

OUR IMPACT

Supporting research returners



Daphne
Jackson
Trust



WELCOME TO OUR FIRST IMPACT REPORT

Impact! Now that's a word bandied around a great deal, but what does it really mean for a Daphne Jackson Fellow? In this report we are going to show you.

It is an exciting time to be leading the Trust as we come out of the pandemic with a renewed focus on returners and lessons learned from the last two years. One of these is an emphasis on people rather than places – that it is possible to continue working, even under the most difficult of circumstances and not in traditional workplace environments. I have noticed a shared sense of camaraderie over the last two years, and a better understanding of work-life balance. This has shone a spotlight on how important workplace culture is, and the need for equality, diversity and inclusion to be woven into the fabric of our everyday working lives.

For the first time we have gathered data from across our Fellows, past and present, to understand the immediate and longer term benefits of undertaking a Daphne Jackson Research Fellowship. We then systematically looked at the impact of our Fellowships across Fellows' skills, their retraining, on their research, and on their subsequent careers. The data reveal some truly inspirational examples that show why our Fellowships are more important than ever. Although we are a small organisation, Daphne Jackson Fellowships have a huge impact on the lives of our Fellows and all those with whom we work.

I also want to say an enormous thank you to everyone who has supported us on our journey so far. From our sponsors and host organisations, to our Trustees and advisors – you have been a key part of our community and we would not have reached this stage without your help. We hope that this report highlights the benefits of working with us and the returners we support.

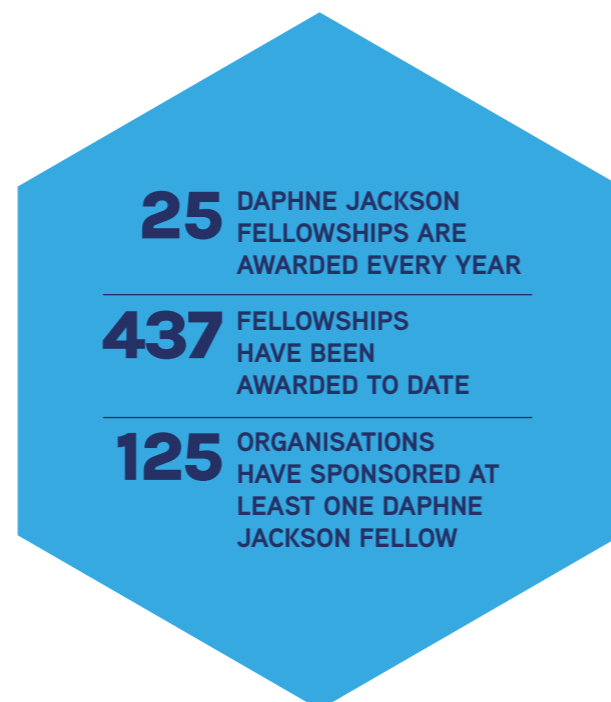


Katie Perry

Dr Katie Perry,
Chief Executive of the Daphne Jackson Trust

Contents

Welcome to our first Impact Report	2
About the Daphne Jackson Trust	3
A potted history of the Daphne Jackson Trust	4
Our Fellows' research	6
Our sponsors	8
The 2021 Former Fellows survey	10
Before a Daphne Jackson Fellowship	11
Daphne Jackson Fellowships: Outputs, outcomes and impacts	12
Personal and professional impacts of Daphne Jackson Fellowships	14
Skills and training	16
Careers after a Daphne Jackson Fellowship	18
Looking to the future	22
Closing thoughts from the Chair of Trustees of the Daphne Jackson Trust	23



ABOUT THE DAPHNE JACKSON TRUST

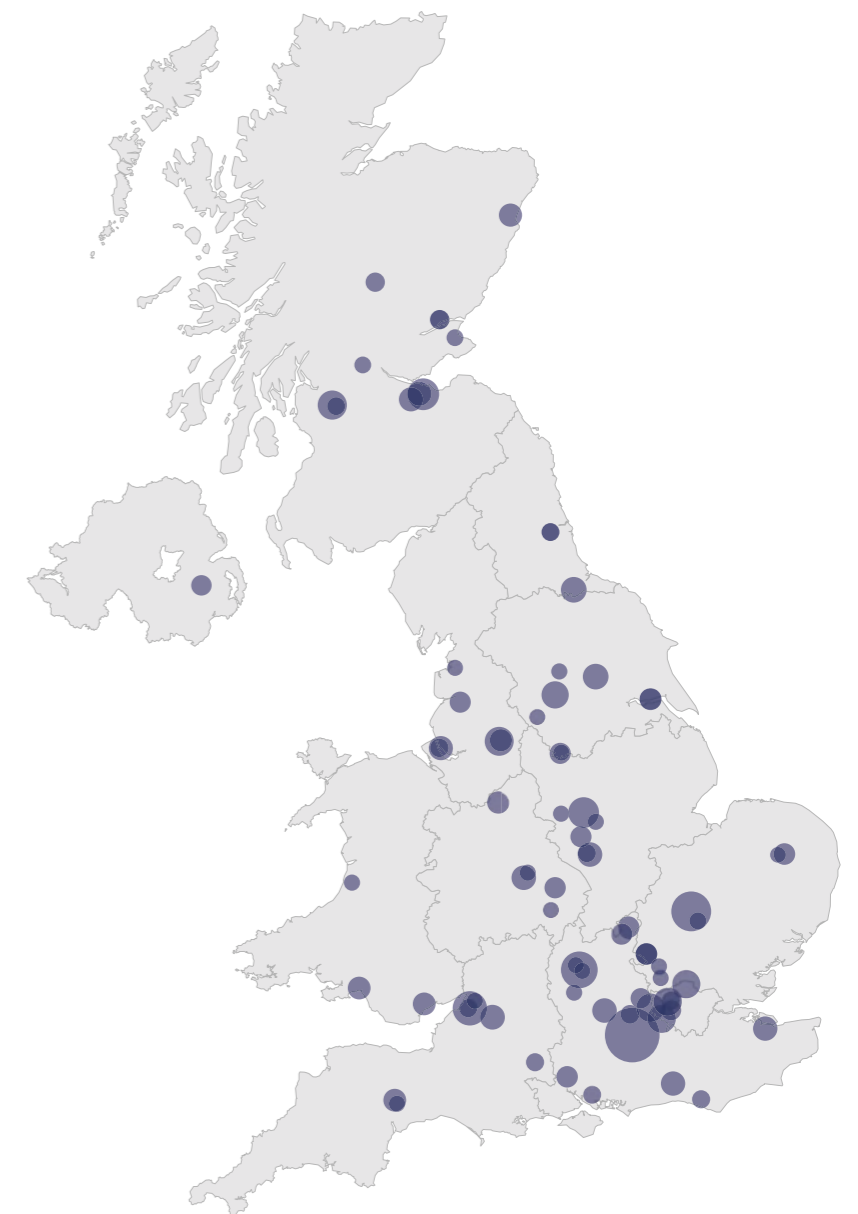
We are the UK's leading organisation dedicated to realising the potential of returners to research careers following a career break of two years or more for family, caring or health reasons.

