



Research Careers: Restarted

Former Fellows' Survey: Data Analysis Report 2026

Companion to the Impact Report 2026

Contents

Introduction

- 3 [Our impact at a glance](#)
- 5 [Welcome](#)
- 6 [The Daphne Jackson Trust](#)
- 7 [2025 former fellows' survey](#)
- 8 [The Daphne Jackson Fellows](#)

Career breaks

- 10 [Before a career break](#)
- 11 [Career breaks](#)
- 13 [Difficulty returning](#)
- 14 [Saving investment](#)

Daphne Jackson Fellowships

- 15 [Subject areas](#)
- 17 [Extending our fellowships](#)
- 18 [Trust support](#)
- 19 [Retraining](#)
- 20 [Personal and professional development](#)

Outcomes and impacts

- 22 [Future roles](#)
- 26 [Outputs](#)
- 28 [Research funding](#)

Funders, hosts and supervisors

- 29 [Overview](#)
- 30 [Funders](#)
- 31 [Hosts](#)
- 32 [Supervisors](#)

Improving the research landscape

- 33 [Flexible working](#)
- 34 [Research leadership and development](#)
- 34 [Public engagement](#)
- 36 [Policy](#)
- 37 [The future](#)

Appendix

- 39 [Appendix A: Survey details and data quality](#)
- 42 [Appendix B: Data and calculations](#)
- 82 [Appendix C: Full survey](#)

Our impact at a glance

The Daphne Jackson Trust supports people returning to research after a career break of at least two years taken for family, caring or health reasons.

Daphne Jackson Fellows are an exceptional investment in the future of research.

By supporting returners, we help ensure that the valuable investment already made in their education and training isn't lost to the sector.

Our fellows go on to make major contributions: securing research funding, publishing new work, and driving discovery forward.

Daphne Jackson Fellows bring diverse experiences and non-linear career paths back into the system, helping to create a more inclusive and representative research community and landscape for everyone.

For data calculation see [Appendix B](#).



Restarting careers in research

The Trust:

Awarded over **500 fellowships**

Saved over **2,400** years and almost **£80million** of research training, experience, and talent from being lost to the sector



Impacting research

Former fellows:

More than **70% remain in research active work** 5 years after their fellowship

Secured over **£87million in research funding**

Produced more than **2,200 peer-reviewed publications**



Improving research landscape

Together we:

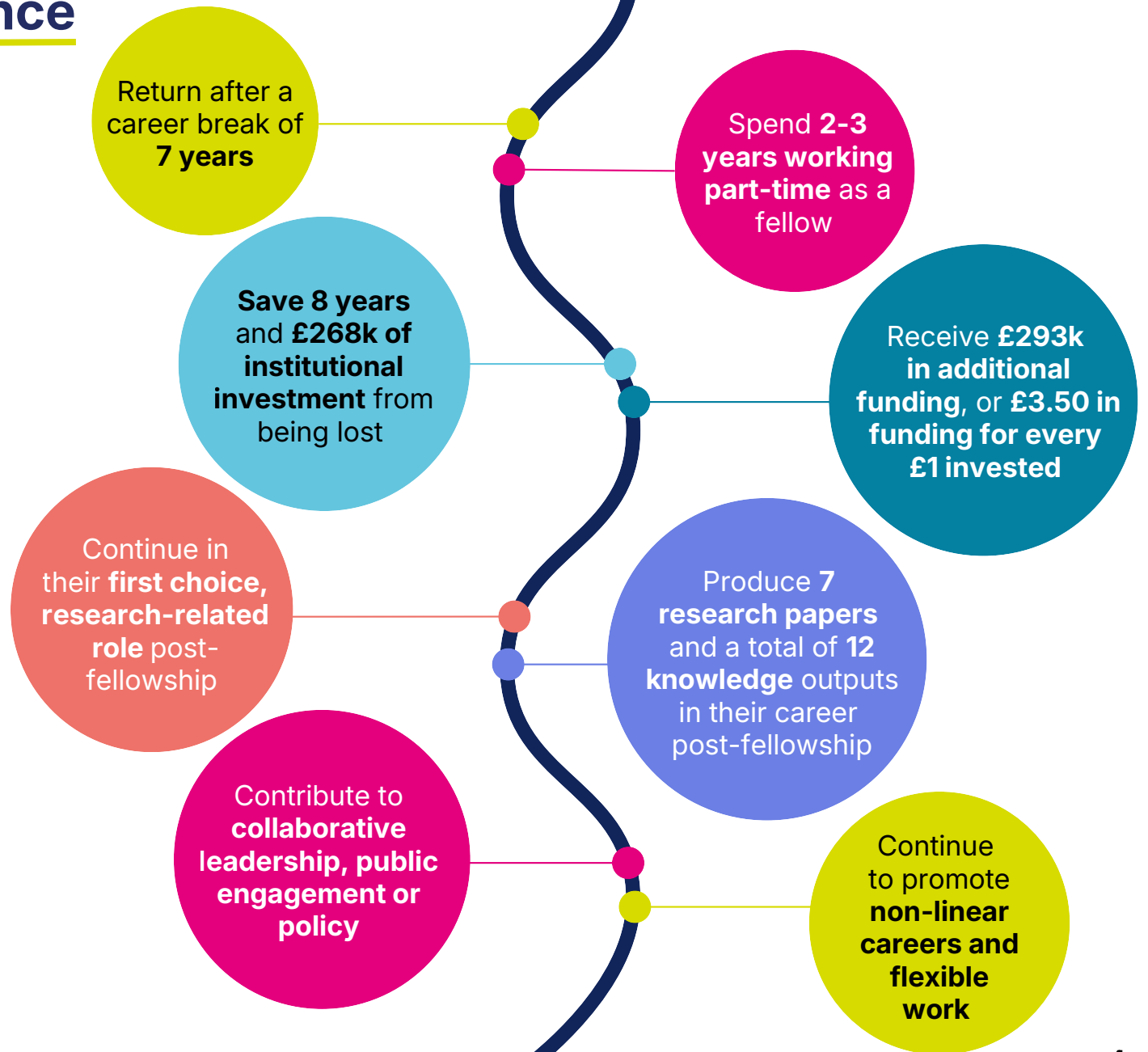
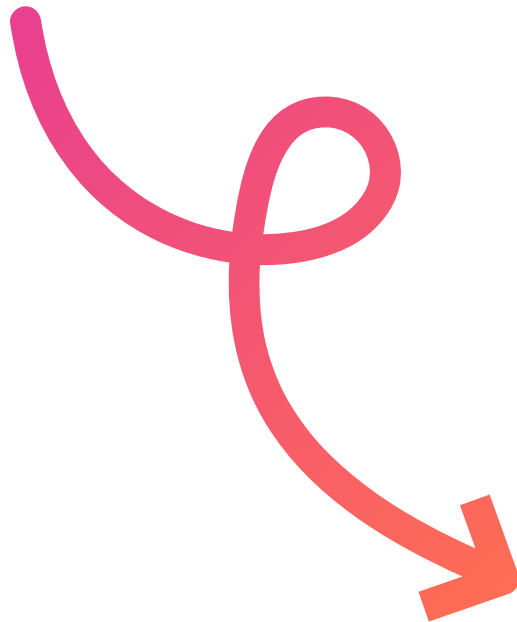
Worked with almost **250 hosts and funders**, normalising non-linear careers across the UK

Almost **60% of former fellows continue in part-time or flexible work** after their fellowship

Continue to advocate for **equality and diversity** in research

Our impact at a glance

Every Daphne Jackson Fellow has a unique story, but an average fellow's journey might look like:



For an overview of our impact see the [2026 Impact Report](#).

For data calculation see [Appendix B](#).

Welcome to our Data Analysis Report

Thank you for joining us as we explore our quantitative and qualitative data, with a deep dive into the numbers, stories that let our fellows shine, and appendices detailing our calculations.

Here at the Daphne Jackson Trust, we ensure that the original investment made in talented people isn't lost when life takes them away from their roles. Our fellows go on to thrive - producing new research, securing funding, and re-establishing their careers. Together, we're changing the research landscape for the better.

To better understand the impact of our fellowships, every five years we undertake a survey of our former fellows, gathering data on their career breaks, fellowships, and outcomes. This not only tells us what our former fellows are doing, but also how they are feeling, what their fellowship did for them and the positive effects it has had on their careers.

The Trust also holds data on our fellows - where they are, what they work on, and what they produce. Combined, this information gives us a full picture of the journey a Daphne Jackson Fellow takes, from career break to a successful return.

Using this data, we've compiled this Data Analysis Report, a companion to our Impact Report. This allows us to explore just how we're transforming the lives of our fellows and the research landscape more broadly.

Thank you for taking the time to explore this report and the stories and data within it.

Dr Katie Perry
Chief Executive Officer Daphne Jackson Trust



The Daphne Jackson Trust

Founded in 1992 in honour of Professor Daphne Jackson, the UK's first female Professor of Physics and the originator of the fellowships, the Daphne Jackson Trust continues the mission of returning people to research careers.

Daphne Jackson Research Fellowships are unique. They combine a **personalised retraining programme** with a **challenging research project** and **bespoke mentorship** to create a fellowship that is tailored to the individual needs of each returner.

Our fellowships are **flexible and part-time** - an average fellowship is 0.5 FTE - allowing returners to balance work with other commitments as they re-enter the research workforce. Previously an average of two years in length, fellowships are now **funded for three years**, giving our fellows the best chance of career success.

The Daphne Jackson Trusts supports **research returners of any gender in any area of research**. This survey is the first to include our **Arts and Humanities fellows**.

The Trust is also evolving. We have recently expanded our remit to include the **Republic of Ireland**, and the Trust has also developed a new **Research Technical Professional Fellowship**.

Finally, this represents an exciting moment for the Daphne Jackson Trust, as an initial three year increase in funding from UKRI will mean an expansion of both our research and RTP fellowships.



Professor Daphne Jackson



Forty years on from the first fellowship, Daphne's legacy continues to demonstrate that returners strengthen not only research, but universities and the UK more widely. The significant impact these fellows have made—across their research fields, in public engagement and outreach, and within the wider sector—makes us proud to host the Daphne Jackson Trust here at the University of Surrey."

Stephen A Jarvis,
Vice-Chancellor, University of Surrey



The 2025 former fellows' survey

Our impact report draws on data from the 2025 former fellows' survey, as well as data held by the Trust on current fellows as of October 2025.

The survey gathered data from 297 former fellows who completed their research fellowships before May 2025. The quinquennial former fellows' survey aims to collect both qualitative and quantitative data about our fellows during their fellowships and in their post-fellowship careers. This includes information about their academic outputs and qualitative statements regarding the reasons for a break and the impact of the fellowship both personally and professionally.

The survey has been integrated with data held in the Trust fellowship management database, which includes details regarding reasons for career breaks and information about the fellowship, to form a data set that best reflects the experiences of our fellows. All financials have been adjusted to reflect costs as of October 2025.

For more information on data gathering methodology and quality assessment, see [Appendix A](#). For the fully survey see [Appendix C](#).



The fact that we have a very engaged cohort of former fellows going back a number of years means that we can offer a unique insight into the benefits and impact of a Daphne Jackson Fellowship. We can track some of our former fellows over the whole course of their career – how it started, their career break, their fellowship and then their career once they have returned. It is very powerful to have this sort of impact data, and many fellows say that their fellowship, and return to research after sometimes many years away, has been transformational in their lives.”

Dr Katie Perry,
CEO Daphne Jackson Trust



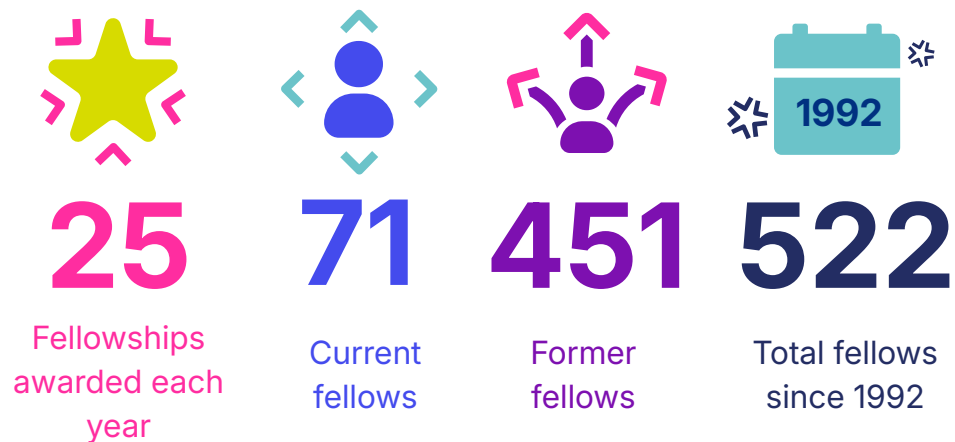
The Daphne Jackson Fellows

The Daphne Jackson Trust has supported over 500 fellows back into research since 1992.

With an average of 25 fellowships awarded each year, we ensure our consistent support of research returners over decades. A steady increase in the length of fellowships from two to three years means that we have 71 current fellows.

Our inclusion of the Republic of Ireland with our first fellowship at Maynooth University represents an exciting expansion in these fellowships, with the number of fellows expected to rise from 2026 as our UKRI funding increases.

For details and data calculations see [Appendix B.2](#) and [B.3](#).



Average number of fellowships awarded per year since 2020
Current, former and total fellows, October 2025



Relative numbers and locations of current and future fellows and applicants awaiting fellowship confirmation, October 2025

The Daphne Jackson Fellows

Every fellow has a unique journey - facing different challenges and finding a personal route to career success.



✂ | Professor Tzany Kokalova Wheldon

Tzany took a career break of four years for family reasons. Her fellowship in Nuclear Physics was hosted by the University of Birmingham and funded by the UKRI – STFC from 2011-13. She is currently Director of the Division of Physical and Chemical Sciences at the International Atomic Energy Agency.



The Daphne Jackson Trust was my lifeline back into research. After a career break to care for my young children, returning to research full time was impossible – especially when my father was diagnosed as terminally ill. I needed flexibility, and the Trust made that possible. With their support, I rapidly built my career in nuclear physics and became a Professor at the University of Birmingham and Director of the Positron Imaging Centre. Later, I had the privilege of hosting a Daphne Jackson Fellow myself.

Being one of the early fellows, I've seen the Trust's network grow and transform lives. This fellowship is like no other, and I cannot thank them enough. Today, as Director of the Division of Physical and Chemical Sciences at the International Atomic Energy Agency, I work to advance science for peace and development, supporting international collaboration and capacity building worldwide."

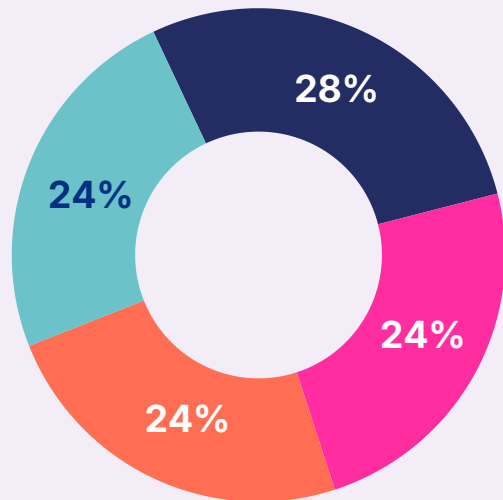
Before a career break

11%
were senior or lead researchers or lab group heads

Before their break, Daphne Jackson Fellows had successful research careers.

All of our former fellows had at minimum a PhD or at least three years of research experience. **24% had worked in research for more than six years.** The even distribution of previous experience demonstrates the need for a break can come at any time in a research career.

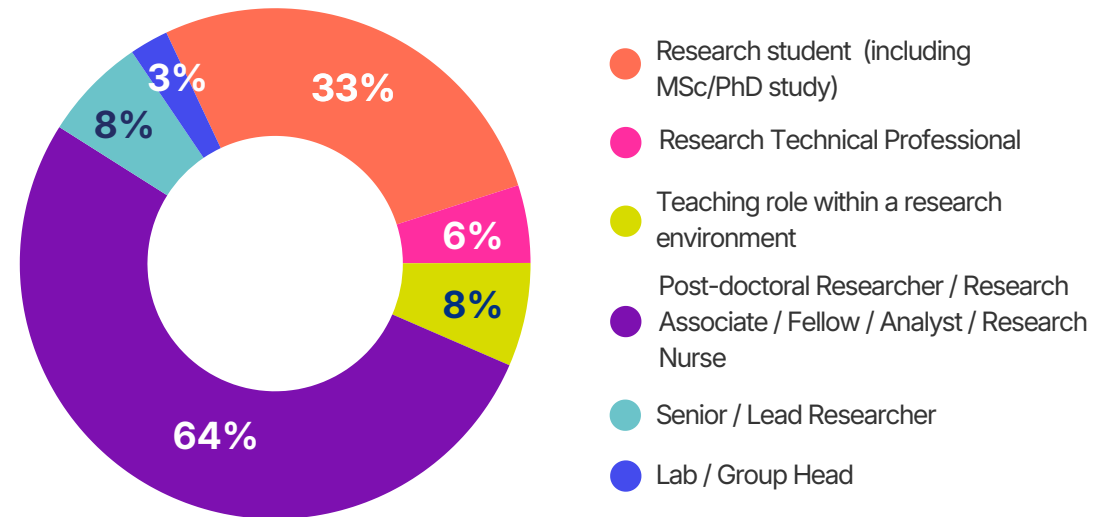
Years of research experience before a career break



- A PhD or a minimum of 3 years equivalent research experience
- 1-3 years research experience after PhD or equivalent
- 4-6 years research experience after PhD or equivalent
- 6+ years research experience after PhD or equivalent

Former fellows held a range of positions before their career break, from research student and teacher to senior researcher and lab group head. The majority had postdoctoral experience before taking a career break, and many held more than one role. For more information see [Appendix B.4](#) and [B.5](#).

