson Trust Conference is the poster competition that offers all current and recent former Fellows the chance to showcase their research. The worthy winners were Dr Gillian Halket, Strathclyde University and Dr Emma Hellawell, University of Surrey.

What our delegates said:

"It was good to hear how distinguished academics made it to the top of their professions."

"The Five Minute presentations were excellent and brought home to the audience why the DJT is important."

"Congratulations to all at DJT - this was the first time I have attended your conference and it was an excellent day which all your team should feel really proud of."

"This is my second Daphne Jackson Conference and although the 2017 one was extremely good, this one was outstanding."

"Smooth organisation, very professional and with lots of soul and thought for all attending."

All the photographs that were taken on the day can be seen in our Facebook album – bit.ly/2J9PCDq



L-R Dr Helen Pain CSci CChem FRSC, Acting Chief Executive, Royal Society of Chemistry, Professor Tom Welton OBE CChem FRSC, President, Royal Society of Chemistry & Dr Katie Perry.



Four Dames come together to discuss careers, challenges and plans for the future

The rousing Four Dames - L-R Professor Dame Julia Higgins (Institute of Physics), Daphne Jackson Trust Patron Professor Dame Athene Donald, Professor Dame Carol Robinson (Royal Society of Chemistry), and Professor Dame Julia Goodfellow (Royal Society of Biology)

As a superb addition to our conference, we were honoured to host a unique session with three past and present Presidents: Professor Dame Julia Goodfellow (Royal Society of Biology), Professor Dame Julia Higgins (Institute of Physics) and Professor Dame Carol Robinson (Royal Society of Chemistry), chaired by Professor Dame Athene Donald.

Professor Dame Athene Donald is a Patron of the Trust and was delighted to chair this event which brought three female Presidents of Learned Societies together for the first time. In a fascinating, and at times moving conversation, we heard from each speaker about their careers, their challenges and successes. The four women discussed a range of topics, including the benefits of joining a professional society, and future aspirations for the scientific community.

Each president discussed their unique stories and careers, and all reiterated the importance of ambition, drive and passion in their chosen subjects. When asked about failure and coping mechanisms, resilience was identified as a critical trait. On the subject of Learned Societies, each president highlighted the importance of their society's diversity and inclusion initiatives.

"The Five-Minute Fellowships presentations were inspirational. Dr Karen Salt's presentation was also exceptional."
Conference delegate

"It was a great format and I really enjoyed the opportunity to meet some inspirational people."

Conference delegate



Dr Karen Salt, Associate Professor and Strategic Lead for EDI Evidence, University of Nottingham and UKRI

Tweet highlights

The room was buzzing with tweets throughout the day using the hashtag #DJT2019...

Dr Stefania Pasare
@StefaniaPasare

Utterly energising being in attendance at the Daphne Jackson Trust Fellows Conference 2019 at the beautiful IOP in London @DaphneJacksonTr #DJT2019 love to you all beautiful people, till next time! We are. We can. We will!

Sarah Hainsworth OBE
@svhains

Stellar panel discussion by Prof Dame Julia Higgins, Prof Dame Athene Donald @AtheneDonald Prof Dame Carol Robinson and Prof Dame Julia Goodfellow talking at the @DaphneJacksonTr #DJT2019 annual conference. A real privilege to hear them talk about their careers.

Jenny Spiga
@JennySpiga

On my train back home. What a wonderful conference, glad to have met so many inspiring women in science. Thank you DJT family #djt2019

Microjo
@Jo_microbugs

Home after a day and a half in London at the @DaphneJacksonTr bi-annual conference. The talks were all very interesting and inspiring, but the best bit was the chance to talk with so many other Fellows, sharing experiences #DJT2019

Gilly Forrester
@ForresterGilly

What an honour to speak as a former fellow @DaphneJacksonTr #DJT2019. Inspiring to hear from multiple Professors Dames @physicsnews @RoySocChem & RSB #WomenInSTEM and to share with my own daughter who was born during my DJT Fellowship! @bbkpsychology - Me Pride

Ola Zawalna-Geer
@v_olka_no

Inspiring talk by @drksalt from UKRI about necessary changes in our diversity perception and her work to imply those changes #DJT2019 @DaphneJacksonTr

David Homfray
@DavidHomfray

Really enjoyed #DJT2019 and proud to have been invited to participate. It's an amazing organisation with some truly inspirational stories @DaphneJacksonTr @DrKatiePerry @UKAEAofficial

Frederica Theodoulou
@freddiethedoulou

Big shout out to @DaphneJacksonTr for the fantastic work that they do bringing scientists back into research after a career break: it really works #DJT2019

Watsonie
@lynsay_blake

@DaphneJacksonTr thank you for a fantastic conference #DJT2019. Excellent speakers, workshops, trustees, and sense of how our community embodies and embeds change in the scientific community. Towards a more diverse and inclusive future!

Prof Teresa Anderson
@_TeresaAnderson

Can't beat themed biscuits at a coffee break! Props to @IOP for the nice touch at coffee break here at our @DaphneJacksonTr annual conference! #DJT2019

Mario Moustras
@mariomoustras

Really privileged to be invited to run this @DaphneJacksonTr session. It was great to work with all the Fellows! #DJT2019 Thank you for having me there



Fellows, Trust staff and Trustees at the Daphne Jackson Trust 2019 Conference.