We offer flexible part-time Fellowships across the UK and Republic of Ireland. We are developing our work in areas of policy and events, have expanded our remit to include the Arts and Humanities and are offering a new type of Fellowship. The Technology Fellowships are intended for a broader range of applicants, with more of a focus on retraining than research and we hope the first Fellows will be in place later in 2022. In this report, however, we will be communicating the difference our Fellowships make to researchers.

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

There are currently over **60** Daphne Jackson Fellows undertaking their Fellowships across the UK.

91 universities, research institutions and industrial organisations have hosted a Daphne Jackson Fellow.



A POTTED HISTORY OF THE DAPHNE JACKSON TRUST



1958

Daphne Jackson graduated from Imperial College of Science and Technology

1962

Daphne was awarded a PhD in Physics from Battersea College of Technology (now the University of Surrey)

1971

Daphne was appointed Professor of Physics at the University of Surrey

1985

The Daphne Jackson Fellowship scheme began as a pilot scheme under Daphne's leadership

1987

Daphne was awarded an OBE

1992

The Daphne Jackson Trust was established following Daphne's death in 1991

2002

10th Anniversary Symposium

Who was Professor Daphne Jackson?

Professor Daphne Jackson was appointed Professor of Physics at the University of Surrey in 1971 – the first female Professor of Physics in the UK. She met many talented individuals forced into taking low-level jobs because they needed retraining to return to research after a career break. Recognising this huge loss of talent, in 1985, she devised a Fellowship scheme to help such individuals. This scheme had a novel combination of research and retraining that laid the foundations for generations of future returners hoping to restart their research careers.



2003

Fellowships extended beyond women only

2009

1st Former Fellows survey undertaken

2011

Dr Katie Perry appointed as Chief Executive of the Trust

200th Fellowship awarded

30 years of the Daphne Jackson Trust

The Daphne Jackson Trust was established in 1992 and, over the last 30 years, we have modernised and evolved while staying true to Daphne's original vision. We truly embrace inclusivity and welcome individuals from all backgrounds, career trajectories and across all research disciplines.

“Daphne wanted to take away the disadvantage of a career break by offering Fellowships, and that is still very much our role. When the Trust was set up, and for the first ten years, approximately 6 Fellowships were awarded each year. With the increase in engagement with Host Institutions and Sponsors, we are now in a position to award up to 25 Fellowships each year.”

Dr Katie Perry, Chief Executive of the Daphne Jackson Trust

2012

The Trust began holding a regular conference

2nd Former Fellows survey undertaken

2013

The Trust increased its engagement and influence on policy

Development of Advertised Sponsored Fellowships

2015

300th Fellowship awarded

3rd Former Fellows survey undertaken

2017

Conference held, alongside our first pre-conference Fellows' training session which has now become a regular feature

2019

Conference held
Development and expansion of the Trust's staff and governance processes

2020

Expansion of remit into Arts & Humanities research making Fellowships available to all researchers in all disciplines

2021

New Technology Fellowships piloted for researchers returning to careers with more technical specialisms