Research roles held before a career break

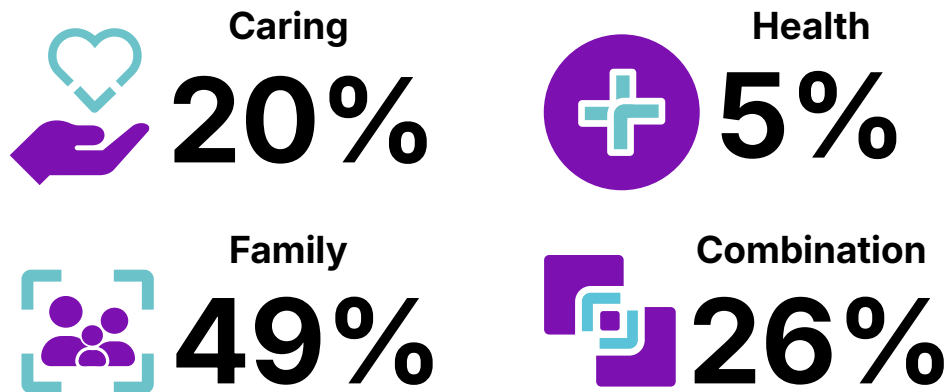


- Research student (including MSc/PhD study)
- Research Technical Professional
- Teaching role within a research environment
- Post-doctoral Researcher / Research Associate / Fellow / Analyst / Research Nurse
- Senior / Lead Researcher
- Lab / Group Head

Career breaks

Most Daphne Jackson Fellows didn't plan to take a career break.

They needed to step away from their research careers for family, caring, or health reasons, and many planned to return.



For **over 25% of our fellows**, it was not one single reason that caused them to take a career break, but a series of compounding factors - for example the demands of managing a health condition while caring for ill parents. For other fellows, additional pressures on top of family, caring and health demands, especially the need to relocate, created the circumstances in which the fellow took a break from an otherwise successful research career. For more information on data calculation see [Appendix B.6](#).

“



Dr Uliana Bashtanova

When I moved to in the UK I was almost unemployable. My son was 10 months old, and the research I had done back home in Russia was not popular in the UK and thus not funded. I tried to take any research-related jobs - tutoring, lecturing, part-time research. It was very stressful. I was poorly paid and less competitive than post-docs who were employed full-time, so was gradually becoming less and less employable.

The Daphne Jackson Fellowship allowed me to retrain in a new field, obtain publications in a new area and helped enormously with my CV and interview skills. Now working in Cambridge I am enormously grateful to the Daphne Jackson Trust for this opportunity. I love research and it would have been impossible for me to be employed in academia without the Daphne Jackson Fellowship.”



Uliana's fellowship in Cell, Developmental, Molecular, and Evolutionary Biology was funded by the Leverhulme Trust and funded and hosted by the University of Sussex. She is currently an Assistant Research Professor at the University of Cambridge.

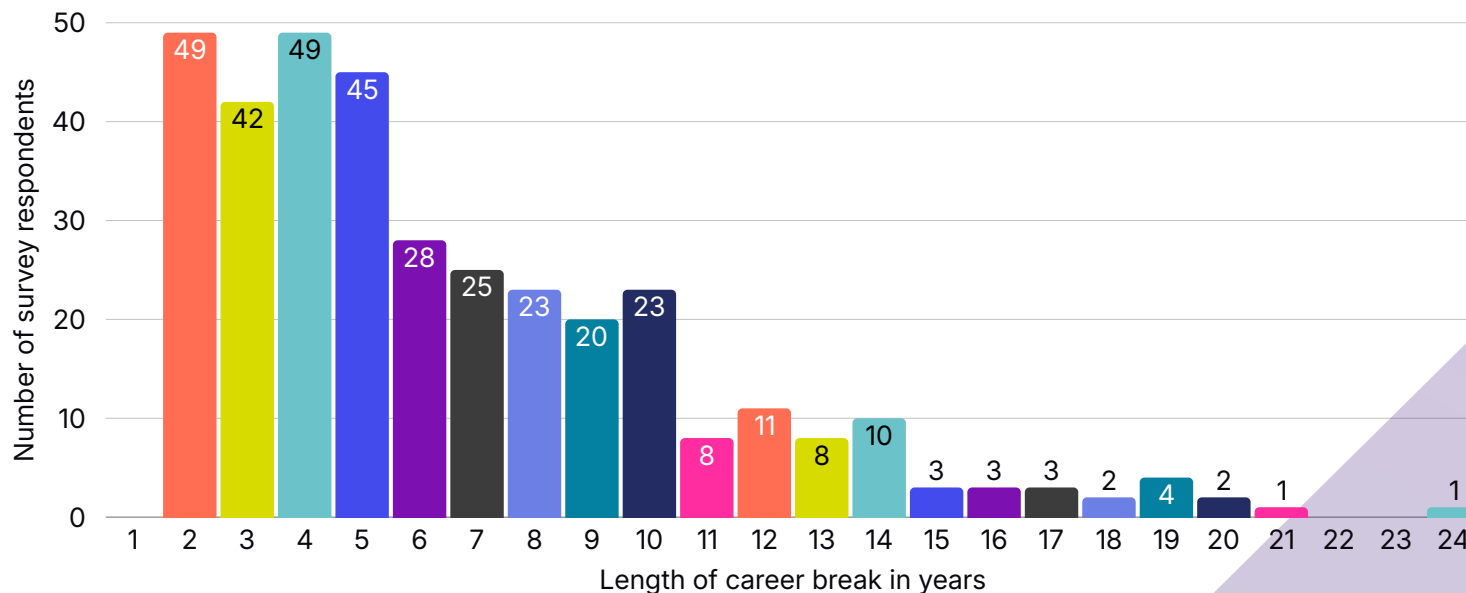
Career breaks

No career break is too long.

Former fellows' career breaks have been **as short as two years or as long as 24 years**, proving that even after a long break, fellows can return with the right support. The average break lasted seven years, while the median was six and the mode was five.



Length of career break



The average career break lasted

7

years

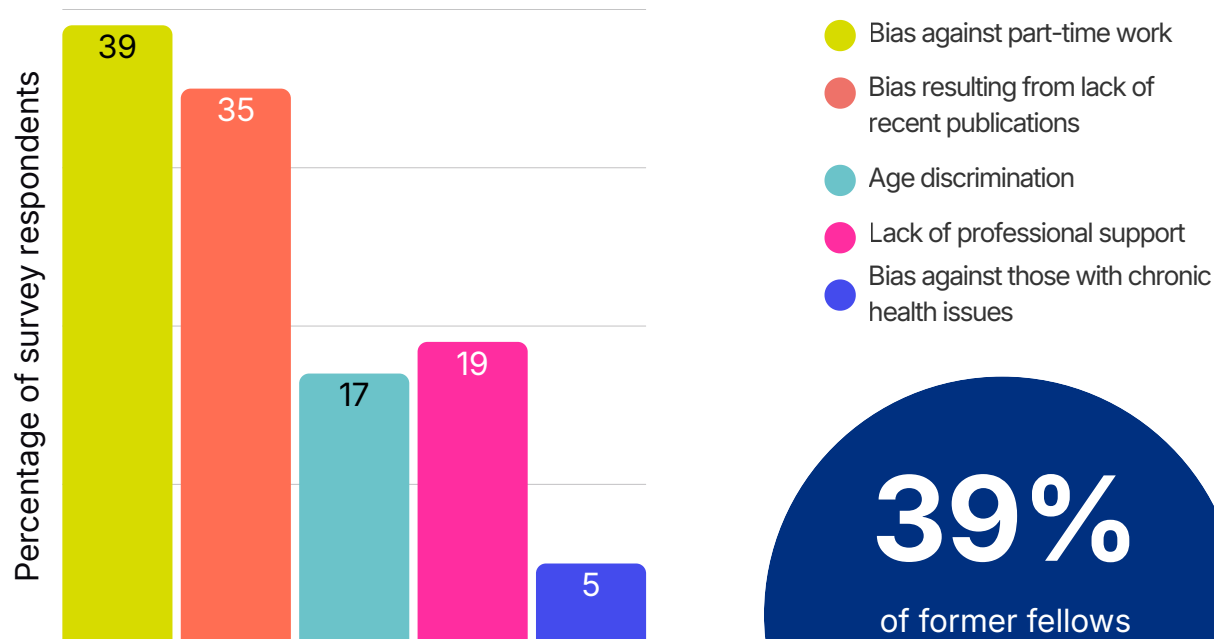
Fellows had a variety of experiences during their career break, and most survey respondents performed multiple roles during the course of their break. **47% of survey respondents did not work during their career break, while 33% performed voluntary work, 8% were in paid full-time work, and 63% in paid part-time work.** For information on data calculation see [Appendix B.7](#) and [B.8](#).

Difficulty returning

When they were ready to return, fellows found they faced a range of barriers.

Beyond a lack of recent research experience, fellows also perceived a bias against the need to work part-time and a lack of recent publications. Many thought they faced age discrimination and lack of professional support, while others perceived a bias against those with chronic health issues. Combined, these barriers made a return to research difficult without help. For more information on data calculation see [Appendix B.9](#).

Bias perceived at the start of the fellowship



39%
of former fellows cited bias against part-time work



Dr Julia Hubbard



I had been away from scientific research due to the impact of a new health condition. The Daphne Jackson Fellowship was the only scheme that enabled me to rebuild my energy and capacity to ultimately get back to work full time. I had felt quite isolated and alone as there were few scientists in my position, and I found the community of Daphne Jackson Fellows a place of support and safety to rebuild my confidence and my physical ability to work."

Julia's fellowship in Biophysics was hosted by the Francis Crick Institute and funded by the Royal Society of Chemistry and the UKRI-MRC. She is currently Executive Lead for Translation, Innovation, and Enterprise at Kidney Research UK.

Saving investment

By returning fellows to successful research careers, the Daphne Jackson Trust not only changes lives, but also saves millions in long-term institutional investment and years of research training and human capital from being lost.



By returning 522 experienced researchers to their careers, the Daphne Jackson Trust has saved at least

2412

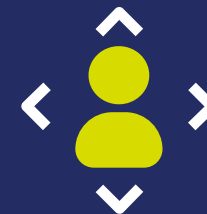
years of training and human capital from being lost to the sector.



That's a total of at least

**£79.8
million**

in training, institutional costs and research investment.



On average, returning one Daphne Jackson Fellow to research saves

**8 years
and
£268k**

of investment.

For more information on data calculation see [Appendix B.10](#) and [B.11](#).

Fellowship subject areas

Originally a fellowship for women returning to research in STEM, the Daphne Jackson Trust now helps people of all genders return to research in any subject area.

Over the last five years, the Trust has expanded to include fellows in the Arts and Humanities, with **10 current and former fellows** working in Arts and Humanities subjects. For more information see [Appendix B.12](#).



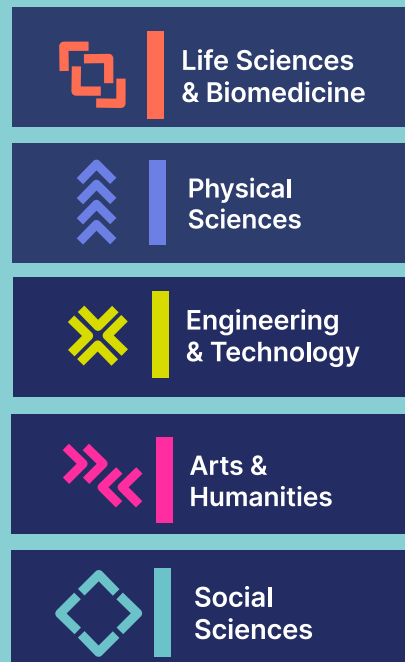
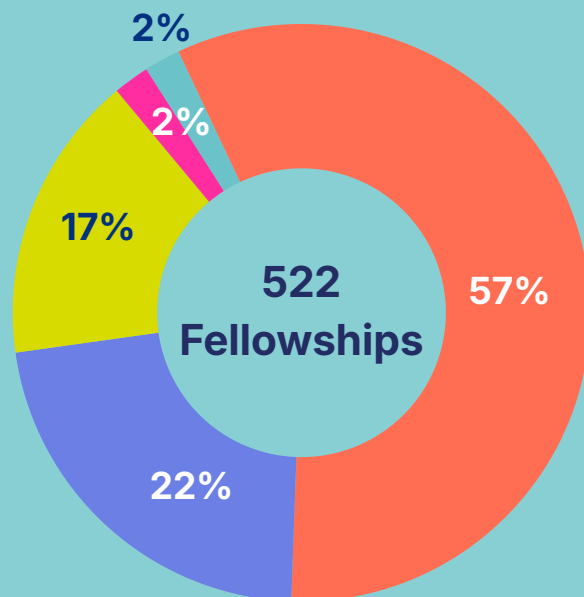
Dr Lynsey Cullen

After my PhD I became a carer to my parents and began what would turn out to be a 10-year career break. I never thought I'd get the opportunity to get back into academia, but when the Daphne Jackson Trust began working with academics from the Arts and Humanities, I knew I had to apply! My two-year, part-time fellowship at the University of York was the perfect stepping-stone back into what I hope will be a life-long career in the History of Medicine. I'm so grateful to everyone at the Trust for all of the help and support. I wouldn't be here without them."

Lynsey's fellowship was funded by the UKRI-AHRC, UKRI-ESRC, and funded and hosted by the University of York. She currently holds a Wellcome Early-Career Award at the University of Warwick.

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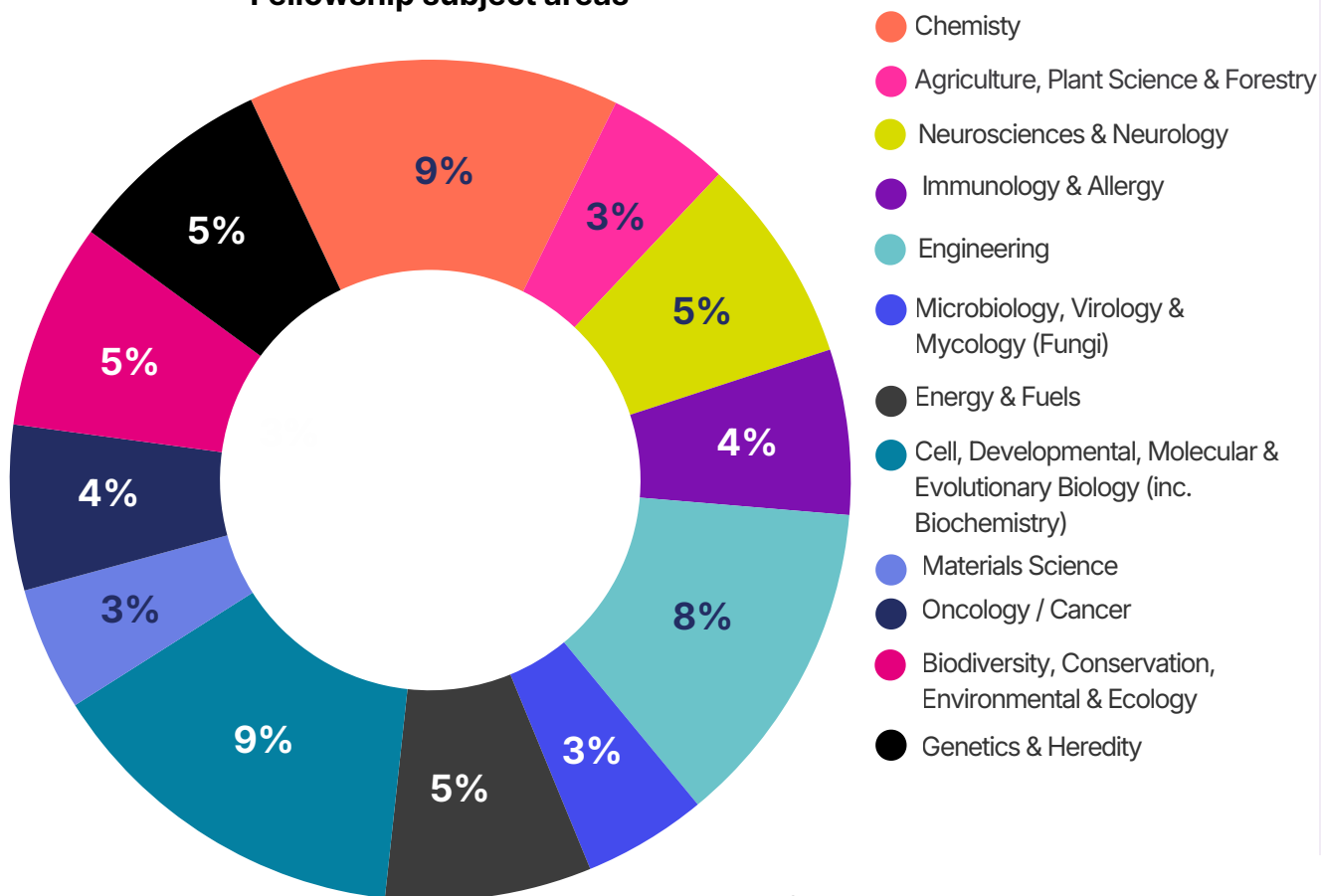
Fellowship subject areas



Fellowship subject areas

Our fellowships focus on over 60 sub-areas within the five research areas.

Fellowship subject areas



For more information on data calculation see [Appendix B.12](#).