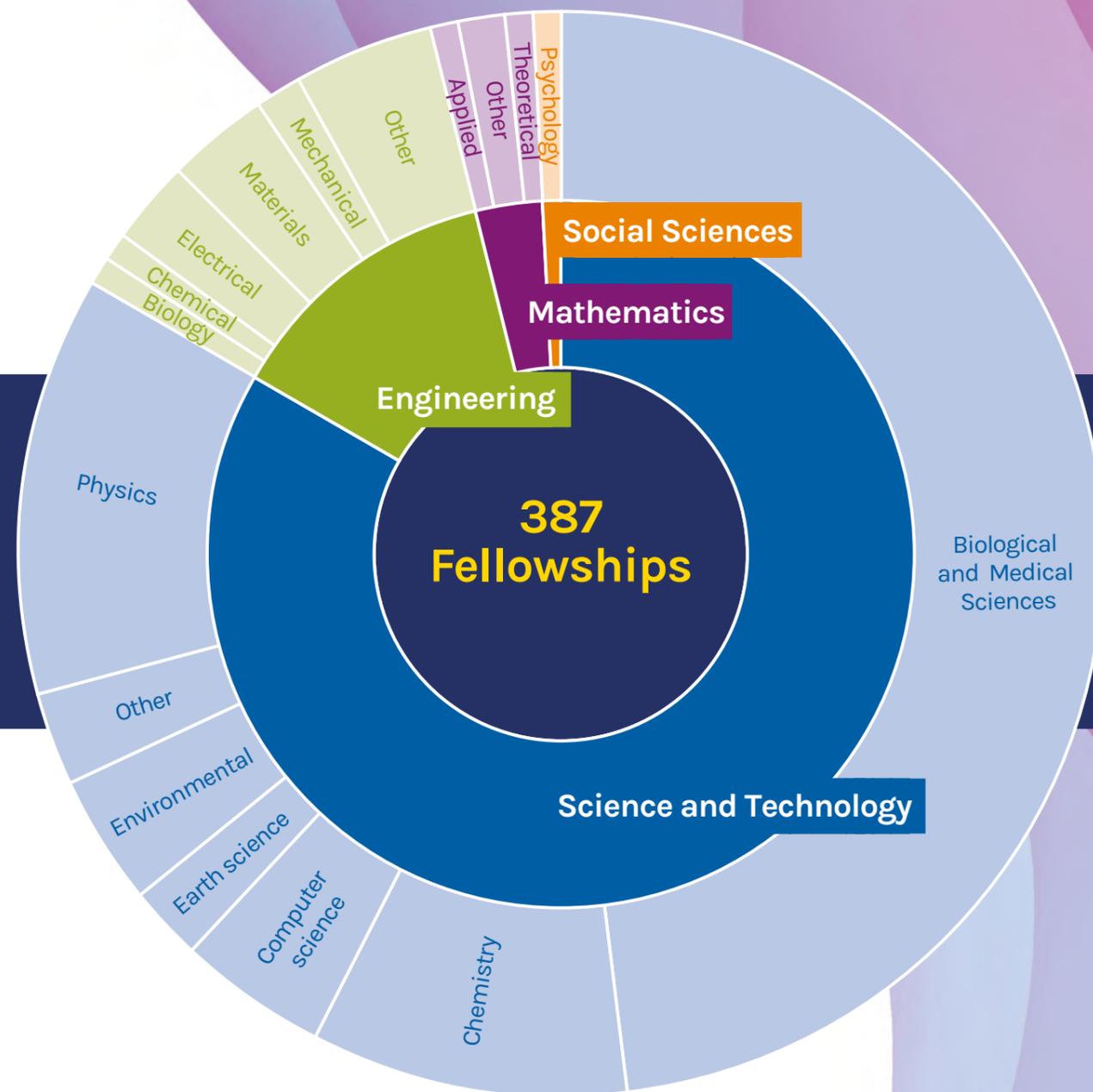
An overview of our Fellowships

The Daphne Jackson Trust is the UK's leading organisation dedicated to realising the potential of returners to research in the areas of STEM, social sciences and related disciplines following a career break. Daphne Jackson started awarding Fellowships in 1986, and 29 were awarded by her whilst she was alive. The Trust was formed in 1992 to continue Daphne's vision after she sadly died. Since then it has worked tirelessly with its Fellows, instilling confidence, updating skills and reintegrating research professionals back into meaningful careers in STEM and related disciplines.

Daphne Jackson Fellowships offer professionals the opportunity to return to research following a **career break of two years or more** when taken for family, caring or health reasons.

In total, **94 funders** have sponsored a Fellowship – the vast majority have sponsored at least two.

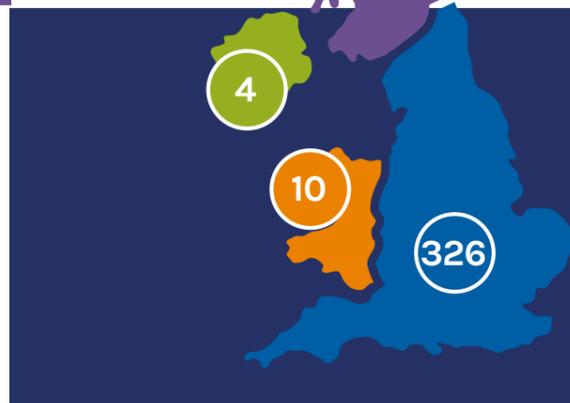
By the end of 2019, the Daphne Jackson Trust had awarded **387 Fellowships** in STEM and related disciplines. **339** have completed their Fellowships, **48** are currently ongoing.