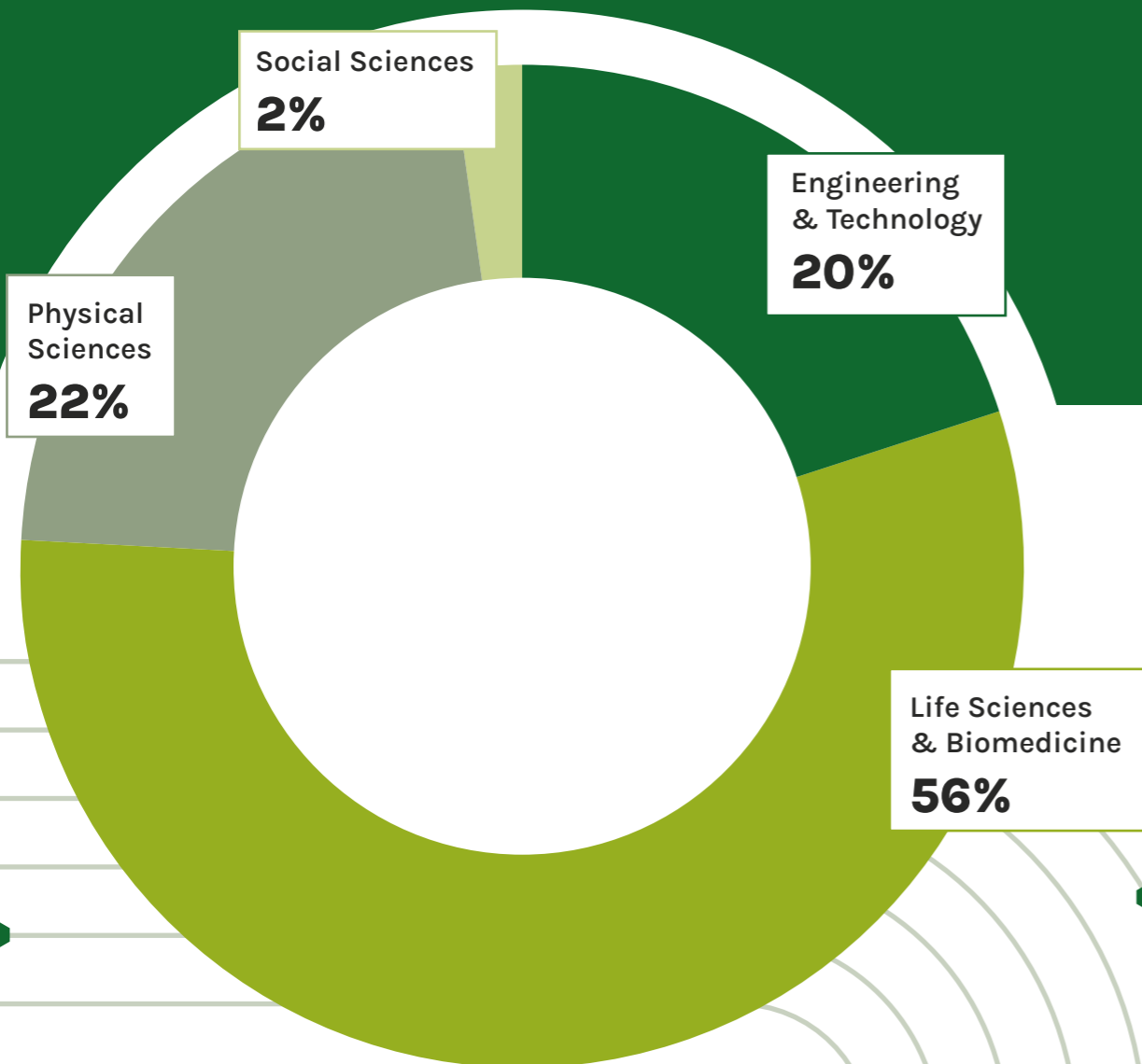


OUR FELLOWS' RESEARCH

Initially, Daphne Jackson Fellowships were focused on STEM topics. As interdisciplinary research became more mainstream, and in line with demand, we offered Fellowships in more subject areas such as Social Sciences. In 2020, we expanded our remit further to include Arts and Humanities.



- Cell, Developmental, Molecular & Evolutionary Biology **8%**
- Chemistry **6%**
- Genetics & Heredity **6%**
- Energy & Fuels **5%**
- Microbiology, Virology & Mycology **4%**
- Biodiversity, Conservation, Environment & Ecology **4%**
- Neuroscience & Neurology **4%**
- Oncology **4%**
- Engineering **4%**
- Immunology & Allergy **3%**
- Agriculture, Plant Science & Forestry **3%**
- Pharmacology & Pharmacy **3%**
- Materials Science **3%**
- Infectious Diseases & Parasitology **2%**
- Astronomy & Astrophysics **2%**
- Mathematics **2%**
- Imaging Science & Photographic Technology **2%**
- Other (see below) **35%**



Other subject areas (for disciplines where the number of Fellowships awarded make up <2% of the total, arranged in descending order)

- Physics
- Computer Science
- Marine, Freshwater Biology & Fisheries
- Endocrinology & Metabolism
- Orthopaedics / Musculoskeletal & Rheumatology
- Paediatrics / Child Health
- Cardiovascular System & Cardiology
- Biotechnology & Applied Microbiology
- Reproductive Biology, Obstetrics & Gynaecology
- Polymer Science
- Physical Geography
- Entomology
- Geology
- Meteorology & Atmospheric Sciences
- Nutrition, Dietetics, Food Science & Technology
- General & Internal Medicine
- Psychology
- Respiratory System
- Geochemistry & Geophysics
- Mathematical, Computational Biology & Medical Informatics
- Urology & Nephrology
- Gastroenterology & Hepatology
- Biophysics
- Automation & Control Systems
- Telecommunications
- Construction & Building Technology
- Mental Health & Psychiatry
- Zoology
- Microscopy
- Metallurgy & Metallurgical Engineering
- Mineralogy
- Oceanography
- Anatomy, Morphology & Physiology
- Geriatrics & Gerontology
- Radiology, Nuclear Medicine & Medical Imaging
- Optics / Photonics
- Toxicology, Substance Abuse, Public, Environmental & Occupational Health
- Otorhinolaryngology / Head, Neck & Throat
- Acoustics
- Communication
- Veterinary Sciences, Zoology, & Palaeontology
- Water Resources
- Dermatology
- Sports Science
- Remote Sensing
- Thermodynamics
- Business & Economics
- Nuclear Science & Technology
- Mechanics
- Criminology & Penology
- Spectroscopy
- Behavioural Sciences
- Instruments & Instrumentation (inc. Laboratory Technology)

OUR SPONSORS

Sponsorship is vital for Daphne Jackson Fellowships. This involves funding the Fellow's salary, employment costs, and their expenses (such as travel and conference registration fees). It also covers Fellowship support costs that allow us to provide specialist advice, reviews, mentoring, and training to every Fellow throughout their Fellowship.



Noel Faherty, Senior Research Adviser,
British Heart Foundation

We want to support excellent cardiovascular research led by promising researchers from across the research community. Daphne Jackson Fellowships are part of the solution as they combine the opportunity to restart a research career with the bespoke support and training that make it a sustainable choice. By partnering with the Daphne Jackson Trust, the BHF has supported researchers with non-linear careers to deliver vital work that meets our aims.

125 organisations have sponsored or co-sponsored Daphne Jackson Fellowships.



All UKRI councils sponsor Daphne Jackson Fellowships.



Over the last five years, 47 universities and research institutes have sponsored Daphne Jackson Fellowships.



11 companies, of all sizes, have sponsored Daphne Jackson Fellowships.



28 charities and learned societies have sponsored Daphne Jackson Fellowships.



* For a full list of sponsors - including those who sponsored more than five years ago, please visit <https://daphnejackson.org/sponsoring-fellowships/current-sponsors/>



We welcome sponsors from all parts of the research ecosystem, large and small.
Become a sponsor today – please visit daphnejackson.org

THE 2021 FORMER FELLOWS SURVEY

We undertake a survey of our former Daphne Jackson Fellows every five years to track their progress and find out what they have achieved.



We do this for three main reasons:

- We want to showcase the important role of research returners and the wide variety of opportunities available to those with non-traditional career paths.
- It allows us to understand how we can improve our Fellowships so that future Fellows can maximise their chances of success.
- We can show, with confidence, that returners are just as competitive as researchers that have followed more traditional career paths, but also have distinct advantages due to the wide range of transferable skills acquired during their career break.