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

- Astronomy & Astrophysics
- Computer Science
- Mathematics
- Physics
- Infectious Diseases, Parasitology & Tropical Medicine
- Pharmacology & Pharmacy
- Reproductive Biology, Obstetrics & Gynaecology
- Geochemistry & Geophysics
- Biotechnology & Applied Microbiology
- Cardiovascular System & Cardiology
- Polymer Science
- Geology
- Orthopaedics / Musculoskeletal & Rheumatology
- Imaging Science & Photographic Technology
- Endocrinology & Metabolism
- Marine, Freshwater Biology & Fisheries
- Toxicology, Substance Abuse, Public, Environmental & Occupational Health
- Gastroenterology & Hepatology
- Telecommunications
- Automation & Control Systems
- Veterinary Sciences, Zoology, & Palaeontology
- Physical Geography
- Nutrition, Dietetics, Food Science & Technology
- Meteorology & Atmospheric Sciences
- Mental Health & Psychiatry
- Urology & Nephrology
- Entomology / Insects
- Construction & Building Technology
- Biophysics
- Respiratory System
- Paediatrics / Child Health
- Psychology
- Oceanography
- Life Sciences Biomedicine Other Topics
- History
- Anatomy, Morphology & Physiology
- Literature
- Metallurgy & Metallurgical Engineering
- Medical Humanities
- Mineralogy
- Spectroscopy
- Acoustics
- Otorhinolaryngology / Head, neck and throat, inc. Audiology, Ophthalmology, Speech-Language Pathology, Dentistry, Oral Surgery
- General & Internal Medicine (inc. Anaesthesiology, Emergency/Critical Care Medicine, Nursing Pathology, Integrative & Complementary Medicine, Surgery, Transplantation, Rehabilitation, Health Care Sciences & Services)
- Water Resources
- Geriatrics & Gerontology
- Radiology, Nuclear Medicine & Medical Imaging (inc. Research & Experimental Medicine)
- Dermatology
- Microscopy
- Sport Sciences
- Criminology

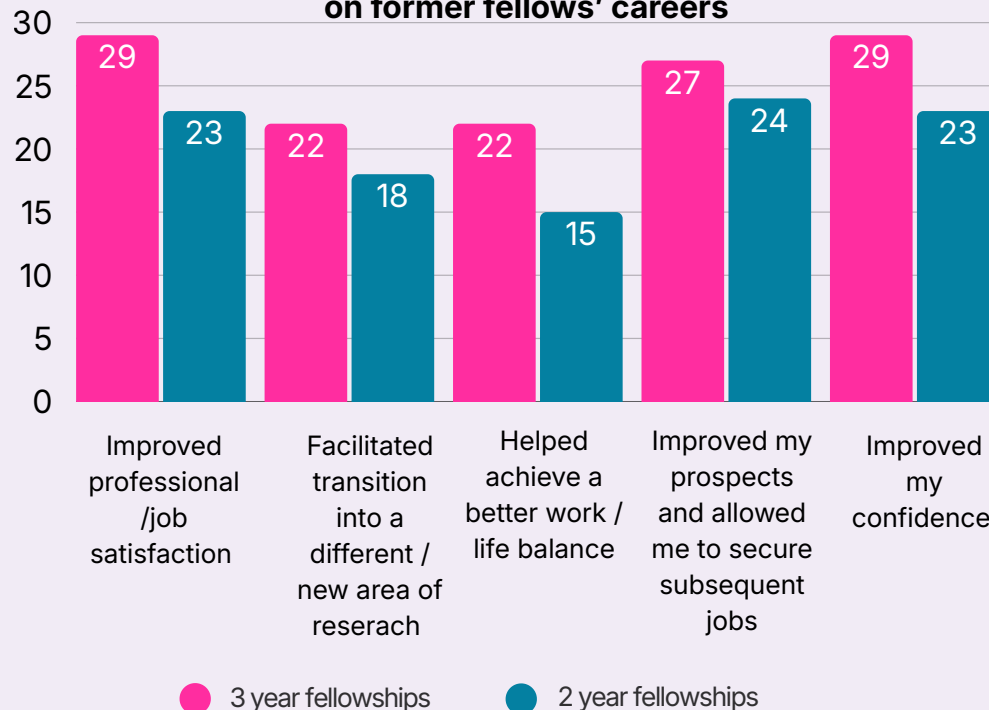


Extending fellowships

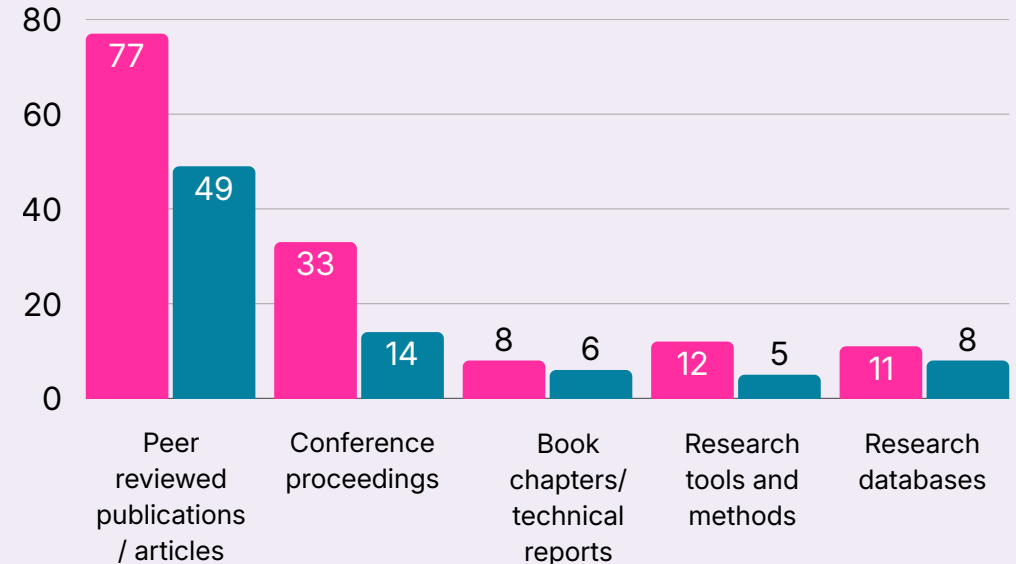
Daphne Jackson Fellowships have recently been extended to three years in order to allow fellows more time to complete their research and prepare for the next stage of their careers.

Historically Daphne Jackson Fellowships lasted two years with the possibility of an extension. After our 2020 survey feedback suggested the value of a third year, the Trust has steadily increased its fellowships from two to three years, and is now committed to three year fellowships going forward. Since 2020, fellows with three year fellowships consistently exhibited better outcomes in both career development and outputs, especially peer-review publications. For more information on data calculation see [Appendix B.13](#) and [B.14](#).

Influence of Daphne Jackson Fellowship on former fellows' careers



Generating new knowledge outputs



Trust support

Daphne Jackson Fellows receive the bespoke support of a Fellowship Advisor from the moment of application all the way through to the completion of a fellowship.

Our Fellowship Advisors are experts in helping people return to research. They have extensive experience from their own research careers and are often returners themselves. This means that they understand the personal and professional challenges that fellows face.

Fellowship Advisors offer uniquely tailored support throughout the application process, working in partnership with applicants, hosts and supervisors to shape strong proposals. They continue to provide dedicated, personalised mentorship to fellows, helping them navigate challenges and guiding them confidently towards their future career goals.



91%

of survey respondents rated the Daphne Jackson Trust as excellent or good

For more information on data calculation see [Appendix B.15](#).



Dr Gillian Halket

“

The support offered by the Trust is exceptional, providing bespoke guidance and personal mentorship throughout the fellowship. Returning to research is challenging - confidence may dip, skills may be rusty or outdated, and it is daunting to re-enter an environment where the research field and peers seem to have moved on.

Having dedicated support from a Fellowship Advisor throughout this journey - whether in developing a research proposal or preparing for interview, navigating work-life balance, or simply offering a safe space to share concerns and celebrate successes - can transform the returner experience. It not only rebuilds confidence but also equips fellows to return successfully, re-establish and progress their research careers.

Gillian is a Senior Fellowship Advisor with the Daphne Jackson Trust and is also a former fellow. Her fellowship in molecular microbiology and novel drug discovery was co-funded by the UKRI-BBSRC and the University of Strathclyde, which was also her host institution.

Retraining



75%

of survey respondents said that the Daphne Jackson training was important or very important.

An essential component of any Daphne Jackson Fellowship is a rigorous retraining programme developed in conjunction with the Trust.

Fellows often wish to move fields or find that they are behind in the latest technical advances. Technical training brings skills up to date, while professional development training focusses on the unique needs of returners.

Fellows find that, not only do these courses strengthen skills like presenting and time management, they also provide the opportunity to network with other fellows, building relationships with people outside of their field who understand the challenges of returning to research after a career break. For more information on data calculation see [Appendix B.16](#).



Dr Fern Findlay-Greene



I liked that the fellowship was focussed around training and retraining. I think this makes it stand out from any other fellowship. I feel that I gained so many skills from my fellowship which meant that I was able to demonstrate my worth and successfully obtain a research position at my institution. I know that without the experience of the fellowship I would not have had the confidence to even apply for the position let alone walk away with the job!"

Fern's fellowship in Gastroenterology was hosted by Edinburgh Napier University and funded by Medical Research Scotland. She is currently a Research Technical Professional at Edinburgh Napier University.



79%

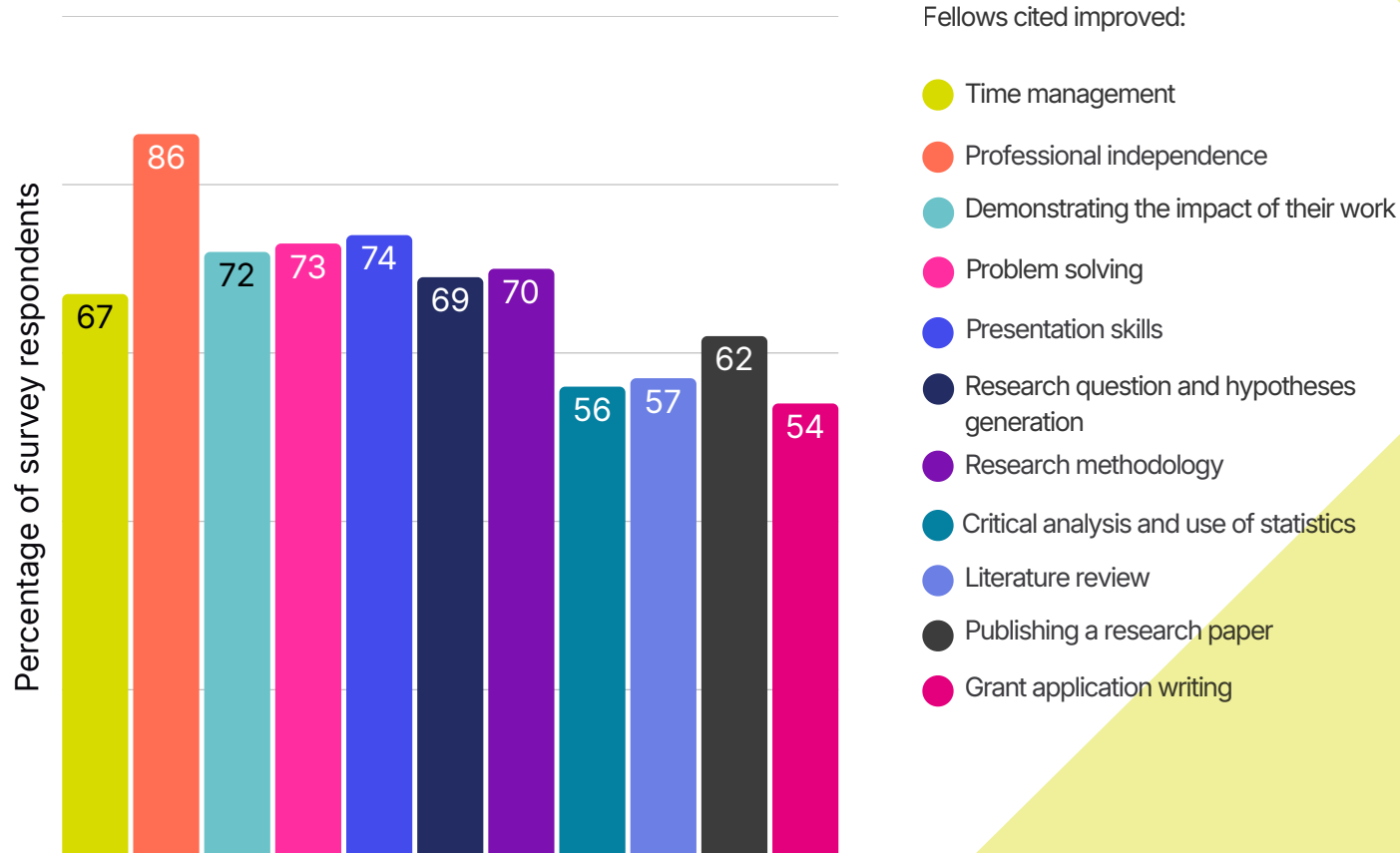
of former fellows said their fellowship allowed them to refresh their skills and get retraining.

Personal and professional development

With a research project, retraining opportunities and support, fellows report that the Daphne Jackson Trust has an overwhelmingly positive impact on both their personal and professional development.



Professional development



Fellows cited improved:

- Time management
- Professional independence
- Demonstrating the impact of their work
- Problem solving
- Presentation skills
- Research question and hypotheses generation
- Research methodology
- Critical analysis and use of statistics
- Literature review
- Publishing a research paper
- Grant application writing

 **79%**

said their fellowship improved their prospects in securing subsequent jobs

 **78%**

said it improved their confidence

Personal and professional development



Dr Jay Biernaske



My fellowship has contributed to a positive change in my personal wellbeing. It has been a great experience to re-dedicate myself to research while still having time to fulfil my family responsibilities. My new research also takes me outside more often than previous work. This has been surprisingly beneficial for my overall happiness, and being on the farm reminds me of the real-world impact that my research can have.

I feel content to be pursuing a line of research that I find meaningful, and I am excited by the opportunity to make a name for myself in a new field. The technical and personal-development training that I received during my fellowship have given me the confidence that I can indeed make a successful career change and contribute significant developments to my field."

Jay's fellowship in Agriculture, Plant Science, and Forestry was funded by the UKRI-BBSRC and funded and hosted by the John Innes Centre. Jay is currently an Assistant Professor of Biology at St Francis Xavier University in Nova Scotia, Canada.



When asked to describe how they felt at the end of their fellowships, our fellows said:

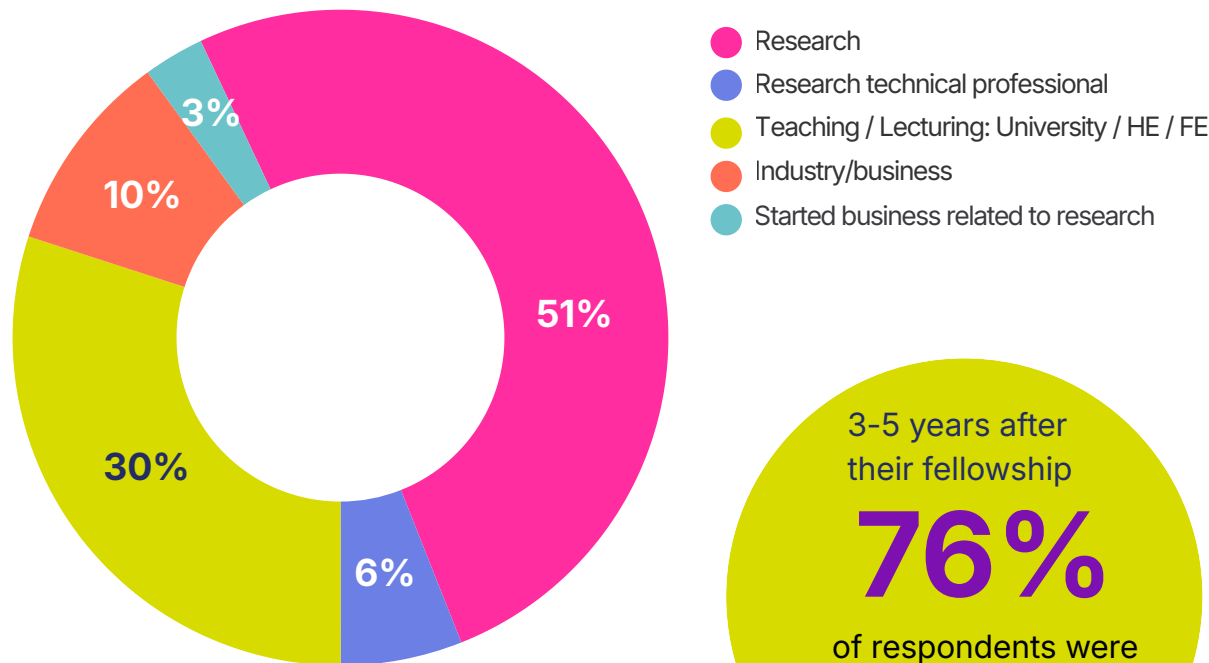


For more information on data calculation see [Appendix B.18](#).

Future roles

Former Daphne Jackson Fellows go on to successful careers spanning sectors and seniority levels, taking research positions, lectureships, and related roles in policy, public engagement, government, industry and the charity sector.

Research active roles 3-5 years post-fellowship



- Research
- Research technical professional
- Teaching / Lecturing: University / HE / FE
- Industry/business
- Started business related to research

3-5 years after their fellowship
76%
of respondents were involved in research-active work.