The Trust has supported Fellowships across **96 universities and research institutions.**

Up to **25 Daphne Jackson Fellowships** are awarded each year, normally 2 or 3 years in length.

The Trust supports Fellowships **across the UK:** **326** have taken place in England, **47** in Scotland, **10** in Wales and **4** in Northern Ireland.



A Daphne Jackson Fellowship provides a unique combination of mentoring, retraining and research. This provides Fellows with the **confidence and skills they need** to return successfully to a research career.

The Fellowships awarded to date have been predominantly in STEM disciplines and the chart above gives an indication of the subject areas. It is difficult to accurately classify the research areas, as so many are now interdisciplinary, however this gives a feel for the numbers of Fellowships awarded and the dominance of the biological and medical sciences.

Our Fellowships

in 2019

All the Daphne Jackson Fellows in post in 2019, during all stages of their Fellowship, are shown on pages 12 – 16. In 2019, 72 Daphne Jackson Fellows undertook research in 41 Universities and research institutions across the UK.

On the opposite page you'll find a list of the 26 Fellows who started their journey back to research in 2019, with two Fellows profiled below.

Dr Richard Matthews:

From stay at home Dad to leading the way in computational chemistry



Richard is a Daphne Jackson Fellow at Imperial College London in the Department of Chemical Engineering. Richard is returning to research after a four-year career break taken to care for his two young sons with a Fellowship sponsored by the Royal Academy of Engineering and the Royal Society of Chemistry.

Richard's research project is looking at the development and application of computational modelling tools to investigate Protein Structure and Stability in Ionic Solvents.

To date, his highlight has been completing the initial training in computational methods required to carry out his research. This has filled him with confidence, and he feels that he is now able to make good progress towards his research goals. Richard has been well supported by his supervisor (Prof. Jason Hallett) and the Department of Engineering. In addition, he has been provided with further support from colleagues in the Department of Chemistry, and that has allowed him to reintegrate faster and set up potential future cross department collaborations. Richard has recently been awarded an Erasmus+ Staff Training Grant to receive training in new computational modelling tools and meet with potential collaborators based at the University of Vienna, Austria.

"My Fellowship means I can work flexibly, meaning I can continue to juggle the needs of my children whilst retraining in a leading academic environment and working in an area I feel really passionate about."

Dr Juliet Holdstock:

A new future for crime witness identification in older adults



Juliet is a Daphne Jackson Fellow sponsored by the ESRC (Economic and Social Research Council) at Royal Holloway, University of London in the Department of Psychology.

With a PhD in Psychology from the University of St Andrews, Juliet's interests lie in human memory, cross-modal integration and attention. Having held post-doctoral and lecturing roles before her Daphne Jackson Fellowship, Juliet is returning to research after a thirteen-year career break, taken primarily to raise her two children.

Juliet's research project is looking at eyewitness identification in older adults. The number of older witnesses to crimes is expected to increase as the population of adults over 65 years old increases, making it essential that we better understand how age affects eyewitness identification so that procedures can be adopted to ensure that older witnesses can provide as accurate evidence as possible. Juliet's Fellowship includes her updating her technical skills, such as coding online experiments and conducting newly developed data analyses on large datasets. Juliet hopes her research will provide a strong foundation on which to build further research, such as exploring interventions to improve eyewitness identification in older adults. Prof. Laura Mickes (University of Bristol) and Prof. Polly Dalton (Royal Holloway, University of London) are supervising and supporting Juliet's Fellowship.

"I feel very honoured to be given this incredible opportunity with a Daphne Jackson Fellowship. I can now see that my career path is clear again and anything is possible!"