We contacted **263** former Fellows who completed their Daphne Jackson Fellowship between 2000 and the early part of 2021

We collected data from over **90%** of the target cohort



Professor Pia Ostergaard, Professor in Human Genetics, St George's University of London and Trustee of the Daphne Jackson Trust

"This survey is a vital opportunity to reconnect with former Fellows (myself being one of them!) and find out about their subsequent careers. It is also an opportunity to remind ourselves that although many things have changed over the last 30 years, other things sadly have not. Only relatively recently have we started tackling cultural issues like gender diversity, equal pay, and inclusion. We are on a journey, moving towards a culture that recognises the role that everyone plays in making research happen. But there is so much more to do. Research returners are still hugely under-represented in the research community. Every person that is lost from our sector because they do not feel that they can return to research after a break is a knowledge, skills, financial and moral loss that we need to address."

Pia undertook her Daphne Jackson Fellowship between 2005 and 2007 at St George's University of London, sponsored by the Medical Research Council.

BEFORE A DAPHNE JACKSON FELLOWSHIP

Daphne Jackson Fellows have a breadth of research experience in a wide variety of skilled roles before their career break.



Cumulative Research Experience



Research roles held before career break



Over the last two decades, Daphne Jackson Fellowships have saved over **1250** years of research experience and talent from being lost from the sector.

Collectively, Daphne Jackson Fellowships have saved an estimated **£37m** of gross institutional costs that may otherwise have been lost.

The reasons for Daphne Jackson Fellows' career break fall into three broad categories:



Average: 7 years

The average length of a career break of a Daphne Jackson Fellow is 7 years.

DAPHNE JACKSON FELLOWSHIPS: OUTPUTS, OUTCOMES AND IMPACTS

Daphne Jackson Fellows are vital contributors to the research environment and the institutions they work for. They generate outputs, outcomes and impact across five key areas both during and after their Fellowship.



From Daphne Jackson Fellow to CEO of an international company – in just three years!

Dr Catherine Elton, CEO, Qkine Ltd.

Catherine undertook her Daphne Jackson Fellowship between 2015 and 2018, hosted and sponsored by the Wellcome Trust Sanger Institute. Her Fellowship focused on parasitology and tick-borne diseases. During the Fellowship, Catherine co-founded the biotech company – Qkine – with Dr Marko Hyvönen. Qkine develops novel products and high-quality proteins for stem cell research and regenerative medicine. Along with her co-founder, Catherine has successfully applied for over £2.2m investment funding from Innovate UK and angel investors. Qkine now has a global customer base in research institutes, biotechnology, and emerging sectors such as cellular agriculture.

"This was an exciting way to combine my passion for science, my commercial skills and learn about a completely new research area. I would not have co-founded the company without the opportunity and credibility gained by my Daphne Jackson Fellowship. This has allowed me to recruit other talented scientists and mentor their careers. I've often spoken about my journey and non-linear career path to empower others who find their careers unexpectedly interrupted or who consciously choose to have a career break. I have two daughters and I feel I'm a better role model for them given the experience I've been lucky enough to have".

Conservation research at the heart of international policy

Dr Lucy Bates, Associate Lecturer, The Open University

Lucy undertook her Daphne Jackson Fellowship between 2016 and 2018, hosted and sponsored by the University of Sussex. Her research focused on the evolution and prevalence of culture in elephants. Lucy was particularly interested in how they learn from one another and what management and conservation practices could be used to protect them.

Lucy used large aspects of her Fellowship research to inform a policy submission to the South African government that recommended steps to improve elephant management and conservation. Many of these recommendations were incorporated into the resulting 'white paper' produced by the South Africa Department of Forestry, Fisheries and the Environment. Lucy has since maintained her connection at the University of Sussex as a Visiting Research Fellow alongside her current job, which allows her to continue the research she started there.

"I would never have been able to relaunch my career, nor even have the confidence to apply for jobs without my Daphne Jackson Fellowship".



Fellows developed or co-developed on average
6 conference
 abstracts, posters, or articles in conference proceedings, either during or after their Fellowship.

For every
£1 invested
 in a Daphne Jackson Fellow, they secure
nearly £2
 in subsequent research funding.

More than
7 in 10
 Daphne Jackson Fellows publish a research paper during or after their Fellowship. Those that publish produced on average 1.65 papers during their Fellowship, and 7.35 papers after (including papers from any subsequent research).

PERSONAL AND PROFESSIONAL IMPACTS OF DAPHNE JACKSON FELLOWSHIPS

Daphne Jackson Fellows are vital contributors to their institutions and the wider research environment.



A third of Daphne Jackson Fellows line manage members of staff



Two-thirds teach or supervise students

More than just a Fellowship

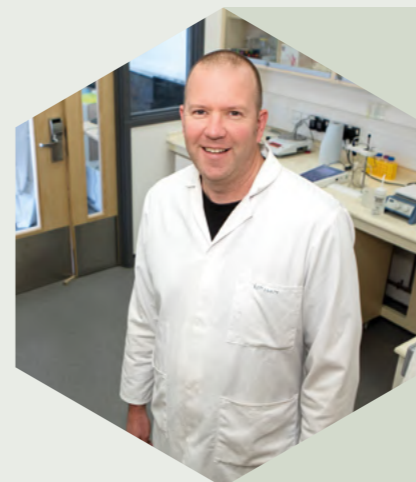
Dr Jharna Paul, Research Associate, Superconducting Quantum Group, University of Glasgow

"Being awarded a Daphne Jackson Fellowship provided me with the opportunity to update my knowledge, skills and networking. Afterwards, I secured a research position within the Superconducting Quantum Group at the University of Glasgow - something which is positive for my long-term career and benefits my own well-being and family-support. As well as undertaking research, I co-supervise Masters students and have trained PhD students on how to use laboratory machinery. I was also a member of the University's School of Engineering Athena SWAN Committee for their successful Silver Application submission".

Jharna undertook her Daphne Jackson Fellowship between 2014 and 2017, hosted and sponsored by the University of Glasgow.



When asked about the impacts of a Daphne Jackson Fellowship from a personal as well as professional perspective, the **most mentioned words and phrases included:**



Improving prospects

Dr Anthony Wynne, Data Scientist, Stericycle Inc.

"Before my Daphne Jackson Fellowship, I was working as a part-time builder and caring for my children. I was rejected from every science job I applied for, often with comments about how my career gap was too big a risk, or that I was out of date. After my Fellowship, I continued to work at my Host Institution and then at the SME we had been collaborating with. The impact of the Fellowship on my prospects became very clear when I left the SME and went on the job market. Employers had a very different view of my career gap - I was suddenly someone with a wide range of experience, an adaptable fast-learner who could overcome anything".