Dr Valentina Fogel



This fellowship has given me the invaluable opportunity to work within high profile research institutions at the interface between academia and industry, taking advantage of what the two environments can offer. I really enjoyed being part of a stimulating research environment where I could interact with a diversity of professional figures from whom I could learn a variety of skills for my professional development.

In my case, the fellowship enabled me to successfully secure a position in industry, facilitating a transition that is often challenging even for academics without prior career breaks."

Valentina's fellowship in Oncology Safety was funded by the UKRI-MRC and hosted and funded by Astra Zeneca and Imperial College, London. She is currently a Senior Scientist in Oncology Safety at Astra Zeneca in Cambridge.

For more information on data calculation see [Appendix B.19](#).

Future roles

Fellow success is long lasting, with the majority of fellows remaining in research active careers more than 5 years post-fellowship.

For more information on data calculation see [Appendix B.19](#).

- Not working/Retired
- Other - (including not related to research)
- Teaching (Primary/secondary)
- Non-research active work
- Research active work



Roles 5-10 years post-fellowship



Future roles

Career success can take many forms.

For many of our fellows, it's an academic lectureship, and **11 former fellows are now professors**. For others a research-related role in industry or the charity sector is the right choice. Many will work in a variety of different roles and sectors in their post-fellowship career. For more information on data calculation see [Appendix B.20](#) and [B.21](#).



93% of question respondents have worked in their first-choice career post-fellowship



Dr Rawaz Ahmed Klsaiye

The Daphne Jackson Fellowship has had a significant positive impact on my career. It enabled me to return to my research area after a career break and continue working on sustainable catalytic processes aimed at developing environmentally friendly solutions. Through the fellowship, I was able to rebuild my research profile, gain valuable experience, and successfully secure subsequent positions, including my current role as a Lecturer in Nuclear Engineering at the University of Derby.

Without the support of the Daphne Jackson Trust, I may have had to pursue a career outside my area of expertise, which would have limited my ability to contribute to sustainability and environmental protection. The fellowship not only restored my professional trajectory but also reinforced my personal commitment to applying my knowledge to real-world environmental solutions, ensuring that my work has a positive and lasting impact on both society and the planet."

Rawaz's fellowship in Chemistry, Energy, and Fuels was hosted by De Monfort University and funded by the Society of Chemical Industry and the Royal Society of Chemistry. Rawaz is currently a Lecturer in Nuclear Engineering at the University of Derby.

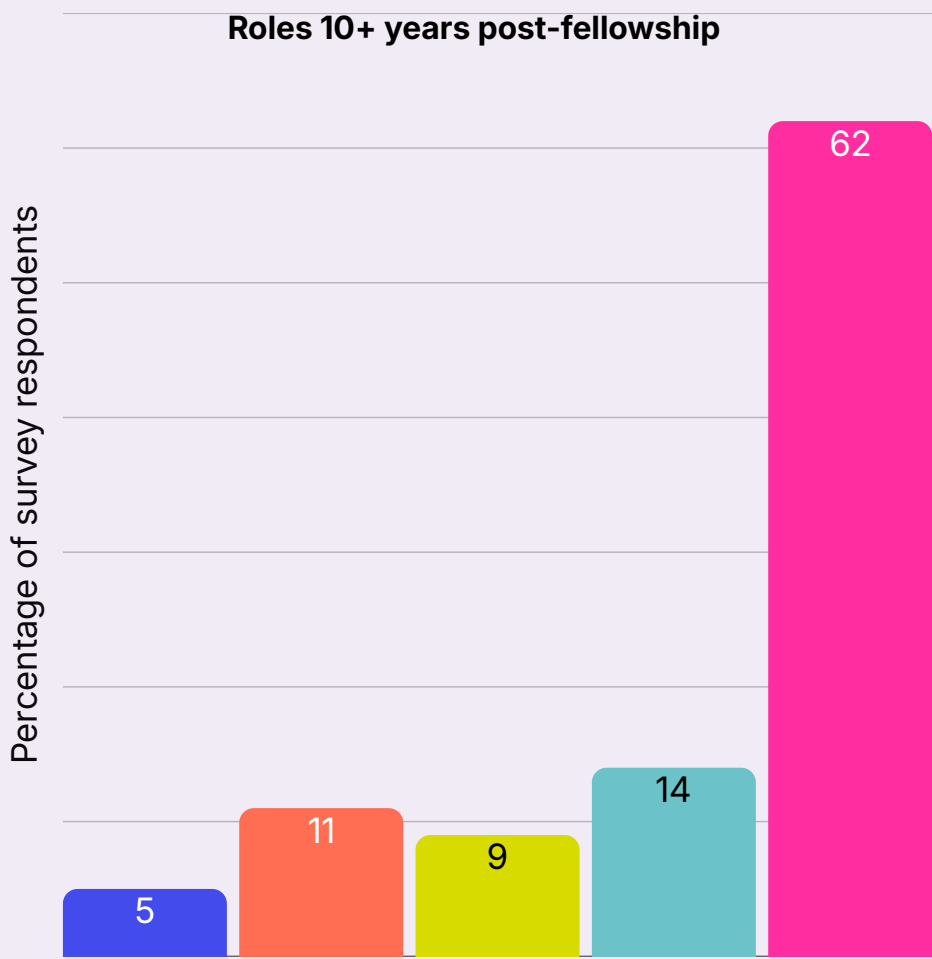
Future roles

10 years after their fellowship, 95% of former fellows are still in the workforce, demonstrating the Trust's long-term success in bringing people back from a career break.

More than ten years after the completion of their fellowship,

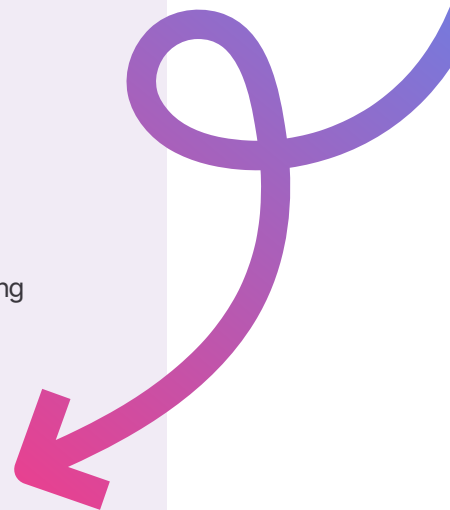
95%

of former fellows are still employed.



While careers change and develop, over 60% of former fellows remained in research active roles more than a decade after the end of their fellowship.

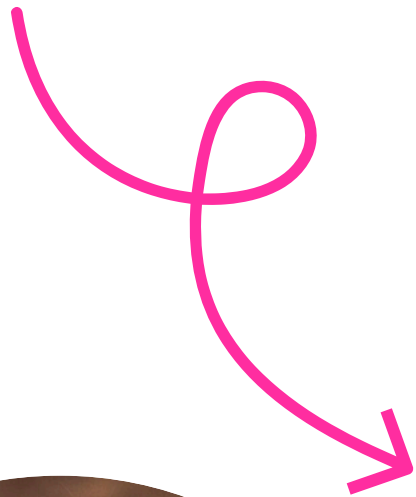
- Not working/Retired
- Other - (including not related to research)
- Teaching (Primary/secondary)
- Non-research active work
- Research active work (active research, RTP work, lecturing (Uni/HE/FE), industry, own business related to research)



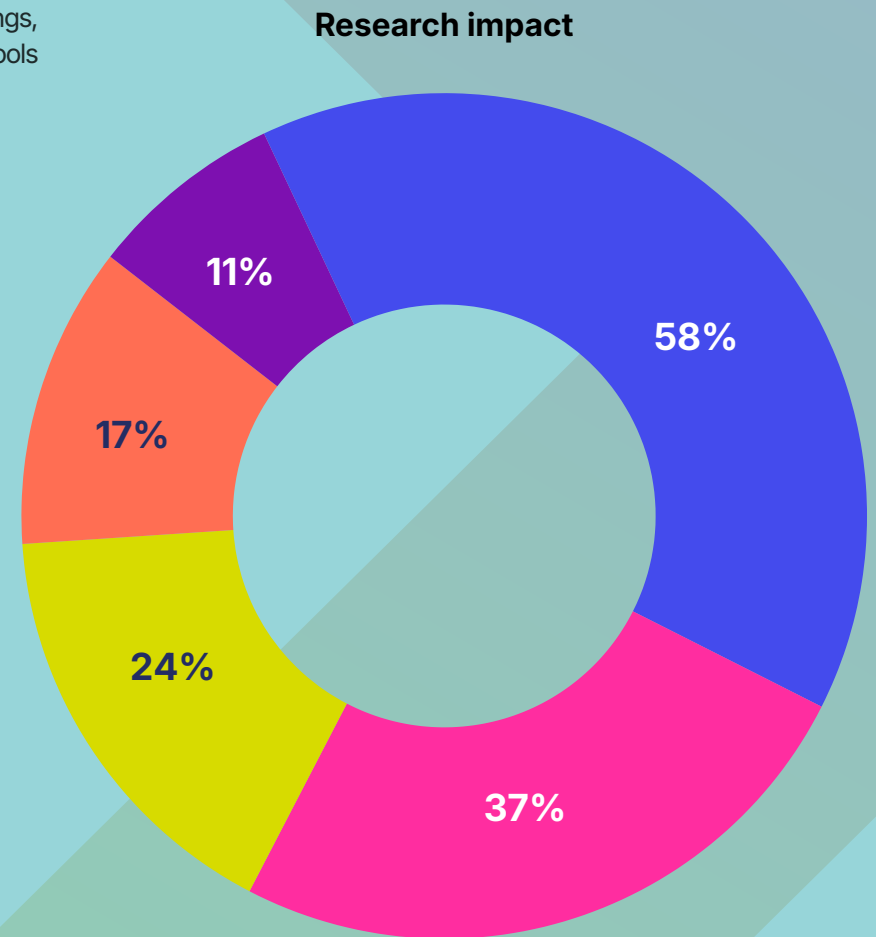
For more information on data calculation see [Appendix B.19](#).

Former fellow outputs

Former fellows produce research outcomes across a wide range of measures.



- Generating new knowledge, including peer reviewed publications, conference proceedings, book chapters / technical reports, research tools and methods, research databases
- Translation of research, including intellectual property, spin out companies, artistic and creative products, products and interventions
- Public engagement activities, including influence on policy and practice, engagement activities
- Stimulating new research, including received further funding and collaborations/partnerships
- Developing human capacity to do research including awards and/or recognitions, facilities and resources

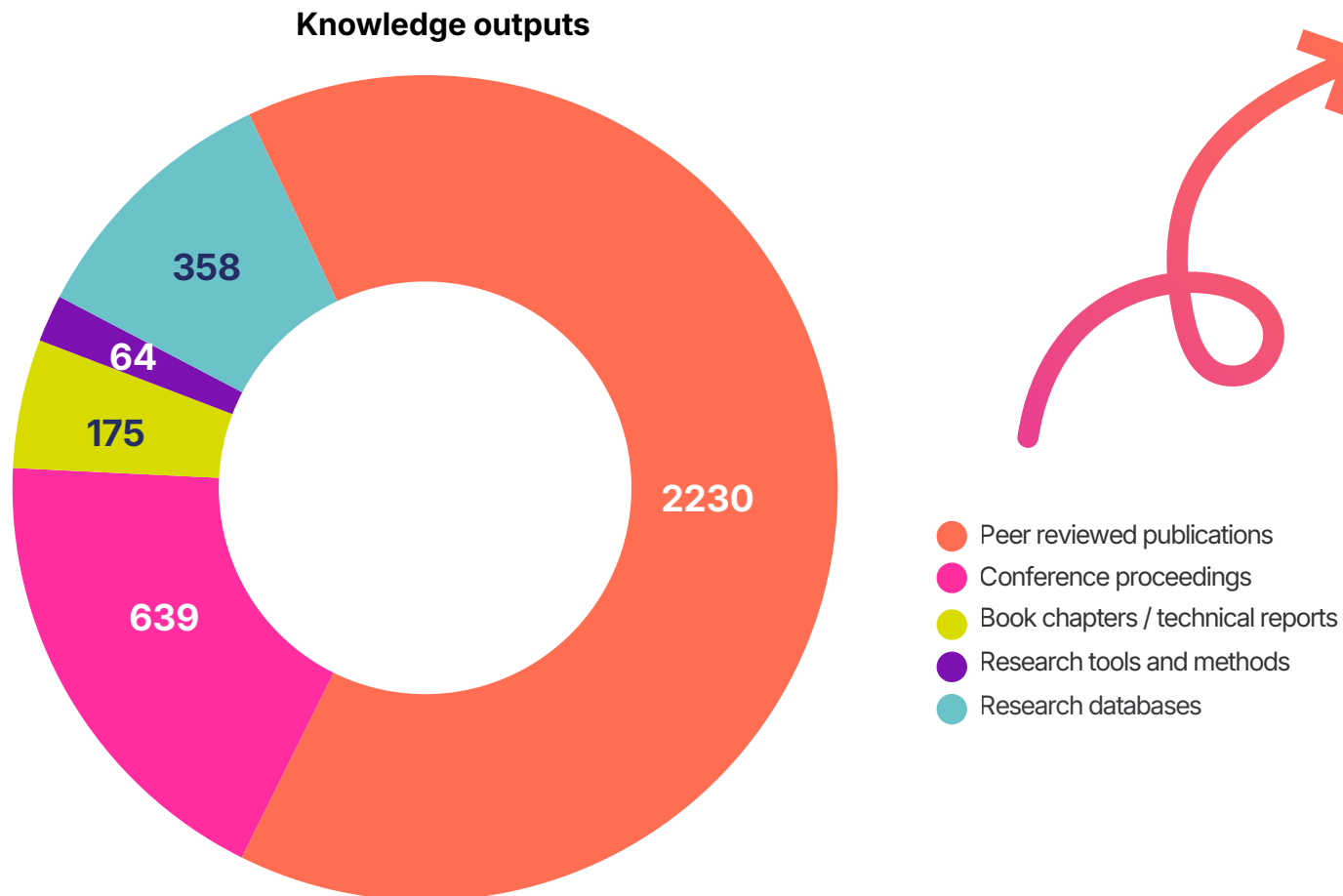


For data calculation and details on Researchfish categories see [Appendix B.22](#).

Outputs: generating new knowledge

Our former fellows are successful in generating new knowledge.

Our survey respondents published papers and produced conference proceedings, book chapters and technical reports, research tools and methods, and databases, with a total of **3466 new knowledge outputs**, an average of **12 per respondent**. For more information see [Appendix B.23](#).



Fellows published
2230

peer-reviewed papers
in their careers post-
fellowship.

That's an average of

7

papers per fellow.

Research funding

Daphne Jackson Fellows require investment, but that investment is well worth it.

See [Appendix B.24](#) for details on reported values and data calculation.



For every

£1

invested in a Daphne Jackson Fellow,
they bring in an average of

£3.50

in additional funding in their subsequent career.



Survey respondents reported that they had
cumulatively secured

£87,430,224

in new research funding in their careers post-fellowship.

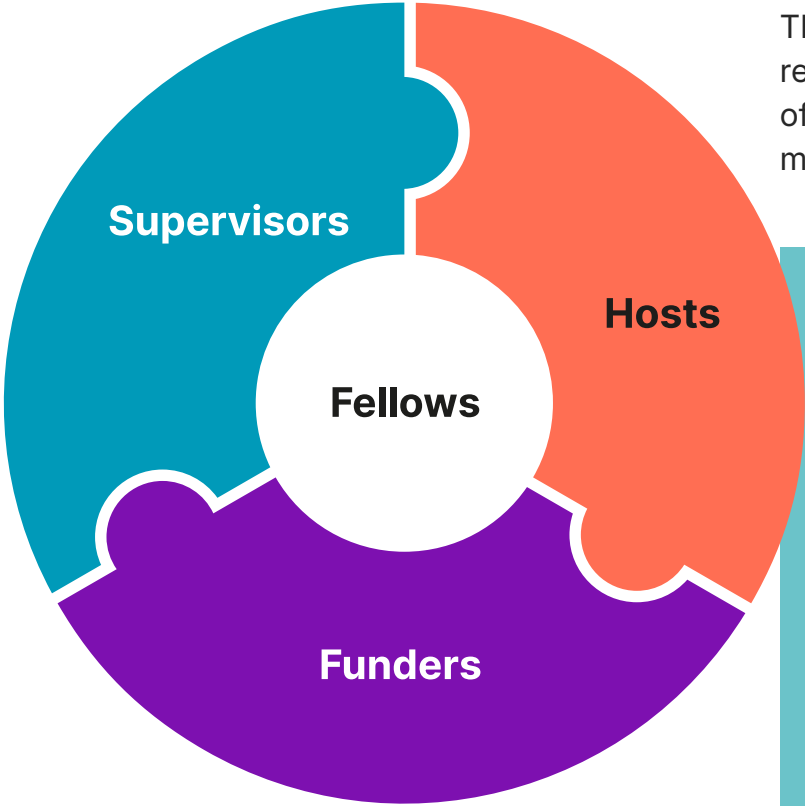
That's an average of

£293,390

in new research funding per survey respondent.

Funders, hosts and supervisors

The success of our fellows depends on those people and organisations that support us. They provide everything from funding to facilities to academic guidance, helping to ensure our fellows' success. In turn, Daphne Jackson Fellows contribute unique perspectives and impressive research outcomes, while helping our partners develop an increasingly diverse work environment.



The Daphne Jackson Trust acts as the linchpin between returners to research who need support, funders who wish to fund a fellow, hosts who offer facilities and research costs, and supervisors who provide academic mentorship. For details on calculations see [Appendix B.25](#).





Funders

Our funders help fellows return to a paid research role by providing salaries and research support, including networking opportunities.