Started in 2019

Dr Catherine Greenfield @CatGreenfield

NAME	HOST	REGION	SPONSOR/S	SUBJECT AREA
Dr Fiona Bate	University of York	Yorkshire and the Humber	University of York & Biotechnology and Biological Sciences Research Council	Mathematics
Dr Louise Beattie	University of Glasgow	Scotland	Medical Research Scotland	Medical sciences
Dr Gillian Campbell	University of Nottingham	East Midlands	University of Nottingham & Medical Research Council	Medical sciences
Dr Jane Carre	University of Plymouth	South West	Kidney Research UK	Medical sciences
Dr Chao-Hui Chang	University of Oxford & Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences	South East	The Kennedy Trust for Rheumatology Research	Medical sciences
Dr Bill Deakin	University of York	Yorkshire and the Humber	University of York & Biotechnology and Biological Sciences Research Council	Biological sciences
Dr Hanan Dreiw	University of Leeds	Yorkshire and the Humber	University of Leeds	Mathematics
Dr Fern Findlay Greene	Edinburgh Napier University	Scotland	Medical Research Scotland	Medical sciences
Dr Catherine Greenfield	University of Leicester	East Midlands	University of Leicester & Natural Environment Research Council	Environmental sciences
Dr Yasmin Guler	University of Portsmouth	South East	Natural Environment Research Council & Biotechnology and Biological Sciences Research Council	Biological sciences
Dr John Harvey	Swansea University	Wales	Swansea University & Engineering and Physical Sciences Research Council	Mathematics
Dr Maria Hernandez-Soriano	John Innes Centre	East of England	John Innes Centre & Biotechnology & Biological Sciences Research Council	Biological sciences
Dr Juliet Holdstock	Royal Holloway, University of London	London	Economic and Social Research Council	Social sciences
Dr Elizabeth Hughes	University of Edinburgh	Scotland	University of Edinburgh & Biotechnology and Biological Sciences Research Council	Biological sciences
Dr Alexandra Karamitrou	University of Southampton	South East	Natural Environment Research Council	Environmental sciences
Dr Huiqi Lu	University of Oxford	South East	Royal Academy of Engineering	Biomedical engineering
Dr Richard Matthews	Imperial College London	London	Royal Academy of Engineering & Royal Society of Chemistry	Computational chemistry
Dr Emily Milner	National Physical Laboratory	London	National Physical Laboratory	Engineering
Dr Eugenie Doungla Ngouemazong	University of Huddersfield	Yorkshire and the Humber	University of Huddersfield & the Society of Chemical Industry	Biological sciences
Dr Tammy Porter	University of Manchester	North West England	University of Manchester & Engineering and Physical Sciences Research Council	Chemistry
Dr Saroa Rashid	University of Leicester	East Midlands	University of Leicester & Biotechnology and Biological Sciences Research Council	Biological sciences
Dr Lisa Rooney	The Institute of Cancer Research	London	The Institute of Cancer Research & Medical Research Council	Medical sciences
Dr Tim Tomkinson	University of Bristol	South West	Science and Technology Facilities Council	Physics
Dr Mehrvash Varnasser	University of Liverpool	North West	University of Liverpool & Biotechnology and Biological Sciences Research Council	Chemistry
Dr Zulfa Yoosuf Aly	Cardiff University	Wales	The Society of Chemical Industry & Biotechnology and Biological Sciences Research Council	Chemistry



9 out of every 10
Daphne Jackson Fellows
remain long term in stem careers



88%
say their Fellowship
improved their professional job satisfaction

Richard Walker @DrRJWalker

Hey Geo-Twitter, I'd like to introduce you to the awesome Dr Cat Greenfield @CatGreenfield who has recently joined @GeologyLeics as a @DaphneJacksonTr Fellow. Cat is working in computational geomechanics for fracture growth and fluid flow. #WomenInSTEM

"Being a Daphne Jackson Trust Fellow has allowed me to rediscover myself. I feel like I now remember who I am – not just mum, but a scientist!"
 Dr Polly Couldrick

"My most improved skill is time management. I simply get on and do things now because there is no time to procrastinate. This means that ultimately I am much more focussed on the task in hand."
 Dr Mairi Haddow

Continuing in 2019

NAME	HOST	REGION	SPONSOR/S	SUBJECT AREA
Dr Irina Abnizova	The Babraham Institute	East of England	The Babraham Institute & Biotechnology and Biological Sciences Research Council	Biological sciences
Dr Tanweer Beleil	Imperial College London	London	Imperial College London & Genesis Research Trust	Biological sciences
Dr Lysay Blake	Durham University	North East	Durham University	Environmental sciences
Dr Elena Catalanotti	University College London	London	University College London & Engineering and Physical Sciences Research Council	Engineering
Dr Polly Couldrick	University of Exeter	South West	Natural Environment Research Council & Biotechnology and Biological Sciences Research Council	Environmental sciences
Dr Marcela Davalos Tournaire	Queen Mary University of London	London	Queen Mary University of London	Medical sciences
Dr Vijayalakshmi Deivasikamani	University of Leeds	Yorkshire and the Humber	British Heart Foundation	Medical sciences
Dr Nilmini Dissanayake Mudiyansele	National Physical Laboratory	London	National Physical Laboratory	Materials science
Dr Mary Dysko	University of Glasgow	Scotland	Medical Research Scotland	Medical sciences
Dr Mairi Haddow	Heriot-Watt University	Scotland	Royal Society of Chemistry & Engineering and Physical Sciences Research Council	Engineering
Dr Gillian Halket	University of Strathclyde, Glasgow	Scotland	University of Strathclyde, Glasgow & Biotechnology and Biological Sciences Research Council	Biological sciences
Dr Erol Hasan	National Physical Laboratory	London	National Physical Laboratory	Biological sciences
Dr Kim Haworth	University of Leicester	East Midlands	Department of Cardiovascular Science, University of Leicester and funded by the Van Geest Foundation Cardiovascular Fund	Medical sciences
Dr Emma Hellowell	University of Surrey	South East	University of Surrey & Natural Environment Research Council	Environmental sciences
Dr Rachel James	University of Edinburgh	Scotland	Medical Research Scotland	Medical sciences
Dr Victoria Maltman	Durham University	North East	Durham University	Biological sciences
Dr Rebecca McFadden	University of Oxford	South East	Science and Technology Facilities Council	Physics
Dr Lisa Mohebbati	University of Surrey	South East	The Nutrition Society	Medical sciences
Dr Stefania Pasare	University of St Andrews	Scotland	Medical Research Scotland	Medical sciences
Dr John Pexton	University of Dundee	Scotland	Medical Research Scotland	Medical sciences
Dr Sarah Sun	National Physical Laboratory	London	National Physical Laboratory	Engineering
Dr Antonia Vyrkou	University of Huddersfield	Yorkshire and the Humber	University of Huddersfield & Engineering and Physical Sciences Research Council	Chemistry
Dr Penny Wu	Queen's University Belfast	Northern Ireland	Science and Technology Facilities Council	Physics
Dr Aleksandra Zawalna-Geer	University of Exeter	South West	Natural Environment Research Council	Environmental sciences