Anthony undertook his Daphne Jackson Fellowship between 2015 and 2017 at the University of Plymouth, sponsored by the BBSRC.

Beating the balancing act

Dr Liz Dickinson, Post-doctoral Research Associate & Knowledge Transfer Partnership Associate, University of York and Croda Europe Ltd.

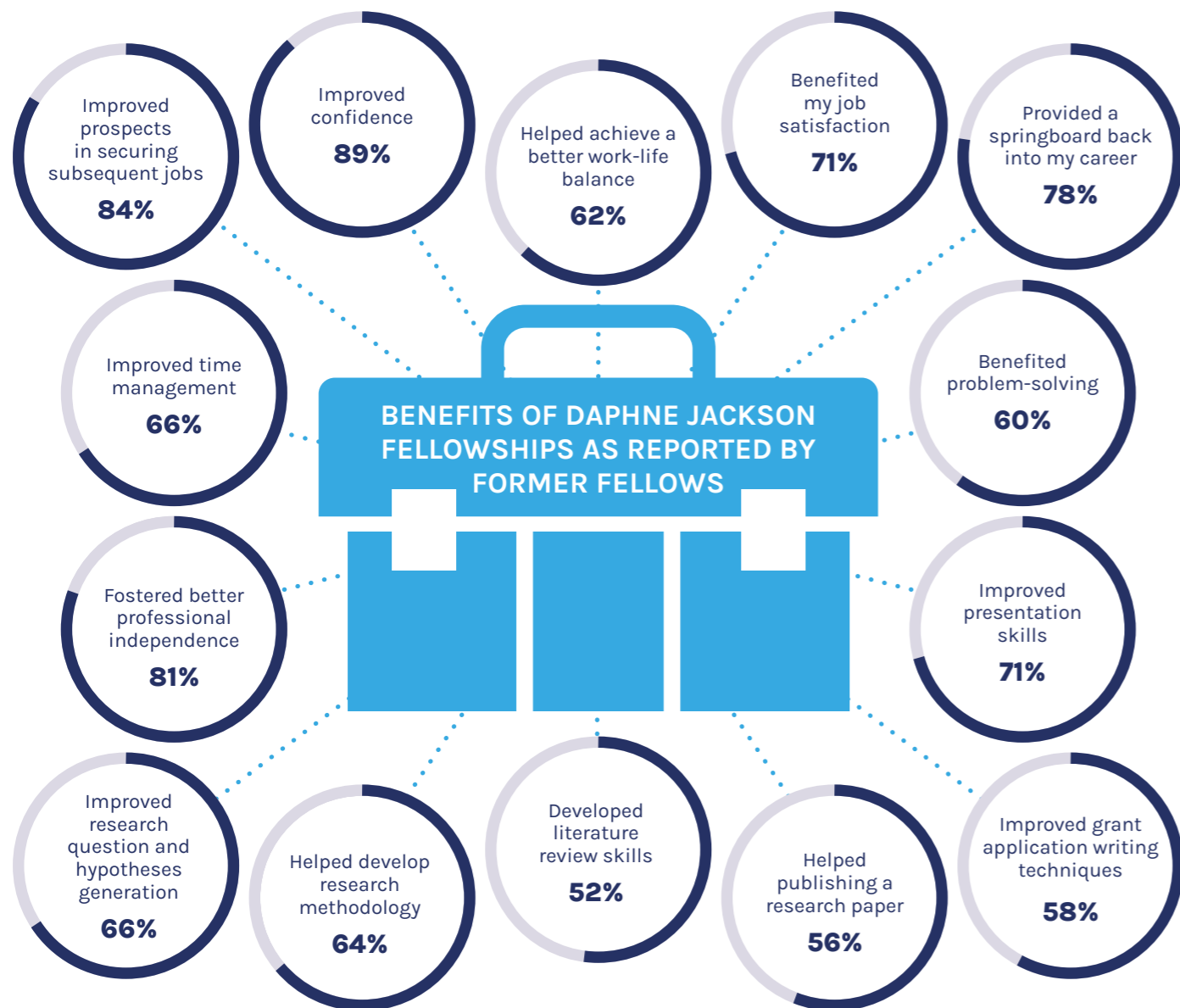
"The Fellowship changed my professional life but also my personal life. It meant that I was happier being back in the work that I loved, but still managing to work part-time around caring for our young family. I have a sense of fulfilment that I achieved both things that were important to me, which would not have been possible before my Daphne Jackson Fellowship. I have shown my children (and others around me) that it is possible to do work that you love and work part-time."

Liz undertook her Fellowship between 2016 and 2018 at the University of York, co-sponsored by the Royal Society of Chemistry and the BBSRC.



SKILLS AND TRAINING

Daphne Jackson Fellowships kick-start careers by improving skills, training, and experience.



84%

OF DAPHNE JACKSON FELLOWS SAY THAT THEIR FELLOWSHIP **IMPROVED THEIR PROSPECTS** IN SECURING SUBSEQUENT JOBS.

78%

OF DAPHNE JACKSON FELLOWS SAY THAT THEIR FELLOWSHIP WAS A **SPRINGBOARD BACK INTO THEIR CAREERS.**

9/10

FELLOWS HAVE IMPROVED CONFIDENCE BECAUSE OF THEIR DAPHNE JACKSON FELLOWSHIP



Inspiring transformations

Dr Ruramayi Nzuma, Research Fellow, Queen's University of Belfast

Ruramayi undertook her Daphne Jackson Fellowship between 2013 and 2015 at Queen's University of Belfast, sponsored by the Society of Chemical Industry. Before her Fellowship, Ruramayi worked in Health and Social Care for many years and then became a visiting researcher.

"The research retraining that I received during my Daphne Jackson Fellowship brought me up to speed with modern techniques which I needed after a 10-year break from research. This made me competent on the job market as well as boosting my confidence. It has also inspired other parents currently on a career break to consider returning to their careers. My Daphne Jackson Fellowship transformed my life - it gave me hope, confidence as well as opened career doors that would otherwise have remain closed".