Funders include charities and charitable trusts, government, learned societies, research institutes, industry, and universities. Of our 139 funders to date, **57 have funded more than one fellowship**, and **27 have funded more than five**. Our largest funder to date is UKRI – NERC, with 57 funded Daphne Jackson Fellowships. For details see [Appendix B.25](#).

Funders choose either the regular fellowship route or the sponsored fellowship route, allowing our funders to have a say in both the fellowship subject and the fellow chosen for their work. Our current funders include:



“

The Daphne Jackson Trust Fellowships play a vital role in enabling researchers and innovators to return to their careers after a break, helping the UK retain essential skills and experience.

That's why UKRI is more than doubling its investment, increasing the number of research fellowships and making three-year awards the standard. This uplift will also allow the Trust to support up to 15 new research technical professionals each year.

Together, these changes strengthen support for diverse career paths and the talent the UK needs.”

Frances Burstow

Director – Talent and Skills,
UK Research and Innovation



Hosts

Our host organisations offer fellows the facilities, institutional support, and research funding that help ensure their success.

Daphne Jackson hosts include universities, industry, research institutes, public bodies, and charities. Of the 107 hosts, **55 have hosted more than one fellow, and 26 have hosted more than five fellowships.** For more details see [Appendix B.25](#) and [B.26](#).

Hosts believe that Daphne Jackson Fellowships not only broaden opportunities for returners, but also produce exceptional researchers. Because of their success, organisations often choose to retain a Daphne Jackson Fellow.



61%

of fellows accepted a job at the same institution following their fellowship.

“



Dr Nilmini Dissanayake

My Daphne Jackson Fellowship was an unqualified success, exceeding all my expectations. I received exceptional support from both the Daphne Jackson Trust and my host institute, National Physical Laboratory (NPL). The positive relationships I had with both organizations were instrumental in my success in securing permanent employment upon completion of the fellowship.

Nilmini's fellowship in Material Science was hosted and funded by the National Physical Laboratory (NPL), London, where she continued to work post-fellowship. She is currently a Postdoctoral Researcher at the Centre for Natural Material Innovation (CNMI), Department of Architecture, University of Cambridge.



Supervisors

Our supervisors provide the academic guidance and oversight our fellows need for their research projects to succeed.



Being a Daphne Jackson Trust supervisor is a very rewarding and enriching experience. Kerry has grown in confidence and her inexhaustible energy has enabled her to build a network of collaborators and co-researchers and develop innovative new research trajectories. Kerry is also taking full advantage of activities at the University whilst contributing a wealth of new ideas and new ways of working to the research community, which is benefitting us all. The Fellowship is a precious opportunity for both of us, and I am excited to see 'what next' for Kerry."



Professor Sarah Whatley

Director of the Centre for Dance Research, University of Coventry and Supervisor of Dr Kerry Franksen, Daphne Jackson Fellow in Dance and Artificial Intelligence, funded by the UKRI-AHRC and hosted by the University of Coventry.



In turn, Daphne Jackson fellows bring new and different experiences to their labs and workplaces, embodying the values of equality, diversity and inclusion, and proving to both staff and students the ways in which non-linear careers can be successful.

Of our **487 supervisors** across all subject areas, **twelve have supervised multiple fellows**. **Six former fellows** have gone onto be supervisors themselves, continuing the chain of mentorship within the Trust.

Supervisors come from charities and charitable trusts, government, learned societies, research institutes, industry, and universities.

Every fellow has a primary and secondary supervisor who helps to ensure the academic rigour and success of the research project. For more details see [Appendix B.25](#).

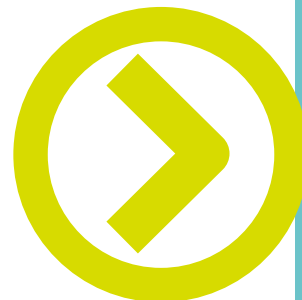
Flexible working

As champions of flexible working and non-linear careers, our fellows are re-shaping the research landscape.

Flexible, part-time working is a core tenet of Daphne Jackson Fellowships, allowing our fellows to balance their return to work with the other demands of their lives.

Many former fellows continue to work flexibly or part-time, or both, as their careers progress. They become models for the success of different working patterns, proving that flexible working is compatible with a research career.

The Trust and our former fellows continue to advocate for the importance of flexible working, allowing greater diversity, equality, and inclusion across the research landscape. For more information see [Appendix B.27](#).



56%

of former fellows continue to work flexibly or part-time as their careers progress



Dr Victoria Maltman



After a long period out of research it is easy to feel less confident in one's ability to be able to perform the research role alongside a young family. The fellowship showed me it was possible to work part-time, carry out meaningful, publishable research and also look after my children in the way I wished. The fellowship allowed potential employers to see that a career returner is able to achieve and pick back up the reins to deliver research of a high standard.

Victoria's fellowship in Dermatology was hosted and funded by Durham University. She is currently a Postdoctoral Research Associate and Assistant Professor (Education) at Durham University.

Research leadership and development

Our former fellows are active in leadership roles across the research sector, from teaching and supervising students to collaborating, serving on committees, and receiving awards.



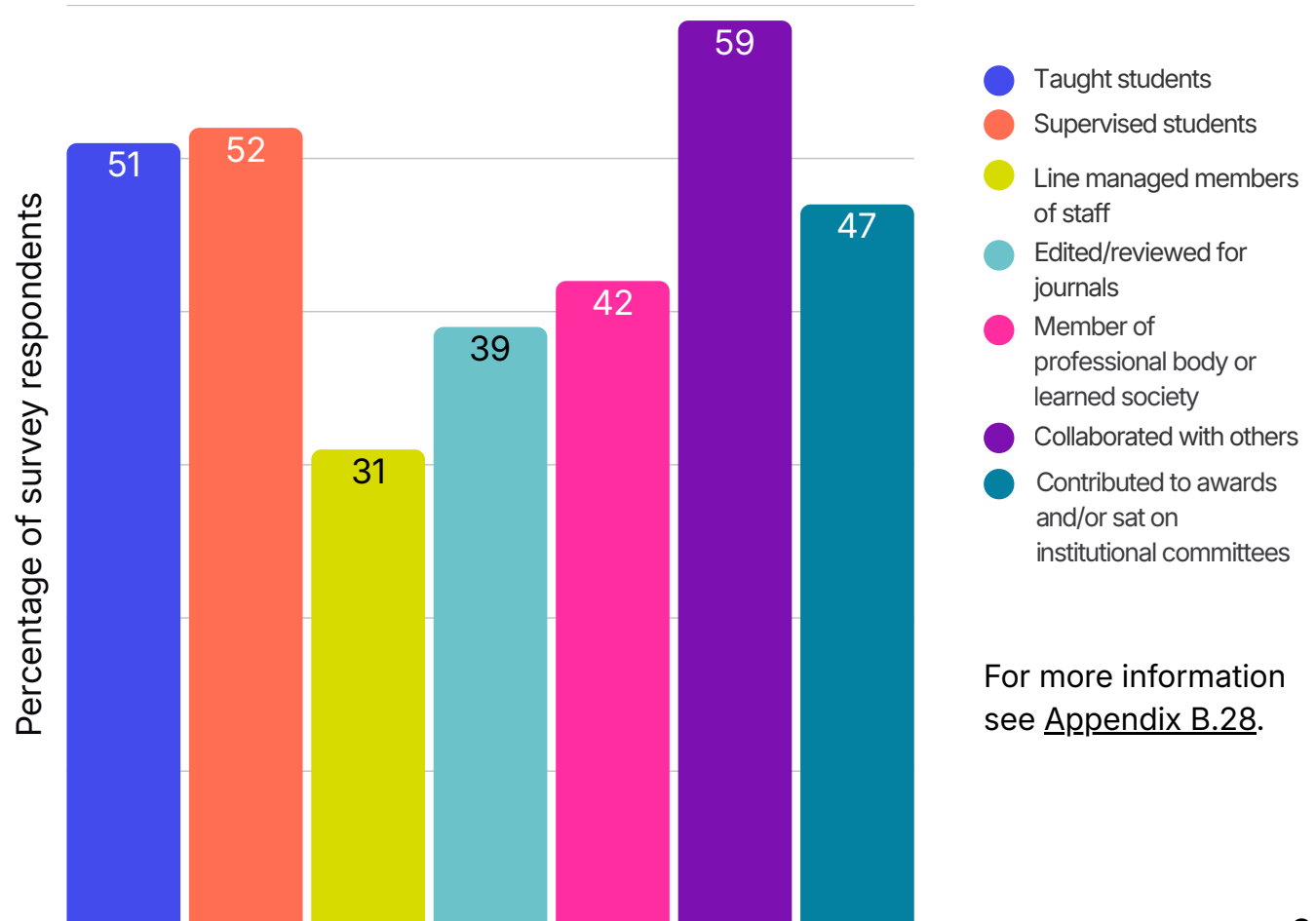
Dr Jane Carré



I hope my research goes on to make a meaningful contribution to my field, but I feel equally passionate about supporting others to achieve their own research potential in a positive research environment. It is this 'Pass it Forwards' ethos of Daphne Jackson Fellows, hosts and the team that means the reach of the Trust extends far wider."

Jane's fellowship in muscle dysfunction in chronic kidney disease was hosted by the University of Plymouth and funded by Kidney Research UK. She is currently a Lecturer in Human Nutrition and Metabolism at the University of Plymouth.

Research leadership and development



For more information see [Appendix B.28](#).

Public engagement

Former fellows have worked in a variety of public engagement activities.

38% of question respondents were involved in engagement activities, including public engagement, expert panels, magazine and media work, interviews, talks and presentations, open days, blogs and social media, and TV and radio broadcasts. Together, we are working to build a culture where researchers can confidently communicate their work to all. For more information see [Appendix B.29](#).



Professor Gillian Forrester

“

As a fellow I avoided doing any speaking or teaching because my confidence was so low. The Daphne Jackson Fellowship helped me find my way back to research while the training courses pushed me out of my shell and helped me rediscover my voice. Almost twenty years after the completion of my fellowship, I'm using that voice to communicate the importance of both my research and science more broadly, promoting our findings from the field and the lab through events, print, radio and television, from local events in Brighton to the BBC. Research communication allows us to demonstrate the amazing things that research funding helps us discover about ourselves and the world.

Gillian's fellowship in Veterinary Sciences, Zoology, and Palaeontology was funded by the Gatsby Charitable Foundation and hosted by the University of Sussex. She is currently a Professor of Comparative Cognition at the University of Sussex.

Policy

Both Daphne Jackson Fellows and the Trust itself are actively engaged in changing policy at the institutional and government levels.

10% of our former fellows engaged in work to influence policy, including changes to government guidance, evidence provided to a government review, participation in an advisory committee, and citation in policy documents. Every voice makes a difference.

Over the last decade, the Daphne Jackson Trust has championed flexible working, non-linear careers and a more inclusive research culture, contributing to the development of government policy with regular submissions to parliamentary inquiries.

Former fellows and the Trust have contributed to **over 200 policy and public engagement activities.**

For more information see [Appendix B.30](#).



Dr Lauren Sullivan



As a research returner, I understand the importance of diverse experiences and the way in which second chances can transform lives. I'm bringing my own scientific experience into Parliament as I advocate for high quality skills education and investment in research across the UK, as well as helping to fix the leaking STEM work force pipeline so more of people's talents are utilised and realised."

Lauren undertook her fellowship in Immunology from 2017-2019, hosted and funded by the Francis Crick Institute. The Francis Crick extended the funding to allow for her part-time research until 2023. She is currently the Member of Parliament for Gravesham.



The future

This represents an exciting moment of development for the Trust, as we welcome new Research Technical Professional Fellows, increase the number of Research Fellowships we offer, and expand to the Republic of Ireland.

As we look to future opportunities to help more people return to their research careers, we also reflect on the incredible difference that Daphne and her legacy have made - changing hundreds of lives, expanding our knowledge, and helping the research sector become more diverse and inclusive.

We also thank all of those who have supported and believed in the Trust - the funders, host organisations, and supervisors who provide the funding, facilities and guidance our fellows need, the staff who work diligently to support our fellows, and the applicants who take the brave step of returning to a career they love.

Thank you for taking the time to explore our impact more in depth. The impact shown here and in the detailed breakdown in the appendix that follows demonstrate the difference that each fellowship and every returner make to research.



Appendix: Contents

Appendix A

39 [A.1 Survey details, methodologies and limitations](#)

40 [A.2 Data quality](#)

Appendix B

42 [B.1 Data and calculations](#)

42 [B.2 Number of fellowships awarded](#)

43 [B.3 Fellow locations](#)

45 [B.4 Length of research experience prior to fellowship](#)

46 [B.5 Research roles held before a career break](#)

47 [B.6 Reasons for taking a career break](#)

48 [B.7 Length of career break](#)

49 [B.8 Career break activities](#)

51 [B.9 Perceived bias for returners](#)

53 [B.10 Calculation of the number of years of experience saved and returned to research](#)

54 [B.11 Calculation of the monetary value of the research training and experience that would have been lost to the sector if not returned](#)

56 [B.12 Fellowship research and subject areas](#)

58 [B.13 Length of fellowship](#)

59 [B.14 Former fellow outputs and impacts, a comparison of two and three year fellowships](#)

61 [B.15 How former fellows rated the performance of the Trust](#)

62 [B.16 Training provided by the Trust](#)

63 [B.17 Personal and professional development](#)

65 [B.18 How former fellows felt after their fellowship](#)

66 [B.19 Former fellows who remain in research active work five years after their fellowship](#)

70 [B.20 Former fellows' first choice careers](#)

71 [B.21 Sectors that employ fellows after their fellowship](#)

72 [B.22 Former fellow outputs](#)

75 [B.23 Generating new knowledge](#)

76 [B.24 Calculation of funding secured by former fellows post fellowship](#)

77 [B.25 Number of hosts and funders](#)

78 [B.26 Employment by host organisations](#)

79 [B.27 Part-time and flexible work](#)

80 [B.28 Leadership and development](#)

81 [B.29 Public engagement](#)

81 [B.30 Policy engagement](#)

Appendix C

82 [Full 2025 Survey](#)

Appendix A

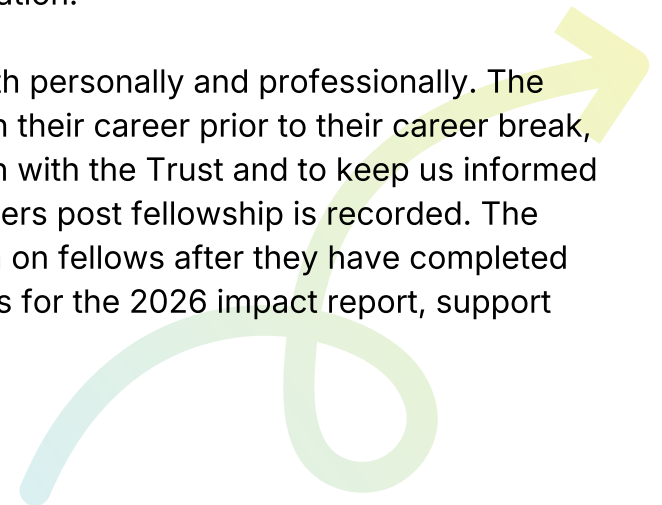
A.1 Survey details, methodologies and limitations

The Trust undertakes a survey of its former fellows every five years, with the most recent survey carried out in 2025. The 2025 survey was developed based on the previous 2021 survey. An initial survey of 44 questions was sent to all fellows who had completed their fellowship before May 2025. A second survey of just 28 questions was also created and was sent as a second option to fellows who had not completed the initial survey in July 2025. This ensured that as much information as possible could be gathered to feed into the 2026 Impact Report. The shorter survey combined some questions, including those around fellows' academic outputs during and after their fellowship, but enabled us to collect data on more former fellows than would otherwise have been possible.

At the time of the survey there were 451 former fellows. Of these we held contact details for 357 individuals. We received 190 responses to the full survey and 44 responses to the short survey. In addition, we received information answering the survey questions from another two respondents, giving us a total of 236 direct respondents. In addition, 61 former fellows indicated that there had been no significant changes for them since the 2020/2021 survey and so their answers from the previous survey were incorporated into the results. This gave us a final dataset of 297 former fellows' information.

The survey focuses on the impact our fellows feel their fellowship had on their lives both personally and professionally. The Trust holds data about all its future, current and former fellows, but this data focuses on their career prior to their career break, their career break, and their fellowship. Former fellows are encouraged to keep in touch with the Trust and to keep us informed of their achievements and any information they may choose to send us about their careers post fellowship is recorded. The former fellows survey is the only routine data collection we currently use to collect data on fellows after they have completed their fellowship. Survey responses were analysed to help us answer a suite of questions for the 2026 impact report, support internal reporting, and provide answers for stakeholder questions.

Return to [Former fellows survey](#).