Influencing policy & other stakeholders:

The Trust works to influence policy to ensure the impact of research is fully utilised. Daphne Jackson Fellows' research can also directly shape and inform policy nationally and internationally. This helps drive forward scientific agendas and put research at the heart of decision making.



Dr Polly Couldrick:
 Sexing Eels – it's a slippery (but important) business

Polly is a Daphne Jackson Fellow at the University of Exeter sponsored by the Natural Environment Research Council (NERC) and the Biotechnology and Biological Sciences Research Council (BBSRC). Polly's research aims to find a better way to determine the sex of European eels to inform fisheries management. Once plentiful, the European eel population has dropped dramatically in recent years due to barriers to migration, predation, habitat loss and a range of human and environmental factors. The population is now critically endangered. This has attracted national and international interest with the European Union setting goals for stock recovery. Polly's work has potential implications on international policy and sustainability plans, to help secure the future of this species.

Partnerships & collaboration:

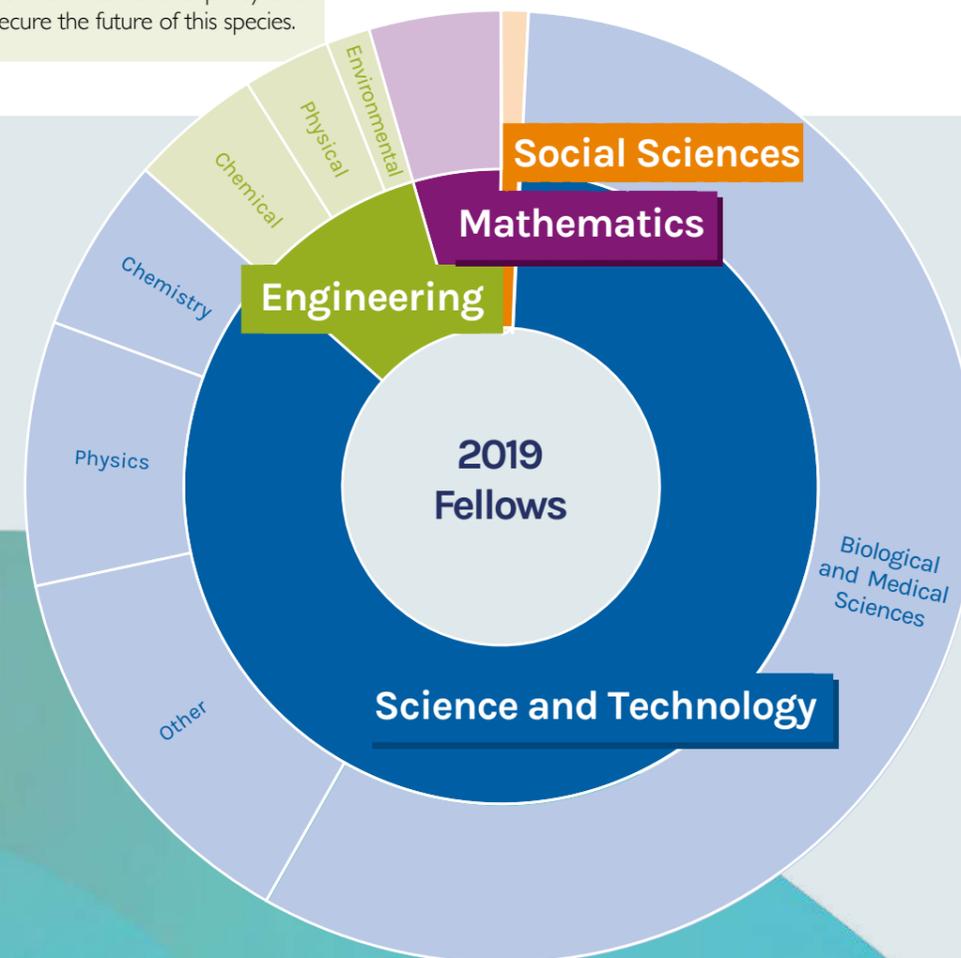
Research is, and always will be a collaborative effort. Daphne Jackson Fellows are continually forging new partnerships and collaborations to advance their work and disseminate their findings.



Dr Mairi Haddow:
 turning atomical and molecular structures into art

Mairi is due to complete her Daphne Jackson Fellowship at Heriot-Watt University in April 2020. Sponsored by the Royal Society of Chemistry and the Engineering and Physical Sciences Research Council (EPSRC), her Fellowship aims to understand better how the atomical and molecular structure of materials affects their properties. In collaboration with renowned artist and sculptor Romain Viguiet, Mairi won a commission from ASCUS Art & Science to display her work as an artistic piece. Mairi says "Understanding the intricate arrangements of atoms and molecules has profound implications on the properties of materials we take for granted every day. But they also look beautiful. They are works of art at the micro-scale and my aim is make this accessible to everyone".