More than just research

Dr Kathy Kotiadis, Reader in Management Science/ Operational Research, Kent Business School, University of Kent

Kathy completed her Daphne Jackson Fellowship in the School of Computer Science in Discrete-Event simulation in 2016, hosted and sponsored by the University of Kent. As well as updating her research skills, the Fellowship improved her confidence and independence to return successfully to academia. Kathy is now a co-Editor in Chief of Health Systems (journal), a Co-Investigator on a large EPSRC funded grant, and has PhD students and an extensive network of collaborators publishing in leading academic journals. Post fellowship she co-chaired a national conference for a professional society and has held senior leadership roles including Associate Dean for Graduate Studies (Research) at the Kent Business School, University of Kent and prior to that Director of Research & KIE at the Business School at Canterbury Christ Church University. Kathy is also a member of the EPSRC peer review college.

"I got my life back - as well as my confidence and independence. The Fellowship was life changing for me and my children. I am very proud of my journey on becoming a senior academic at just 5-years after my Fellowship. Meeting other Fellows made me realise that this is not about me, but the sector. I have changed my outlook on life and I support women in a more active way to make sure that they progress. It made me a better person and a better academic".



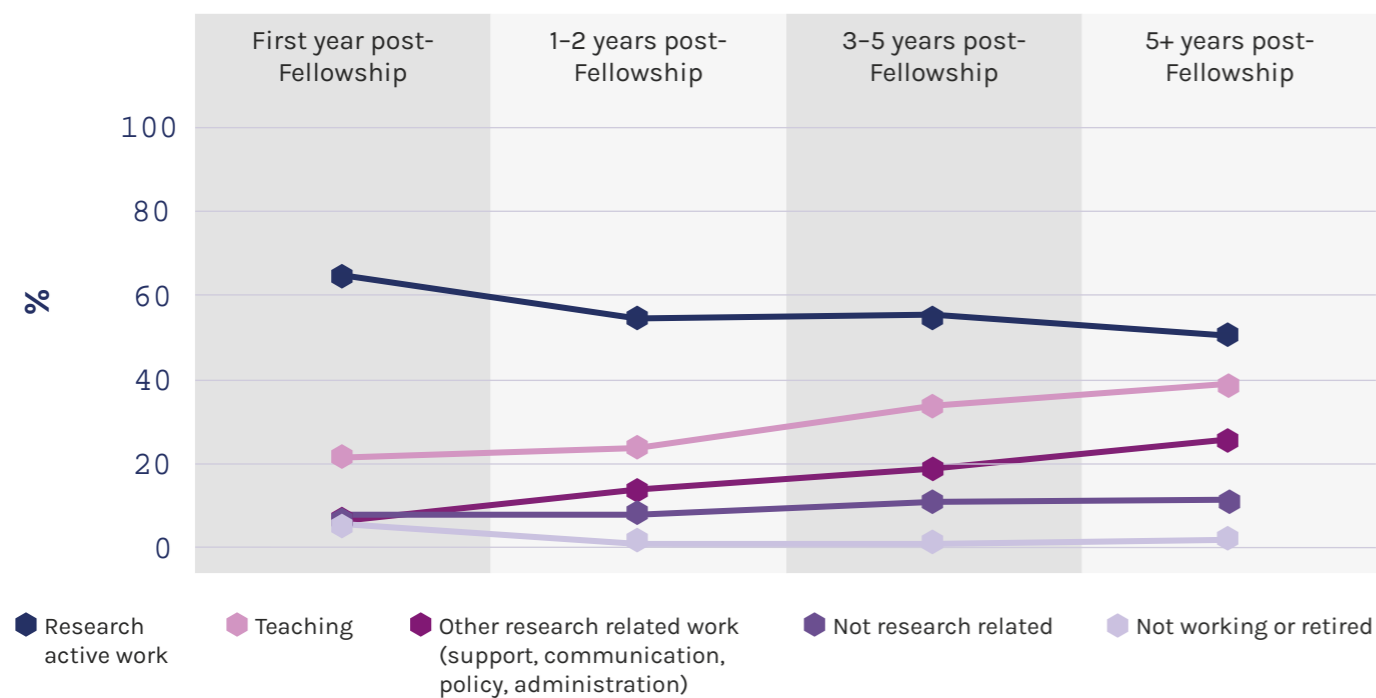
CAREERS AFTER A DAPHNE JACKSON FELLOWSHIP

Daphne Jackson Fellowships are a lifeline for researchers returning to their careers.

7 out of 10 Daphne Jackson Fellows now work in their **first-choice job or career after their Fellowship.**

9 out of 10 Daphne Jackson Fellows **stay in research or teaching** at least 5 years after they finish their Fellowship.

Daphne Jackson Fellows work in a variety of sectors after their Fellowship.



Careers are agile and non-linear. Many Daphne Jackson Fellows report working in multiple roles, across different sectors in the years following their Fellowship.

	First year post-Fellowship (%)	1-2 years post-Fellowship (%)	3-5 years post-Fellowship (%)	5+ years post-Fellowship (%)
Employers where former Fellows work post-Fellowship				
University or other HE institute	77.3	76.3	78.9	67.3
Independent research institute	4.5	4.2	3.2	3.6
Government funded body	3.0	3.4	5.3	12.7
Industry	5.3	9.3	7.4	3.6
NGO/Charity/Learned society	0.8	0.8	4.2	7.3
School	3.0	3.4	4.2	7.3
Other	3.8	4.2	3.2	3.6
Not working or retired	7.6	3.4	1.1	1.8

Daphne Jackson Fellows are increasingly likely to have rich and fulfilling careers in industry, charities, learned societies and elsewhere after their Fellowships. They use the skills and confidence they gained during their Fellowship to pursue successful non-research active careers.