A.2 Data quality

As with any analysis the results are only as reliable as the data that is used. For the 2025/2026 data analysis project we relied on two specific data sets:

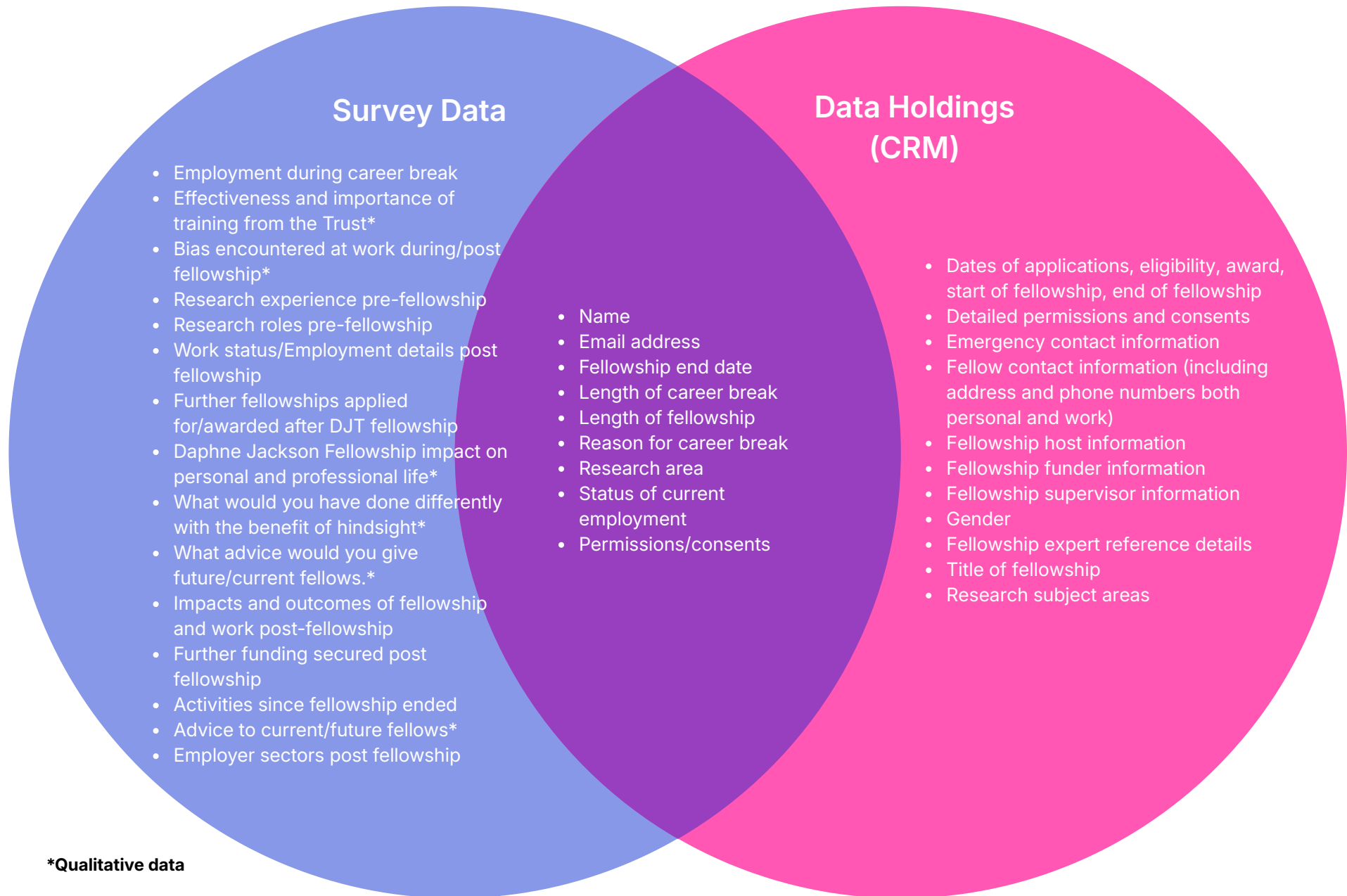
- Internal data holdings (Beacon Customer Relationship Management system)
- Survey response data (Data collected during the 2025 survey project)

Although these two sources contain large amounts of data that is unique to the source, there were some areas of overlap. Where contradictory data existed between datasets the data used was chosen based on its temporal proximity to the event. For example, names, contact details, current employment, and permissions used the most recent (survey) data. Historic information (e.g. dates/duration of fellowships and career break etc) used internal trust data collected at the time of the fellowship. Other contradictory information was considered on a case-by-case basis.

The survey dataset used a combination of data from both the long and short form surveys (and where appropriate responses to the 2021 survey). Following the distribution of the initial survey, a second shorter survey was prepared and distributed to non-responders to encourage as many responses as possible. The data from the responses to both surveys were then used for analysis. Survey data contained both quantitative and qualitative information which require different approaches when analysing. Combining the responses required that the analyst prepare/clean the data. While this was a necessary process, it must be acknowledged that this process has the potential to introduce errors.

With regard to our internal data holdings, these are maintained by multiple people and are updated on an 'as needed' basis. While all best efforts are made to ensure that the data is correct there is always the chance of human error when inputting/updating information.

Return to [Former fellows survey](#).



Survey Data

- Employment during career break
- Effectiveness and importance of training from the Trust*
- Bias encountered at work during/post fellowship*
- Research experience pre-fellowship
- Research roles pre-fellowship
- Work status/Employment details post fellowship
- Further fellowships applied for/awarded after DJT fellowship
- Daphne Jackson Fellowship impact on personal and professional life*
- What would you have done differently with the benefit of hindsight*
- What advice would you give future/current fellows.*
- Impacts and outcomes of fellowship and work post-fellowship
- Further funding secured post fellowship
- Activities since fellowship ended
- Advice to current/future fellows*
- Employer sectors post fellowship

Data Holdings (CRM)

- Dates of applications, eligibility, award, start of fellowship, end of fellowship
- Detailed permissions and consents
- Emergency contact information
- Fellow contact information (including address and phone numbers both personal and work)
- Fellowship host information
- Fellowship funder information
- Fellowship supervisor information
- Gender
- Fellowship expert reference details
- Title of fellowship
- Research subject areas

- Name
- Email address
- Fellowship end date
- Length of career break
- Length of fellowship
- Reason for career break
- Research area
- Status of current employment
- Permissions/consents

*Qualitative data

Appendix B

B.1 Data and calculations

Here we aim to provide clarity about how the figures used in the Impact Report and Data Analysis Report were calculated. Note that throughout this document values are rounded to the nearest integer.

The majority of the statistics we have used were calculated based on the responses to our 2025 former fellows' survey. In some cases we have also used data from our Beacon database which holds details of all current and former fellows/fellowships. For example, the number of fellowships awarded (i.e. the total number of former fellows plus the number of current fellows) at the time of impact report writing (522) was calculated from this data. We have specified which data was used below.

B.2 Number of fellowships awarded

The number of fellowships starting each year has increased to 28 in the 2022-2023 financial year.

Between 2020 and 2025 the average number of fellowships each year has been 25. Note that the higher number in 2022-2023 was because some fellowships' start dates were delayed due to the Covid19 pandemic. The number of fellowships awarded each year was taken from our CRM database.

Return to [Daphne Jackson Fellows](#)

B.3 Fellow locations

The location indicators show on the map of the UK and Republic of Ireland are not to scale but the sizes are indicative of the number of fellows at each location. The map shows the locations of current fellows, future fellows (those who have had their fellowship confirmed but have not yet started their fellowship) and applicants (those who have completed the application process but are awaiting their fellowship's confirmation) in October 2025. A total of 92 individuals including 69 active fellows, 9 future fellows, and 11 applicants.

This shows a total of 44 host institutions, each hosting between 1 and 6 fellows. In some areas (e.g. London) multiple institutions are represented as a group rather than individually due to the scale of the map. Host institutions hosting more than one fellow are summarised in Table 3-A.

Institutions that were hosting one current fellow, future fellow, or applicant in October 2025 include:

Abertay University	SOAS University of London
Alan Turing Institute	University of Bradford
Aston University	University of Central Lancashire
Birkbeck, University of London	University of Exeter
Courtauld Institute of Art	University of Hertfordshire
Coventry University	University of Huddersfield
De Montfort University	University of Hull
Durham University	University of Portsmouth
Keele University	University of Sheffield
Kings College London	University of Surrey
London South Bank University	
Maynooth University	
Newcastle University	
Nottingham Trent University	
Royal Veterinary College	



B.3 Fellow locations

Table 3-A Current Fellow, Future Fellow and Applicant host institutions October 2025

Return to [Daphne Jackson Fellows](#)

Host Institution Name	Number of fellows
University of Oxford	6
Queen Mary University of London	5
Queen's University Belfast	5
University of Edinburgh	5
University College London	4
University of Bristol	4
University of Cambridge	4
University of Glasgow	4
University of Leicester	4
University of Nottingham	4
Imperial College London	3
University of Birmingham	3
University of Leeds	3
University of York	3
Cardiff University	2
Heriot-Watt University	2
Liverpool John Moores University	2
Natural History Museum	2
University of Bath	2



B.4 Length of research experience prior to fellowship

The 2025 former fellows survey asked respondents about their experience prior to their career break. They were asked to select their experience from a set of ranges. The responses of the 278 individuals who answered this questions are detailed in table 4-A.

Return to [Before a career break](#)

Table 4-A Length of research experience of former fellows prior to their career break

Research Experience prior to taking a career break	Count	Percentage
A PhD or a minimum of 3 years equivalent research experience	72	26
1-3 years research experience after PhD or equivalent research	68	24
4-6 years research experience after PhD or equivalent research	66	24
6+ years research experience after PhD or equivalent research	67	24
No PhD but has equivalent experience (usually applied to those whose research was carried out in industry rather than academia)	5	2

B.5 Research roles held before a career break

Former fellows were asked in the 2025 survey to tell us about their research roles prior to their career break. Respondents were asked to select the roles they had held and were able to select multiple options. Their answers are summarised in table 5-A. A total of 202 individuals answered this question in the survey. Those who specified 'Other' were asked to provide details, these roles included: teaching, leading science teams, lecturing abroad, research within industry, consulting, and working with NGOs.

Return to [Before a career break](#)

Table 5-A Research roles held by former fellows prior to their career break

Category	Count	Percentage
Lab / Group Head	6	3
Senior / Lead Researcher	17	8
Post-doctoral Researcher / Research Associate / Fellow / Analyst / Research Nurse	129	64
Research Student (including MSc/PhD study)	66	33
Research Technical Professional	13	6
Teaching role within a research environment	17	8
Other	27	13

B.6 Reasons for taking a career break

The 2025 survey asked respondents to specify the reason for their career break. The Trust's eligibility criterion state that the primary reason for a career break must be caring, family or health reasons. We received 241 responses to this question with a surprisingly high number of respondents citing a combination of two or more of these reasons for their break. The breakdown of responses is shown in table 6-A.

In qualitative comments fellows also cited relocation as a compounding factor in their career break with 21% of respondents who provided additional comments about their break citing relocation as a factor in either the reason for or the length of their break.

Return to [Career breaks](#)

Table 6-A Reason for former fellows career break

Reason for career break	Count	Percentage
Caring	49	20
Family	118	49
Health	12	5
Combination of these reasons	62	26



B.7 Length of career break

The length of the average career break for our fellows was calculated using data from the 2025 survey respondents, 282 of whom answered this question. The average career break was then calculated along with the maximum and minimum career break lengths. Table 7-A shows the average career break calculated.

Return to [Career breaks](#)

Table 7-A Career break length summary statistics

Career break average length for former fellows in years (completion before end September 2025)	
Mean length of break	7
Mode length of break	5
Median length of break	6
Max length of break	24
Min length of break*	2

*Trust criterion state that a career break must be for a minimum of 2 years



B.8 Career break activities

We asked our former fellows about their activities during their career break. Some people who have to take a break from their research careers are unable to work at all during this time, while others who take a break are able to do some form of work. We were keen to understand what work had been possible for our fellows while they were away from research.

179 fellows answered this question, but they were allowed to select multiple answers. For example, an individual may have been carrying out both unpaid caring work caring for children or parents while on their break, and may also have been able to take on voluntary work as their caring requirements reduced with time, and we wanted to capture that. As a result, we received a total of 269 responses to this question. These are summarised in Table 8-A.

Return to [Career breaks](#)

Table 8-A Former fellows activities during their career break

Activities during career break	Count	Percentage of respondents
Paid work - full time (Related to research area)*	5	3
Paid work - full time (Unrelated to research area)	9	5
Paid work - part time (Related to research area)*	47	26
Paid work - part time (Unrelated to research area)	65	36
Unpaid caring work (e.g. caring for family)	78	44
Unable to work due to health issues	6	3
Voluntary work (Related to research area)	18	10
Voluntary work (Unrelated to research area)	41	23

*Note that eligibility criteria have evolved over the lifetime of the Trust. Currently candidates may not have been in paid research work during their career break. See <https://daphnejackson.org/apply/eligibility/> for current eligibility criteria.

B.8 Career break activities

Of the total number of respondents to this question over half selected only one category, with the remainder selecting multiple categories as shown in Table 8-B.

Return to [Career breaks](#)

Table 8-B Single vs multiple activities during career break

	Count	Percentage
Single category response	113	63
Multiple responses	66	37



B.9 Perceived barriers for returners

We asked our former fellows, "From a returner's perspective, is the research environment suitable and welcoming for returners? Please select any barriers you felt you faced at the time of your fellowship."

203 former fellows answered this question, with the largest number of them noting they felt a bias against those working part time. We also asked our fellows if the biases perceived at the time of their fellowships had reduced since then.

While there was some reduction in the perceived bias (22% noted a reduction in bias against part-time work) there was still a worryingly high level of bias across the board. Table 9-A summarises the biases perceived against returners at the start of the fellowship and Table 9-B summarises the perceived reduction in negative bias in the time following their fellowship.

Return to [Difficulty returning](#)



B.9 Perceived bias for returners

Return to [Difficulty returning](#)

Table 9-A Perceived bias at the start of fellowship

Biases perceived at the start of fellowship	Count	Percentage
Bias against part time-work	79	39
Bias resulting from lack of recent publications	71	35
Age discrimination	35	17
Lack of professional support	38	19
Bias against those with chronic health issues	11	5

Table 9-B Reduction in perceived bias following completion of fellowship

Has there been a reduction in perceived bias since completing fellowship	Count	Percentage
Bias against part-time work	44	22
Bias resulting from lack of recent publications	28	14
Age discrimination	14	7
Lack of professional support	15	7
Bias against those with chronic health issues	6	3



B.10 Calculation of the number of years of experience saved and returned to research

This value was calculated using responses to our 2025 survey. In the survey, respondents were asked to give details of the research experience they had prior to their career break and subsequent Daphne Jackson Fellowship. Respondents could select one of the following options:

- A 3 year PhD or a minimum of 3 years equivalent research experience
- 1-3 years research experience after PhD or equivalent research
- 4-6 years research experience after PhD or equivalent research
- 6+ years research experience after PhD or equivalent research
- Other (please specify)

We then calculated the total minimum number of years of research experience for our former fellows who responded to the survey. This used the lower limits for each category, i.e.

- A 3 year PhD or a minimum of 3 years equivalent research experience = 3 years equivalent
- 1-3 years research experience after PhD or equivalent research = 4 years equivalent
- 4-6 years research experience after PhD or equivalent research = 7 years equivalent
- 6+ years research experience after PhD or equivalent research = 9 years equivalent
- Other (please specify) = specified value

This gave us the minimum number of years' experience for the respondents. We then used this value to extrapolate the minimum number of years' experience for all our former fellows and for an average fellow using the calculations:

$$\begin{aligned} \text{minimum years experience all former fellows} &= \\ & \left[\frac{\text{minimum years experience of survey responders}}{\text{number of survey responders}} \right] \times \text{total number former fellows} \\ \text{min years experience of an average former fellow} &= \left[\frac{\text{min years experience of survey responders}}{\text{number of survey responders}} \right] \end{aligned}$$

B.11 Calculation of the monetary value of the research training and experience that would have been lost to the sector if not returned

This value was calculated from survey responses to the question that asked what research roles our former fellows held prior to their career breaks. Respondents could choose one or more of the following:

- Lab/Group Head
- Post-doctoral researchers/research associates/fellow/analyst/research nurse
- Research student (including MSc/PhD study)
- Research Technical Professional
- Senior/Lead researchers
- Teaching role within a research environment
- Other

Determining the investment needed to reach these roles is difficult as no two individuals follow the same career path, so it was decided to make the assessment based on length of career prior to career break. When comparing roles with length of career, there was a correlation between level reached and length of career.

To calculate this value the following assumed minimum investments were used:

- Annual investment (per year) for a 3 year PhD in the UK (salary and tuition): £25,786, (Cost of PhD calculated as £20,780pa stipend, £5006 pa tuition. These values based on UKRI studentships (<https://www.ukri.org/apply-for-funding/studentships-and-doctoral-training/get-a-studentship-to-fund-your-doctorate/>)
- Annual salary (per year) for a post-doc position in the UK: £37,530 ([Q&A: How much does a postdoc make and what do they do? | Indeed.com UK](#))
- Annual salary (per year) for Senior/lead researcher in the UK: £41,634 ([Senior Researcher Salary in United Kingdom in 2026 | PayScale](#))

Note that costs used for all former fellows were assumed to be at the same rate. In reality these costs would have changed over time.

Return to [Saving investment](#)

B.11 Calculation of the monetary value of the research training and experience that would have been lost to the sector if not returned

These values were then used to calculate the minimum total value and average investments saved per former fellow using the formulas:

minimum investment in former fellows prior to fellowship =

$$\left[\frac{A + B + C + D}{\text{number of survey responders}} \right] \times \text{total number former fellows}$$

$$\text{average investment saved per former fellow} = \left[\frac{A + B + C + D}{\text{number of survey responders}} \right]$$

Where

A = Number of responders with a 3year PhD experience x (PhD cost x 3)

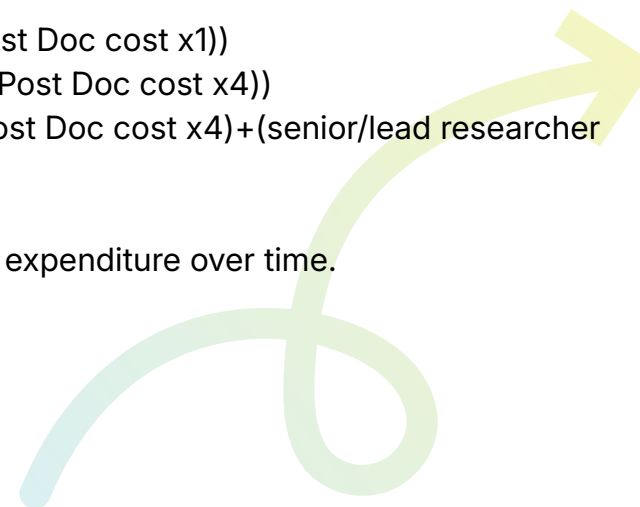
B= Number of responders with a 3 year PhD and 1 year experience x ((PhD cost x3)+(Post Doc cost x1))

C= Number of responders with a 3 year PhD and 4 years' experience x ((PhD cost x3)+(Post Doc cost x4))

D= Number of responder with a 3 yearPhD and 6 years' experience x ((PhD cost x3)+(Post Doc cost x4)+(senior/lead researcher costs x 2))

Note calculations are based on current costs and have not been adjusted for changes in expenditure over time.