In 2019, **72 Daphne Jackson Fellows** undertook research in **41 universities and research institutions:**



Finished in 2019

NAME	HOST	REGION	SPONSOR/S	SUBJECT AREA
Dr Nicola Atkinson	John Innes Centre	East of England	John Innes Centre & Biotechnology and Biological Sciences Research Council	Biological sciences
Dr Clara De Pascale	University of Westminster	London	University of Westminster & Biotechnology and Biological Sciences Research Council	Biological sciences
Dr Carolyn Devereux	University of Hertfordshire	East of England	Science and Technology Facilities Council	Physics
Dr Alexandra Di Domenico	University of Edinburgh	Scotland	Medical Research Scotland	Medical sciences
Dr Julie Fletcher	University of Exeter	South West	Biocomposites Ltd.	Biological sciences
Dr Shabnam Ghazi-Noori	University College London	London	University College London & Medical Research Council	Medical sciences
Dr Abir Ghorayeb	University of Bristol	South West	Engineering and Physical Sciences Research Council	Computing
Dr Patricia Grasa Molina	University of Oxford	South East	University of Oxford & Rosetrees Trust	Medical Sciences
Dr Gillian Halket	University of Strathclyde, Glasgow	Scotland	University of Strathclyde, Glasgow & Biotechnology and Biological Sciences Research Council	Biological sciences
Dr Shelly Lachish	University of Oxford	South East	University of Oxford & Natural Environment Research Council	Environmental sciences
Dr Xuanli Luo	University of Nottingham	East Midlands	University of Nottingham & Royal Academy of Engineering	Engineering
Dr Susan Macdonald	Beatson Institute	Scotland	Medical Research Scotland	Medical sciences
Mrs Johanna McNicholl-Kennedy	University of Leicester	East Midlands	University of Leicester & Biotechnology and Biological Sciences Research Council	Biological sciences
Dr Chloe Montes	University of Oxford	South East	The Natural Environment Research Council	Environmental sciences
Dr Kerstin Schirrmann	University of Manchester	North West	University of Manchester & Engineering and Physical Sciences Research Council	Engineering
Dr Munazza Shahid	Imperial College London	London	Royal Society of Chemistry & Engineering and Physical Sciences Research Council	Chemistry
Dr Raphael Shirley	University of Sussex	South East	University of Sussex	Physics
Dr Zeinab Smillie	Heriot-Watt University	Scotland	Natural Environment Research Council	Environmental sciences
Dr Andrea Snelling	University of Nottingham	East Midlands	University of Nottingham & Natural Environment Research Council	Environmental sciences
Dr Jenny Spiga	University of Warwick	West Midlands	University of Warwick & Engineering and Physical Sciences Research Council	Physics
Dr Lauren Sullivan	The Francis Crick Institute	London	The Francis Crick Institute	Medical sciences
Dr Kelly Thornber	University of Exeter	South West	Biotechnology and Biological Sciences Research Council	Biological sciences
Dr Vijayalatha Venugopalan	Keele University	West Midlands	Keele University & Medical Research Council	Medical sciences
Dr Cynthia Wright Drakesmith	University of Oxford	South East	University of Oxford & Medical Research Council	Medical sciences

Translating research into new products:

In order for research to progress, new ideas need to be translated into products, protocols or treatments. Daphne Jackson Fellows are working to ensure their work has long lasting effects in real-world settings.



Dr Abir Ghorayeb:
Making 'smart' technologies even smarter

Abir finished her Daphne Jackson Fellowship in 2019, having spent two years researching ways in which 'smart' technologies can aid the health and social care needs of older people in their homes. Abir's research uncovered the behavioural and practical measures older people require to ensure product using 'smart' technologies are fit for purpose. Her work highlighted the barriers to success, the importance of person-specific customisation and the clarifications necessary to data sharing to maximise the use of smart technologies in the home.

"Learning new skills during my Fellowship, such as qualitative research, helped me to find my current job." Dr Abir Ghorayeb

Sponsorship in 2019

Our thanks and gratitude go to all individuals, sponsors, host organisations and donors that make the Trust's work possible. In particular, our thanks go to the following organisations which have sponsored Fellowships during the last financial year, many of them fully or part sponsoring more than one Fellow:

Babraham Institute	Queen Mary University of London
Biocomposites Limited	Royal Academy of Engineering
Biotechnology and Biological Sciences Research Council	Royal Society of Chemistry
British Heart Foundation	Science and Technology Facilities Council
Durham University	Society for Chemical Industry
Economic and Social Research Council	Swansea University
Engineering and Physical Sciences Research Council	University College London
The Frances Crick Institute	University of Edinburgh
Genesis Research Trust	University of Huddersfield
Imperial College London	University of Leeds
Institute of Cancer Research	University of Leicester
John Innes Centre	University of Liverpool
Keele University	University of Manchester
The Kennedy Trust for Rheumatology Research	University of Nottingham
Kidney Research UK	University of Oxford
Medical Research Council	University of Strathclyde, Glasgow
Medical Research Scotland	University of Surrey
National Physical Laboratory	University of Sussex
Natural Environment Research Council	University of Warwick
The Nutrition Society	University of Westminster
	University of York

Finally, we express our thanks to the Trust's staff, Trustees and members of all of our committees as listed on page 23. All worked tirelessly to maintain the Trust's influence and success throughout the year.