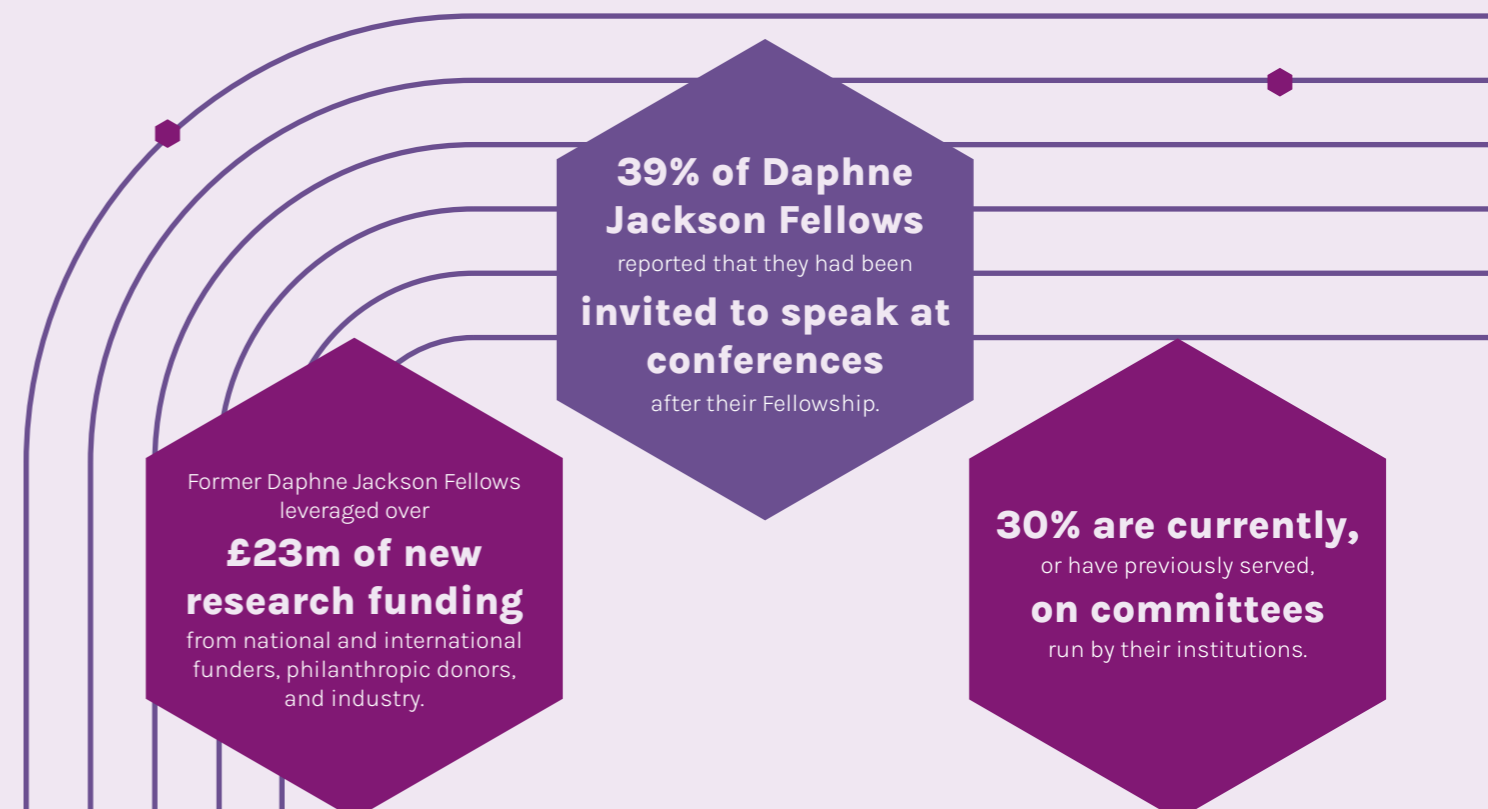
Not all research careers involve a lab coat
Dr Jackie Ferguson, Head of Programmes, Kidney Research UK

Jackie completed her BBSRC sponsored Daphne Jackson Fellowship in 2013 at the National Institute for Biological Standards and Control. At the end of her Fellowship, Jackie secured a permanent position as a Government Scientist focused on medicines testing and standardisation of hormone therapeutics. After 9 years, Jackie decided to change her career. Moving into the charity sector, she initially worked at Myeloma UK and now works at Kidney Research UK.

"I am enjoying working for a patient-focused, caring organisation which is going through a period of growth. The Daphne Jackson Fellowship was more than a source of funding for academic research - it was a lifeline and at the time, the only route back to an intellectually stimulating career after a break".

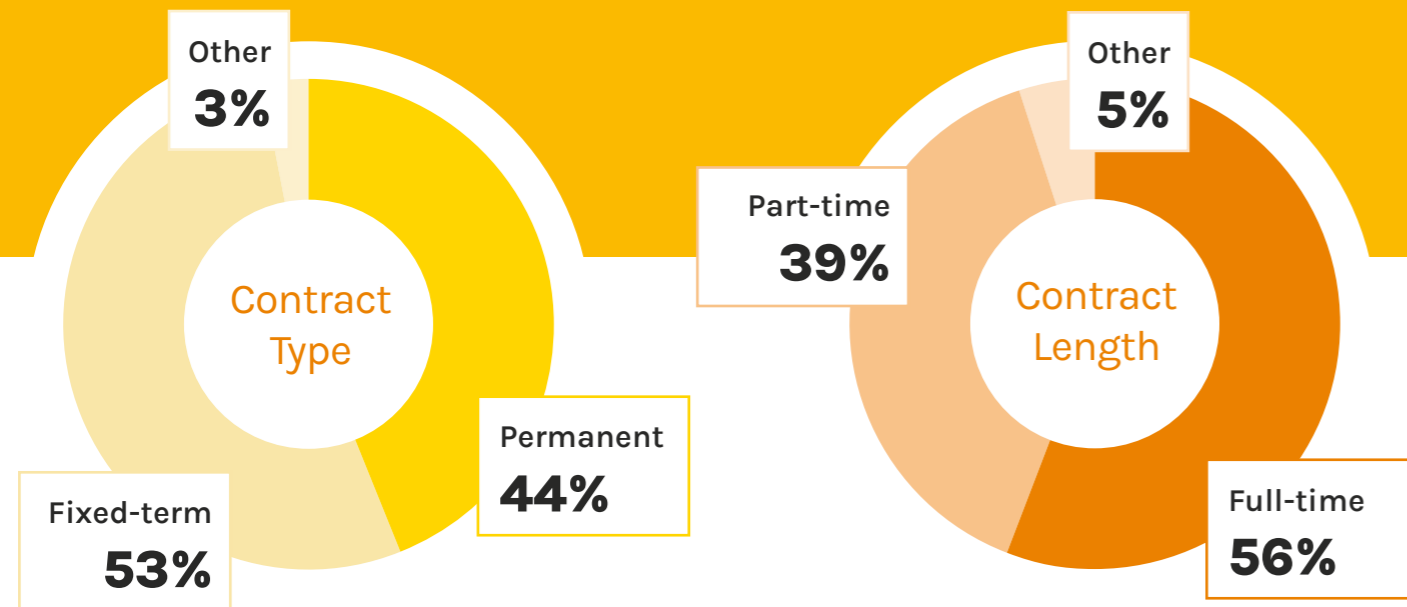
2/3

Daphne Jackson Fellows secured paid employment at the same institution after their Fellowship, demonstrating their employability.