Return to [Saving investment](#)



B.12 Fellowship research and subject areas

To calculate the number of fellowships in each area we used data from our CRM database rather than from our survey data. This was to ensure that we could represent our Arts and Humanities fellowships fully. As the Trust has only been offering fellowships in this subject area for the last 5 years there are fewer former fellows in this subject area.

Table 12-A details a summary of our former and current fellows research areas in October 2025. Table 12-B provides a more detailed summary of the primary subject areas studied within these research areas.

Almost half of these fellowships (161 out of 372) cover multiple subject areas, however only primary subject areas are detailed in this report. It should be noted that there are a small number of early fellowships where the area of research is not listed in the CRM.

Return to [Fellowship subject areas](#)

Table 12-A Summary of former and current fellows research areas

Research area	Count	Percentage
Physical Sciences	110	22
Life Sciences & Biomedicine	286	57
Technology	82	17
Arts & Humanities	11	2
Social Sciences	9	2
Total	498	100

B.12 Fellowship research and subject areas

Return to [Fellowship subject areas](#)

Table 12-B Summary of most studied former and current fellow research areas

Primary subject areas	Count	Percentage
Cell, Developmental, Molecular & Evolutionary Biology (inc. Biochemistry)	35	9
Chemistry	32	9
Genetics & Heredity	20	5
Energy & Fuels	19	5
Neurosciences & Neurology	18	5
Biodiversity, Conservation, Environmental & Ecology	17	5
Engineering	16	4
Oncology / Cancer	14	4
Microbiology, Virology & Mycology (Fungi)	13	3
Immunology & Allergy	12	3
Agriculture, Plant Science & Forestry	11	3
Materials Science	11	3

B.13 Length of fellowship

All our fellowships are awarded as two or three year fellowships, however sometimes extensions are given or a fellowship may have to be temporarily paused (e.g. for health reasons, or due to a global pandemic). This calculation used data from our CRM database records for former fellows who completed their fellowship before 30/01/2025.

Gaps in this data were filled with data from our survey respondents where appropriate. This data is summarised in table 13-A.

At present the number of completed two year fellowships is much higher than the number of three year fellowships – almost all research fellowships awarded at the time of writing (April 2026) are now for 3 years.

Return to [Extending fellowships](#)

Table 13-A Length of fellowship

Length of fellowship	Count	Percentage
2 years	211	73
2-3 years	12	4
3 years or more	68	23



B.14 Former fellow outputs and impacts, a comparison of two- and three-year fellowships

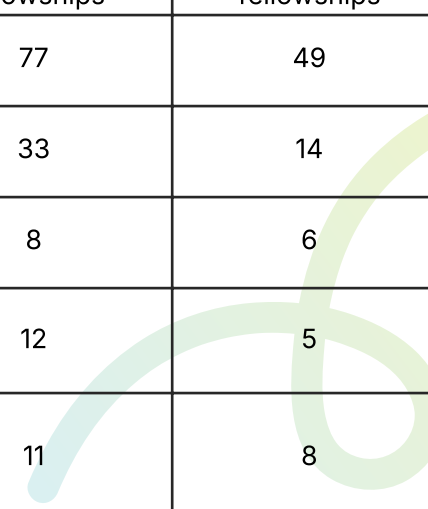
In 2020 our survey gathered qualitative data that suggested longer fellowships allowed fellows to create more impact. Since then the Trust has been working hard to increase the number of three-year fellowships with the aim that all future Daphne Jackson Research Fellowships will be for three years rather than two. With the 2025 survey we were able to collect quantitative data that confirmed the increased impact that three-year fellowships bring.

The 2025 survey asked former fellows to provide details of their academic outputs using a simplified version of the ResearchFish criteria used by many funders. 66 Respondents to the survey had completed their fellowships between 2020 and 2025, 33 of them with two-year fellowships and 33 with three-year fellowships. The three-year fellowships saw an increased number of generating knowledge outputs. This data is summarised in Table 14-A.

Return to [Extending fellowships](#)

Table 14-A Comparison number of former fellows reporting 'generating knowledge' outputs

Generating Knowledge Output	Three-year fellowships	Two-year fellowships
Peer reviewed publications / articles	77	49
Conference proceedings	33	14
Book chapters / technical reports	8	6
Research tools and methods (including research models, research infrastructure etc. you may have developed)	12	5
Research databases (including collection, data analysis techniques, computer models / algorithms, data handling and control)	11	8



B.14 Former fellow outputs and impacts, a comparison of two- and three-year fellowships

We also compared the reported impacts stated on fellows personal and professional lives (this could relate to the individual, their wider family life or their professional life). Again, we saw an increase in number of fellows reporting a positive impact for three-year fellowships when compared those with two-year fellowships. This data is summarised in Table 14-B.

Return to [Extending fellowships](#)

Table 14-B Comparison of number of fellows reporting a positive impact from their fellowship on their personal and professional life

Impact on personal/professional life	Three-year fellowships	Two-year fellowships
Improved professional / job satisfaction	29	23
Facilitated transition into a career in a different / new area of research to my pre-career break focus	22	18
Helped achieve a better work / life balance	22	15
Improved my prospects and allowed me to secure subsequent jobs, it launched me back into my career after my break	27	24
Improved my confidence	29	23



B.15 How former fellows rated the performance of the Trust

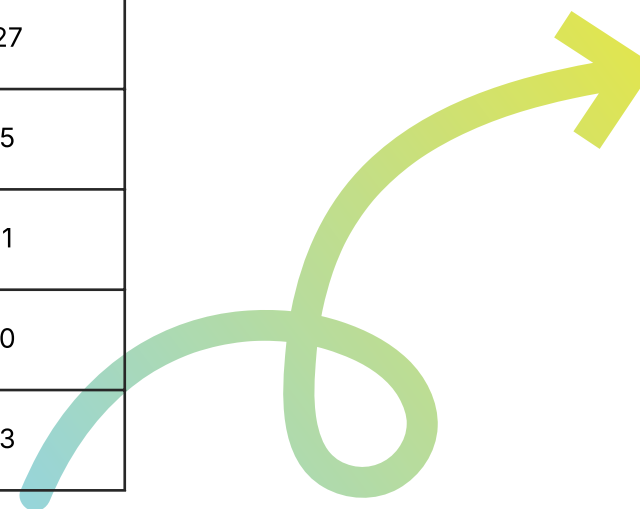
Former fellows were asked to rate the support they received during their fellowship on a scale of 1 (very poor) to 5 (excellent). They were also given the option to select 'not sure/prefer not to say'.

180 former fellows responded to this question with 116 of them rating the support they received from the trust as 5 - Excellent and a further 49 rating it as 4 - Good. This gave a total of 165 individual ratings of excellent or good. Table 15-A summarises all 180 responses.

Return to [Trust support](#)

Table 15-A Former fellows assessment of the support received from the Trust

Rate the support received from the Daphne Jackson Trust	Count	Percentage
5(Excellent)	116	64
4(Good)	49	27
3(Average)	9	5
2(Poor)	1	1
1(Very poor)	0	0
Not sure/prefer not to say	5	3



B.16 Training provided by the Trust

The Trust expects fellows to attend at least three Trust-run training courses during their fellowship. Former fellows were asked to give an assessment of the importance of these courses, and a summary of their responses is detailed in Table 16-A.

75% of question respondents rated our courses as important or very important, with only 2% viewing them as mostly unimportant or not important at all.

Return to [Retraining](#)

Table 16-A Former fellows assessment Trust training events

Importance of Trust training events	Count	Percentage
5 (very important)	70	38
4 (important)	68	37
3 (average)	29	16
2 (mostly unimportant)	2	1
1 (not important at all)	1	1
Not sure / prefer not to say	15	8



B.17 Personal and professional development

Alongside the formal training courses run by the Trust, fellowships are designed to support fellows ongoing training and development. Former fellows were asked whether they felt their fellowship had a positive impact on a variety of broader skills. They were asked to choose between the following options for each skill:

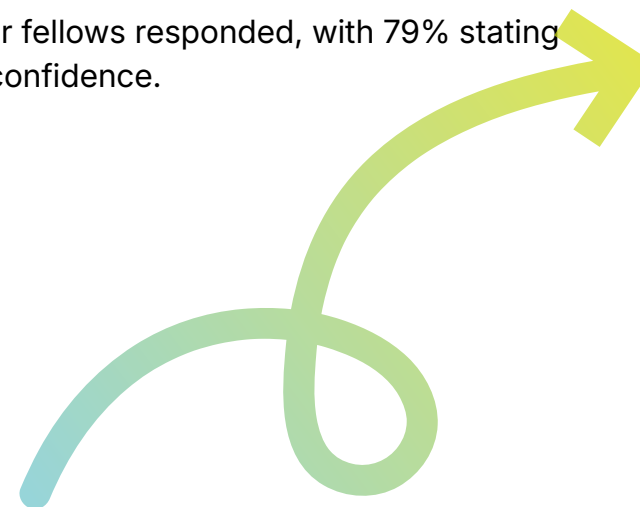
- Fellowship had a positive impact
- Fellowship had no impact (neutral)
- Fellowship had a negative impact

Not every respondent answered for every skill, so percentages were worked out for each skill based on the number of respondents to each question. Table 17-A provides a summary of these results. Overall there was a significantly greater positive impact than negative impact across the board.

Former fellows were also asked about the impact of their fellowship on their personal and professional lives by selecting which statements they agreed with from a list developed from responses to previous surveys. 203 fellows responded to this question with 161 (79%) agreeing with the statement “My fellowship allowed me to refresh my skills and training”.

When asked about the influence their fellowship had on their career, a total of 275 former fellows responded, with 79% stating that their fellowship improved their job prospects and 78% saying that it improved their confidence.

Return to [Personal and professional development](#)



B.17 Personal and professional development

Table 17-A Impact of fellowship on developing broader skills

Skill	Question respondents	Fellowship had a positive / beneficial effect		Fellowship had no effect / neutral effect		Fellowship had a negative / detrimental effect	
	Count	Count	Percentage	Count	Percentage	Count	Percentage
Time management	245	163	67	77	31	3	1
Professional independence	253	218	86	30	12	0	0
Demonstrating the impact of your work	218	156	72	54	25	1	0
Problem-solving	241	176	73	60	25	0	0
Presentation skills	221	163	74	55	25	0	0
Research question and hypotheses generation	215	149	69	60	28	0	0
Research methodology	218	153	70	60	28	0	0
Critical analysis and use of statistics	215	120	56	83	39	1	0
Literature review	215	123	57	87	40	0	0
Publishing a research paper	217	134	62	0	0	1	0
Grant application writing	217	117	54	75	35	2	1

B.18 How former fellows felt after their fellowship

Former fellows were asked to describe how they felt after their fellowships in three words (some used three phrases).

We carried out a thematic analysis of their answers to determine the most frequently words used to describe their feelings. The most frequently used words were then used to generate a 'wordcloud' image.

Table 18-A summarises the most frequently used words.

Return to [Personal and professional development](#)

Table 18-A Words used most frequently to describe feelings on completion of fellowship

Descriptor	Frequency
Confident	48
Grateful	29
Empowered	26
Happy	18
Optimistic	14
Hopeful	13
Motivated	12
Excited	11
Disappointed that it's over	16
Fulfilled	10
Enthusiastic	9
Opportunity	9
Supported	9
Accomplished	7
Encouraged	7
Satisfied	7



B. 19 Former fellows who remain in research active work after their fellowship

Former fellows were asked about the sector(s) within which they have predominantly worked following their Daphne Jackson Fellowship after 3-5 years, 5-10 years, and 10+ years.

Table 19-A summarises the responses from our former fellows. There were 209 responses for the 3-5 year period, 175 responses for the 5-10 year period, and 117 responses from the 10+ year period. This reduction is expected as not all those responding completed their fellowship that long ago. Of the 117 responses to this question about work 10+ years after their fellowship a total of 111 respondents were still working, giving a total of 95% of respondents still working at this point in their lives.

We further consolidated these results to collate all those working in research related roles which included those working in the following areas, defined as research-active work.

- Directly working in research
- Working in a Research Technical Professional role
- Teaching/lecturing at the university/higher education/further education level
- Working in an industry/business related to your area of research
- Started your own business related to your research

These consolidated results are summarised in table 19-B.

We wanted to illustrate the variety of roles within the 'Research active work' category so recalculated the percentages of each role within that category as a percentage of the whole as detailed in table 19-C. This was only calculated for the 3-5 year post fellowship period.

Return to [Future roles](#)

Table 19-A Summary of former fellow roles post fellowship

	3-5 years post fellowship		5-10 years post fellowship		10+ years post fellowship	
Role	count	percentage	count	percentage	count	percentage
Research	81	34	63	29	37	21
Research adjacent work	25	10	21	10	16	9
Research Technical Professional	9	4	4	2	1	1
Teaching / lecturing: university / HE / FE	48	20	39	18	23	13
Teaching: primary / secondary schools	12	5	14	6	10	6
Industry	16	7	13	6	6	3
Started own business related to research area	4	2	5	2	5	3
Worked in areas unrelated to research	11	5	14	6	13	8
Retired/no longer working	3	1	2	1	6	3

Return to [Future roles](#)

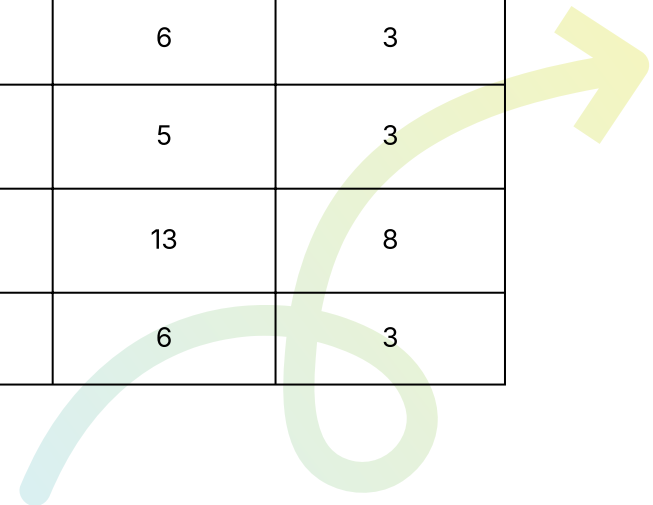


Table 19-B Summary of former fellow roles post fellowship (consolidated)

Role	3-5 years post fellowship		5-10 years post fellowship		10+ years post fellowship	
	count	percentage	count	percentage	count	percentage
Research active work	158	76	124	71	72	62
Research adjacent work	25	12	21	12	16	14
Teaching: primary / secondary schools	12	6	14	8	10	9
Worked in areas unrelated to your research	11	5	14	8	13	11
Retired/no longer working	3	1	2	1	6	5

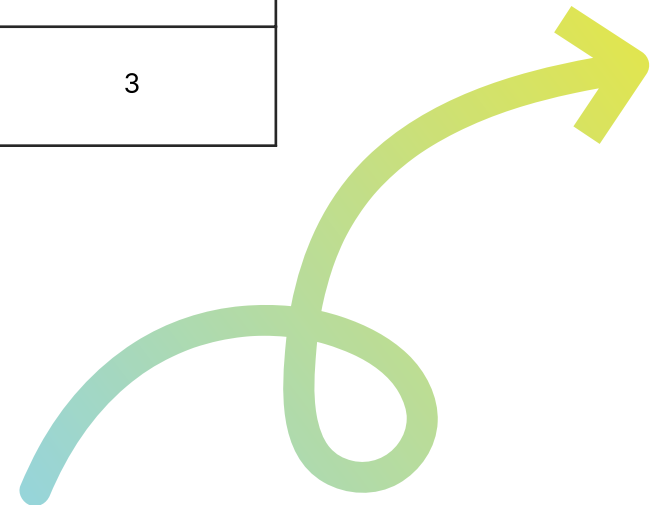
Return to Future roles



Table 19-C Summary of former fellow research active roles 3-5 years post fellowship (consolidated)

Research active work detail	count	percentage
Post fellowship worked in research	81	51
Post fellowship worked as an Research Technical Professional	9	6
Post fellowship worked in Teaching / lecturing: University / HE / FE	48	30
Post fellowship worked in industry/business	16	10
Post fellowship started own business related to research	4	3

Return to Future roles



B.20 Former fellows' first choice careers

Respondents to the 2025 former fellows survey were asked about their careers post fellowship. This included the question "Following your fellowship, were you working in your first choice job/career at any stage? Please tell us more about this."

This question was answered by 43 respondents, 40 of whom answered 'Yes'. In addition when we asked about respondents' post-fellowship work in the first year post-fellowship, 79% (189 of 239 question respondents) of former fellows were working in research related roles.