Special thanks go to our Awards Assessment Panel committee members who meet every quarter. Without the panel's expertise, dedication and commitment throughout the year, our Fellowships simply could not be awarded.

Impact of the Trust in 2019

In 2019, the Daphne Jackson Trust demonstrated some of its biggest impacts so far.

As equality of opportunity, diversity and inclusion are rightly now receiving a great deal of attention, across all sectors, it is essential that employers broaden their approach to recruiting and retaining expertise and talent.

The Trust is now clearly positioned as the expert organisation in the issues and needs of those returning to a research career, particularly in STEM, after a prolonged break. The Trust is represented on key committees and working groups examining and seeking to address these issues and challenges. The Trust enjoys a unique agenda-setting role in making the case for returners. We will continue to work collaboratively with all stakeholders with an interest in this area.



Daphne Jackson Trust staff at the 2019 conference.

The Trust maintained a diverse range of collaborative and partnership activities across the year to influence policy.

- Within Westminster, the Trust is a member of the Parliamentary & Scientific Committee (P&SC) and a committed supporter of both the Women & Work and the Diversity & Inclusion in STEM All Parliamentary Groups (APPGs). Working with other parliamentary groups such as the Medical Research and Life Sciences APPGs – and by direct engagement with Ministers, the Trust continues to influence the wider political landscape to benefit research returners across STEM and beyond.
- We have a strong presence in the parliaments of Devolved Administrations to ensure our influence is maintained across all nations of the UK.
- We engaged with a significant number of organisations across the STEM and related sectors including Universities UK, Campaign for Science & Engineering (CaSE); Women in Science & Engineering (WISE) and Equality, Diversity and Inclusion in Science and Health (EDIS). We also worked with many Learned Societies, charities, trade bodies and industry to champion the role of research returners.

Bringing Fellows together to build networks and share experiences is a key part of the Trust's work. The Trust does this in a number of ways, including promoting online networking via LinkedIn, Facebook and Twitter, encouraging Daphne Jackson Fellows to meet up informally with other Fellows, and organising larger networking events.

The Trust's Executive Officer, Tim Julier, attending the CaSE Annual Lecture 2019



The Trust has **12 members of staff**, many of them part-time, who collectively work just under 7 FTE.



The Trust spent over **6000 hours** supporting **Fellowships** in 2019.



The Trust supported **72 Fellows**



across **41 universities and research institutions**



which were sponsored by **42 organisations** (either fully or part-sponsored).



The Trust met with **32 stakeholders** and was involved in **55 presentations and outreach activities.**



Almost **100 places** were provided across **6 Trust training events.**

Vision for 2020

Our vision for 2020 has so far not quite been matched by the reality that we now find ourselves in, although that has not altered our resolve to work as normally as we can in these unprecedented times. The fact that all our collaborators and colleagues are in the same situation has brought a shared sense of purpose and a desire to forge ahead with our plans.



Expansion of remit to include Arts, Humanities and Social Sciences

The Trust has expanded its remit to include research in the arts, humanities and social sciences, a process that started towards the end of 2019 and has now been finalised. This expansion remains true to the original vision of Daphne, who was motivated by a desire to ensure that individuals who would otherwise be lost to UK research were returned to meaningful careers. It reflects the changing priorities of UK research, and the increasingly multidisciplinary nature of that research. It firmly embeds the desire of the Trust to work with all the research councils within UKRI in what are challenging times for UK HE and research, and enhances and widens our existing national profile. This timely and exciting development will increase the Trust's expertise in offering support to researchers across all disciplines.



New Retraining Fellowship

2020 has seen the start of a pilot of a new Retraining Fellowship programme, which offers candidates with a background in STEM the chance to return to a career with a greater emphasis on retraining and technical skills. The pilot is being run with Diamond Light Source and the application process will be quicker, and the eligibility requirements will be slightly different. We anticipate that these Fellowships will be of interest to the many people who have a background in STEM, have had a career break but wish to return to a career as a highly skilled technician with less emphasis on research. There is interest from other organisations in the Fellowship as it progresses past the pilot stage and it promises to be a very exciting development offering a slightly different type of Fellowship.



Former Fellows Survey

The Trust was due to undertake its quinquennial survey of former Fellows in early 2020. This extensive survey offers an opportunity to gain an insight into the careers of Fellows after they have completed their Fellowships, and the impact that their Daphne Jackson Fellowship has had on them. This project will be postponed until the end of 2020 or even into early 2021 as we wish our former Fellows to be able to complete the survey knowing what the future holds for them. For many there are competing priorities, as they continue to work alongside home schooling and other caring roles. The results of these surveys are of huge importance to the Trust and its many stakeholders so having this breathing space allows us to really consider what we are asking our former Fellows and to factor in input from our stakeholders. The survey always provides a rich source of data from which we are able to develop our processes and offer the best possible support to returners.