CAREERS AFTER A DAPHNE JACKSON FELLOWSHIP

Of the former Daphne Jackson Fellows currently working, their contract type and length varies with many pursuing flexible working practices.



Making your career work for you Dr Yoanna Ariosa, Senior Scientist, Adaptimmune

Yoanna undertook her Daphne Jackson Fellowship between 2016 and 2018 at the University of Oxford. It was co-sponsored by The Kennedy Trust for Rheumatology Research and the Nuffield Department of Orthopaedics. Reflecting on her roles after her Fellowship, Yoanna says:

"My first job after my Fellowship was a 50% FTE role at the University of Oxford. Six months later, I found another 50% FTE role that took me to full-time employment. I was doing both jobs until I started my current full-time job in industry. My Fellowship was pivotal to bringing me to the research job market at a level aligned with my experience. It gave me confidence, prestige, and the opportunity to build a network in a new country. From a personal perspective, it allowed me to continue caring for my children while working in the job of my choice."



10 FORMER DAPHNE JACKSON FELLOWS ARE NOW PROFESSORS – A RATE THAT IS 5 TIMES HIGHER COMPARED WITH THE NATIONAL AVERAGE.



Pushing ahead

Professor Gillian Forrester, Professor of Comparative Cognition, Deputy Dean School of Science, Birkbeck, University of London

Gillian undertook her Daphne Jackson Fellowship between 2004 and 2007 at the University of Sussex, sponsored by the Gatsby Charitable Foundation. Reflecting on her Fellowship and subsequent career, Gillian says:

"I have enjoyed the opportunities that the Daphne Jackson Trust has afforded me. I would not be in academia now if I had not learnt about the Trust. The Fellowship was so flexible that I had a second child during my 3-year postdoc without needing to take an additional break. I have now come full circle in that this year I am mentoring Daphne Jackson Fellows at my institution. I have recently been promoted to Professor of Psychology – something I wouldn't have dreamt of without my Daphne Jackson Fellowship. Returning to research has been a long and sometimes bumpy journey, but gaining this recognition makes me even more determined to keep pushing ahead."

Changing the status quo

Professor Dani Strickland, Professor of Electrical Power Engineering, Loughborough University

Dani undertook her Daphne Jackson Fellowship between 2003 and 2004 at the University of Sheffield, sponsored by Rolls Royce.

"Last year, I turned 50 and together as a family, we went out to celebrate. My daughter said "Happy 50th Birthday to my wonderful mum who has always been there for me and is one of the most amazing people I know". Reflecting on my Daphne Jackson Fellowship and my research career that followed, I think that says it all. I have worked part-time since my Fellowship finished in 2003 and I've just been made Professor – a huge step in my career. Working part-time has enabled me to be there for my daughter when she needed me without compromising my research. My Daphne Jackson Fellowship showed me that this is possible, and I challenge anyone to argue that it isn't."



LOOKING TO THE FUTURE

Our 2021 Former Fellows survey shows that:

- 1** Daphne Jackson Fellowships relaunch successful long-term research careers for those who have had a career break.
- 2** Fellowships provide returners with confidence and experience that make them employable in their first-choice careers.
- 3** Once re-established, Daphne Jackson Fellows demonstrate enormously successful career progression and make a wide variety of contributions to the research knowledge-base.
- 4** Daphne Jackson Fellows bring huge benefits to the institutions they work for by generating significant research findings and contributing to the wider research environment.
- 5** Organisations that sponsor Daphne Jackson Fellowships benefit from a fully research-active professional undertaking high-quality peer reviewed research generating a breadth of impacts.

CLOSING THOUGHTS FROM THE CHAIR OF TRUSTEES OF THE DAPHNE JACKSON TRUST



I hope you have enjoyed reading this Impact Report (and well done for reaching the end!). I have worked with the Daphne Jackson Trust for many years, but only recently have I had the honour of being appointed Chair of Trustees. The findings here reaffirm many things we knew already, namely that Daphne Jackson Fellowships are of fundamental importance for career-break researchers and the institutions they work for. But this report also shows the added value that returners bring. They are highly skilled, determined, confident multi-taskers that diversify and enrich the research workforce. I hope that this will convince you to support more Daphne Jackson Fellows through whatever capacity you can.

I am a strong believer that differences make research stronger. And to truly embrace differences, we must look at the entirety of the research landscape, starting with those who work in it. I believe the Daphne Jackson Trust can lead from the front here and do away with the notion of a 'typical' research career. I hope that this report will act as a catalyst for change so that we can work together to develop vibrant, flexible, and accepting workplaces that truly represent the needs of a modern-day research workforce.

Professor Tom Welton
OBE FRSC FCGI,
Imperial College London

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

We know that our Fellowships are a vital lifeline to many talented individuals wanting to return to research after a break. But this is just one part of the puzzle, and we need more sponsors and host organisations to support our Fellowship scheme.

For more information about how to host or sponsor a Daphne Jackson Fellow, please visit daphnejackson.org



Daphne
Jackson
Trust



How you can work with us

- **Funders:** please sponsor Daphne Jackson Fellowships. We offer unparalleled expertise from dedicated Fellowship Advisors who work closely with each Fellow throughout all stages of their Fellowship.
- **Universities and industry:** consider hosting and funding Daphne Jackson Fellows in your organisation. As well as helping the individuals themselves, you will benefit from having fully research-active Fellows contributing to your organisation's outputs and impact.
- **Researchers and managers:** support and welcome all colleagues returning to research including Daphne Jackson Fellows. Offer mentoring and collaborate on projects that will maximise everyone's chances of success. Support flexible working to help researchers balance their careers with personal, home and other commitments.
- **Policy makers:** research returners must be championed to foster a culture that welcomes them back into their roles. Work with us to develop policies and frameworks aimed at dismantling the barriers currently in place that discourage career-break returners from restarting their careers.

Contact us

The Daphne Jackson Trust
Department of Physics
University of Surrey
Guildford
Surrey
GU2 7XH

01483 689166
djmf@ surrey.ac.uk

daphnejackson.org



Registered Charity 1125867
Registered Company 06621472

Designed by *avedesign.studio*