Business as usual

There are many areas of our work where 2020 will simply mean business as usual, with our normal emphasis on developing and improving how we work. We will continue to collaborate with other organisations to influence and shape policy across STEM research and the equality, diversity and inclusion agendas. Although the UK has now left the European Union, the Trust will strive to ensure there is no detrimental effect to the UK's research base that may affect its Fellows. This includes the terms around the UK's involvement in European funding programmes.

Inevitably the publication of our annual review has been slightly delayed, but this means that we can give more information on our forward look than we could have done before. There are exciting new projects on the horizon for the Trust in 2020, and we are progressing effectively towards our goals. In the short term, we are embracing working from home, and technologies that allow remote meetings and events, as well as working closely with our Fellows and stakeholders to ensure we adapt, taking into account Government advice.

The Trust has grown from strength to strength over the years and will continue increasing numbers of Fellowship opportunities across universities, research institutes, industry and beyond.



Staff team meeting on Zoom.

Brighter futures for former Fellows

All Daphne Jackson Fellows are exemplars in terms of showing ambition and motivation, providing stellar examples of how it is possible to return to a research career after a career break and how flexible working can and should work. Many Fellows report that their subsequent success was made possible by their Daphne Jackson Fellowship.

Two former Fellows, Tzany Wheldon and Xuanli Luo, have certainly shown the world how they are trailblazing in their careers with both receiving awards. Here you can read their stories.

Developing research capacity:

Research can only take place where there are enough trained and engaged researchers working in an environment with the right facilities, resources, awards and incentives. Daphne Jackson Fellows rely on these to develop their own careers.



Dr Tzany Wheldon:
nuclear physicist and award winner celebrating part time and flexible working

Tzany completed her Daphne Jackson Fellowship in 2013 in nuclear physics investigating the existence of a new type of nuclear matter. Tzany is now a Reader in Nuclear Physics at the University of Birmingham. Her work spans the breadth of nuclear physics from experimental nuclear astrophysics and machine learning, to medical isotopes, applications and industry-related nuclear decommissioning. In 2019, Tzany was named as one of the Timewise Power: a roll call of 50 executives in the UK who all work part time or flexibly. This is a fantastic achievement where competition is extremely fierce. She was also crowned winner of the Five Minute Fellowship Presentation competition at the Daphne Jackson Trust 2019 Conference.

"Ten years ago I was struggling to return to my career in research after I had a three and half year career break to raise my family, and this year, I'm one of the Timewise Power 50: it is simply fantastic! The Daphne Jackson Trust provided me with the great opportunity of a Fellowship and led me back to research at the University of Birmingham. I'm fortunate to have had the freedom to look after my family and continue doing my job."

Generating new knowledge:

All Daphne Jackson Fellows generate new knowledge throughout their Fellowships. This is due to the Trust's competitive selection process with only the highest quality candidates and projects selected. This ensures Daphne Jackson Fellows have the best opportunity to advance in their chosen fields and apply their findings to real-world situations.



Dr Xuanli Luo:
powering back into research

Xuanli completed her Daphne Jackson Fellowship in the Advanced Materials Research Group at the University of Nottingham in 2019. Xuanli's Fellowship looked at the ways in which hydrogen can be stored efficiently at room temperature using nano-materials. This new knowledge could revolutionise the use of hydrogen as an energy source and prove to be a vital component of the developing energy sector. Since completing her Fellowship, Xuanli's career has gone from strength to strength and she is now continuing her research at the University of Nottingham, with a prestigious Leverhulme Trust Early Career Fellowship.

In 2020, she was announced as one of the Top 50 Women in Engineering: *Sustainability* award winners by The Women's Engineering Society (WES). The WES50 awards seek to recognise the wealth of female talent within engineering and related disciplines; an annual celebration aligned with the International Women in Engineering Day (INWED) campaign which takes place annually on 23 June.

"I have been awarded internal and external competitive research funding, established multiple effective collaborations, published 3 papers, and attended an international conference."

Governance and Committees

The Trust is governed by a Board of Trustees which itself is supported by three committees and an expert panel. The Trust thanks all of those serving on these committees, the memberships of which can be viewed at <https://daphnejackson.org/about-us/committees/>:

- The Finance and General Purposes Committee oversees the day-to-day operations of the Trust and considers all aspects of risk on a regular basis. The committee is made up of Trustees and relevant staff.
- The Awards Strategy Committee considers strategic issues concerning the application process and award of Fellowships. The committee is made up of Trustees, members of the Awards Assessment Panel and relevant staff.
- The Awards Assessment Panel considers all Fellowship applications and comprises of subject experts.
- The Special Discretionary Fund Committee assesses Fellows' requests for small amounts of additional funding. This committee comprises three Trustees.

Thank you to the University of Surrey



UNIVERSITY OF
SURREY

The Daphne Jackson Trust would like to thank the University of Surrey, particularly the Department of Physics, the home of the Trust and the place where Daphne Jackson began her research career in theoretical nuclear physics, later being appointed as Professor of Physics and Dean of the Faculty of Science. To find out more about the University of Surrey visit www.surrey.ac.uk

Keep in touch with the Trust!

We are continuing to grow our presence on social media and now you can find and follow us on:

- DaphneJacksonTr
- DaphneJacksonTr
- The Daphne Jackson Trust
- Daphne Jackson Trust
- Daphne Jackson Trust



We now have over
2400 followers
on Twitter

Daphne
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