We defined 'research related roles' as those roles that were in direct research, research adjacent roles within their area of research, research technical professional roles, teaching or lecturing in universities, higher education or further education, roles in industry and former fellows who had started their own business related to their research.

Return to [Future roles](#)



B.21 Sectors that employ fellows after their fellowship

Former fellows were asked to give details of the sectors that they had worked in following their fellowship. They were asked about the first 12 months post fellowship, 1-2 years post fellowship, 3-5 years post fellowship and 5+ years post fellowship. The number of responses to this question decreased with an increase in time since fellowship completion, which is to be expected.

Respondents were able to select multiple sectors for each time period, so averages were calculated based on number of responses for each time period rather than number of respondents. Table 21-A summarises this information.

Table 21 A Summary of sectors employing former fellows after completing their fellowships.

Employment sector	Percentage 0-12 months	Percentage 1-2 years	Percentage 3-5 years	Percentage 5-10 years	Percentage 10+ years
University or other HE institute	57	60	57	45	33
Research Institute	2	4	2	2	5
Government funded body	6	5	6	7	3
Industry	9	8	9	8	5
NGO/Charity	4	2	4	6	1
Membership body/learned society	1	0	1	1	1
School	3	0	3	4	3
Other (including retired/no longer working)	19	20	20	28	50

B.22 Former fellow outputs

Survey respondents were asked to provide details of their research outputs. The survey categorised outputs based on a simplified version of the Researchfish question set used by many funding organisations:
https://help.researchfish.com/en_US/setup-implementation/common-question-set

We asked former fellows to list their outputs under the headings:

- Generating knowledge – including numbers of published peer reviewed publications/articles, conference proceeding, book chapters/technical reports, research tools and methods, and research databases.
- Translating research ideas into new products and services – including intellectual property (copyrights/patents/trademarks), spin out companies, artistic and creative products, products and interventions (including software, web tools and apps, new materials/compounds, instruments, therapeutic interventions, diagnostic tools)
- Influencing policy and other stakeholders – including influence on policy and practice (change to government guidance, evidence provided to government review, participation in advisory committees, citation in policy documents) and engagement activities (including public engagement, participation in expert panels, magazine and media work, interviews, presentations, open days, blogs and social media activities, TV/radio work)
- Stimulating new research via new funding opportunities – detailing all funding received post fellowship including research grants, fellowship awards, capital/infrastructure funding, equipment grants, travel grants. Respondents were asked to include all individual awards or group awards to which they had significantly contributed.
- Stimulating new research via partnerships and collaborations

Return to [Former fellow outputs](#)

B.22 Former fellow outputs

- Developing human capacity – to include details of any awards and/or recognitions e.g. research prizes, medals, honorary memberships, national honours, prestigious advisory roles for external bodies, honorary degrees, keynote speaker invitations etc.
- Developing capacity for research – to include details of facilities and resources that have been made available to you outside of your host/employing organisation.

Respondents were also given the opportunity to provide and further information they felt was relevant to define the impact/outcomes of their research during or after their fellowship.

255 former fellows reported on at least one of the categories above, although not all reported on every category. The averages for generating knowledge outputs were calculated based on the number of survey respondents rather than the number of question respondents.

Table 22-A summarises the outputs declared by survey respondents.

Return to [Former fellow outputs](#)



B.22 Former fellow outputs

Table 22-A Summary of former fellow declared outputs and impacts

Output/Impact category	Total outputs reported	Average per question respondent
Generating knowledge	3466	12*
Translating research ideas into new products and services	60	1.2
Influencing policy and other stakeholders	96	0.6
Stimulating new research via new funding opportunities **	345	2.1
Stimulating new research via partnerships and collaborations	140	1.1
Developing human capacity (awards and/or recognitions)	129	4.2
Developing capacity for research (facilities and resources)	122	3.6

** This value was calculated based on the total number of survey respondents rather than the number of question respondents.*

*** The value of funding awarded is detailed separately (see 'Calculation of funding secured by former fellows post fellowship).*

Return to [Former fellow outputs](#)

B.23 Generating new knowledge

Table 23-A breaks down 'generating knowledge' outputs declared by the survey respondents by type of output. These values were then extrapolated to give the average number of outputs per respondent.

Table 23-A Summary of former fellow generating knowledge outputs

	Total number reported	Average per survey respondent*
Number of peer reviewed publications	2230	7
Number of conference proceedings	639	2
Book chapters / technical reports	175	1
Research tools and methods (including research models, research infrastructure etc. you may have developed)	64	0
Research databases (including collection, data analysis techniques, computer models / algorithms, data handling and control)	358	1
Combined outputs (total of above)	3466	12

Return to [Outputs: generating new knowledge](#)

*Note that this calculation includes those former fellows who did not remain in research, the average number of output per former fellow remaining in research would be higher.

B.24 Calculation of funding secured by former fellows post fellowship

The 2025 survey asked respondents to state whether they had received further funding to support their research after completing their fellowship (this included research finding, travel funding, equipment funding, personal fellowships etc) They were also asked to share the value of this funding if possible.

163 former fellows answered this question with 83 respondents reporting that they had received funding following their fellowship. 345 funding awards were reported, although of these only 257 reported the value of the award.

The total value of post fellowship funding received by former fellows reported was £87,430,224. We infer from the discrepancy between the number of awards reported and the number of award values reported that the total amount of funding secured by former fellows post fellowship is actually higher than this.

To calculate the amount of funding received after their fellowship by an 'average' fellow, and the ratio of funding received compared to the amount of investment in a Daphne Jackson Fellowships the the following formulas were applied:

$$\text{average funding received post fellowship} = \left[\frac{\text{total value of funding declared in survey}}{\text{number of survey responders}} \right]$$

$$\begin{aligned} &\text{funding received vs fellowship investment} \\ &= \left[\frac{\text{funding received by an 'average' fellow post fellowship}}{\text{average investment in a Daphne Jackson Fellowship}} \right] \end{aligned}$$



B.25 Number of hosts and funders

At the time of compilation (October 2025) the Trust had worked with a total of 139 funding organisations, 107 hosts, and 487 supervisors. A comprehensive list of these organisations is kept in our CRM.

This data was analysed to provide a breakdown of the types of funders and hosts we work with: a summary of funding organisations can be seen in table 25-A; a summary of host organisation can be see in Table 25-B.

A list of our current funders can be found here: <https://daphnejackson.org/supportus/funding/explore-our-funders/>

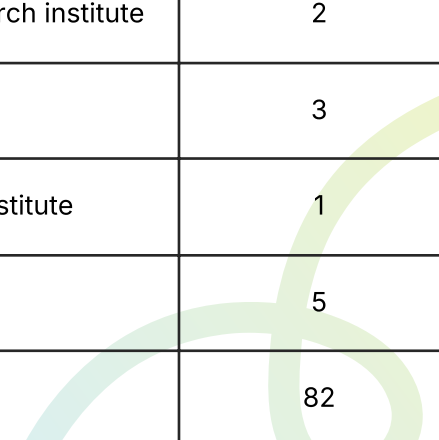
A list of our current hosts can be found here: <https://daphnejackson.org/supportus/hosting/explore-our-hosts/>

Table 25-A Count of types of funder organisations

Charities /Charitable Trust	31
Government Organisations (UK Government funded bodies, EU Government funded bodies)	11
Industry	18
Learned Societies	12
Research Institutes (Public, Independent, Government funded)	6
Universities	61

Table 25-B Count of types of host organisations

Charities/Charitable Trust	2
Government research institute	12
Independent research institute	2
Industry	3
Private research institute	1
Public body	5
University	82



[Return to Funders, hosts and supervisors](#)

B.26 Employment by host organisations

We also asked former fellows whether their first paid job post fellowship was with their host organisation or at another organisation.

274 former fellows answered this question with 166 (61%) stating that they continued to be employed by their host organisation post fellowship.

Return to [Hosts](#)



B.27 Part-time and flexible work

Former fellows responding to the 2025 survey were asked to describe their working patterns. 279 fellows responded to this question. The results of this are summarised in table 27-A and 27-B.

Table 27-A Former fellows working patterns

Description of work pattern	Number of responses
Full time flexible working*	41
Full time office / lab based	51
Retired	28
Employed	70
Full time remote working	6
Part time flexible working*	26
Part time remote working	8
Voluntary work	8
Part-time office / lab based	9
Freelance	17
Not in paid work	13
Full time work	4
Part time work	1

Table 27-B Flexible or part time work vs full time work

	Number of responses	Percentage of respondents
Flexible or part time work pattern	91	56%
Full time (not flexible) work pattern	55	34%

Return to Flexible working



*Flexible hours and/or ability to work remotely for some of those hours

B.28 Leadership and development

The 2025 survey asked former fellows about what other skills they had developed since completing their fellowship, including developing their leadership skills. Results are summarised in Table 28-A.

Not all respondents responded to each question, so percentages were calculated based on question respondents rather than survey respondents.

Return to [Research leadership and development](#)

Table 28-A Leadership skills developed by fellows post fellowship

Leadership skills	Count	Percentage
I have taught students	145	51
I supervised research students	150	52
I have line managed members of staff	88	31
I have edited/reviewed for journals	80	39
I am a member of professional bodies and/or learned societies	118	42
I have collaborated with others	120	59
Contributed to awards and/or sat on institutional committees	128	47

B.29 Public Engagement

Former fellows surveyed were asked about their public engagement activities. These included activities such as participation in expert panels, magazine and media work, work, interviews, talks and presentations, participation in open days, schools outreach activities, blogs, social media, and broadcasts (television, radio, podcasts).

170 former fellows responded to the question regarding public engagement, 65 of whom (38%) reported a total of 157 engagement activities.

Some activities were 'one off' events such as participating in a single television episode while others reported longer term, ongoing activities such as hosting a podcast or running a repeating annual outreach event.

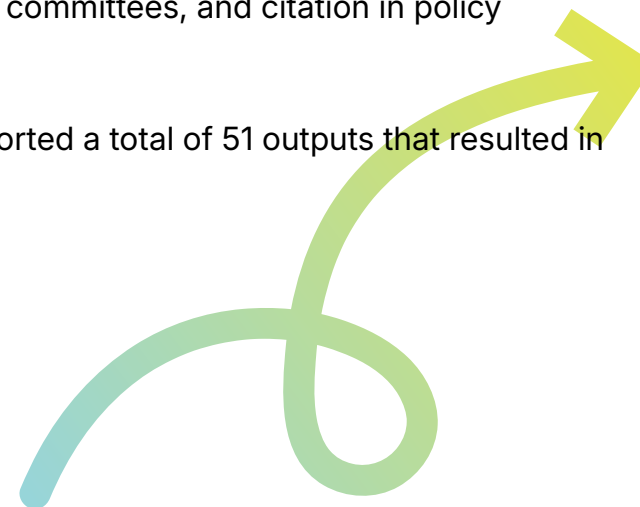
Return to [Public engagement](#)

B.30 Policy Engagement

We define engagement with policy as all activities that influence policy and practice such as activities that result in a change to government guidance, evidence provided to government review, participation in advisory committees, and citation in policy documents.

When asked about their engagement with policy 31 of 298 survey respondents (10%) reported a total of 51 outputs that resulted in engagement with policy.

Return to [Policy](#)



Appendix C

Return to [Former fellows' survey](#).

Full Survey

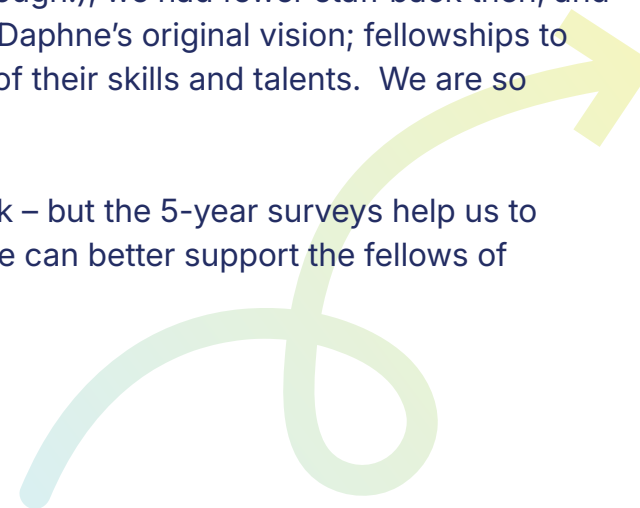
The Daphne Jackson Trust: 2025 Former Fellows Survey - May 25

Welcome to the Daphne Jackson Trust 2025 Former Fellows Survey. Please read the information below before you complete the questions.

Thank you for taking the time to fill in our Former fellows' survey. We conduct this survey of former fellows every five years to help us understand their career progression, the impact of the fellowships for individuals, and your impact on the wider research community. It also help us to keep up to date with you all!

The Trust has changed significantly since our last survey in 2020/21. We didn't have any Arts and Humanities fellows back then (let alone have former fellows in those subjects - we're so glad that they're here now though!), we had fewer staff back then, and a narrower field of funders and hosts. We've grown and evolved but continue to follow Daphne's original vision; fellowships to support returners to research and to prevent the loss to the wider research community of their skills and talents. We are so proud of our fellows, all 500+ of you!

We appreciate that surveys aren't the most fun and exciting way to spend a coffee break – but the 5-year surveys help us to understand the wider picture of our fellows' research and enable us to reflect on how we can better support the fellows of tomorrow.



We've made some changes to the survey we used last time to reflect the changes in how we work so that we can capture the experiences of everyone.

There are no more than 44 questions (depending on which sections apply to you) – the majority of which are checkboxes, and it should take around 45-60 minutes to complete, although this depends on the level of detail you provide. It's a long survey, but is designed to be comprehensive, it can be completed in multiple 'sittings' but please ensure you click 'Save' as appropriate.

The deadline to submit your responses is Monday 30th June 2025. If you are unable to make this deadline, please let us know us as soon as possible.

If you need any help at any time during the survey, please contact Morwenna Jones on morwenna.jones@surrey.ac.uk or call the office on 01483 689166.

Thank you again for your participation and we look forward to reading your response.

How we handle your data

The information you provide will be kept confidential. We won't share individual responses with third parties without asking for your consent first. After the survey is completed, we will publish aggregated results (such as statistics) - this data will not be individually identifiable. We do however hope to also use comments, attributed to you, in published materials but we will ask for your consent to do this. Look out for the final question in this survey where you can tell us about your preferences in this regard. You can find more information on how we handle your data in our Privacy Notice available at <https://daphnejackson.org/privacy-notice/>

1. Please enter your given name
2. Please enter your family name.
3. Please enter your email address.



Before your fellowship

4. How much research experience did you have prior to your Daphne Jackson Fellowship? Please select one option that most closely matches your total experience.

- A PhD or a minimum of 3 years equivalent research experience
- 1-3 years research experience after PhD or equivalent research
- 4-6 years research experience after PhD or equivalent research
- 6+ years research experience after PhD or equivalent research
- Other (please specify):

5. Please tell us about your research role(s) before your career break. Select all options that apply.

- Lab / Group Head
- Post-doctoral Researcher / Research Associate / Fellow / Analyst / Research Nurse
- Research Student (including MSc/PhD study)
- Research Technical Professional
- Senior / Lead Researcher
- Teaching role within a research environment
- Other (please specify):

6. What was the reason for your career break? Please tick all options that apply.

- Caring responsibilities
- Family reasons
- Health reasons
- Please provide further details if you wish



7. During your career break, were you in any form of employment? (Tick all that apply)

- Paid work - full time (Related to my area of research)
- Paid work - full time (Unrelated to my area of research)
- Paid work - part time (Related to my area of research)
- Paid work - part time (Unrelated to my area of research)
- Unpaid caring work (e.g. caring for family)
- Unable to work due to health issues
- Voluntary work (Related to my area of research)
- Voluntary work (Unrelated to my area of research)

Please note here any further details you want to share with us about employment during your career break

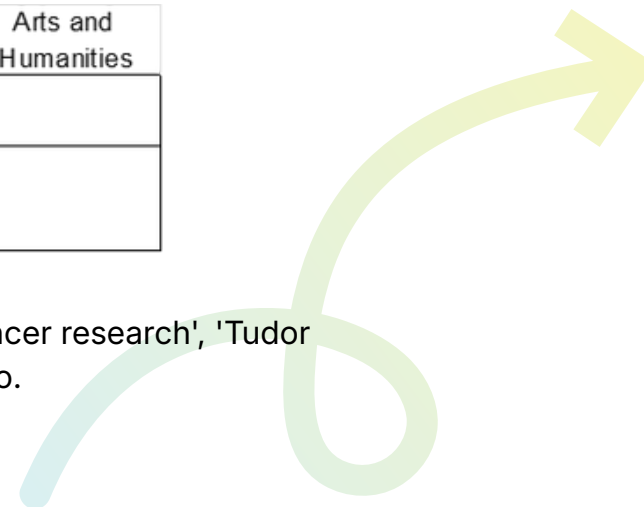
8. How long was your career break (to nearest year)?

About your fellowship

9. In which research discipline did you carry out your Daphne Jackson Fellowship? Tick all that apply

	Life Sciences and Biomedicine	Physical Sciences	Engineering and Technology	Social Sciences	Arts and Humanities
Primary are of research					
Secondary area of research (if applicable)					

Please include any key words that categorise the applications of your research (e.g. 'cancer research', 'Tudor politics', 'heat pump development' etc) here. If you wish to give specific details please do.



10. How long was your fellowship for?

2 Years

2 years with a 12 month extension

3 years

Other - Please give any other relevant information e.g. if you had to take a break during your fellowship

11. In which year did you complete your Daphne Jackson Fellowship?

After your fellowship

In this section, we want to know what happened after your fellowship. Depending on your answers, you'll be taken to different questions later in the survey.

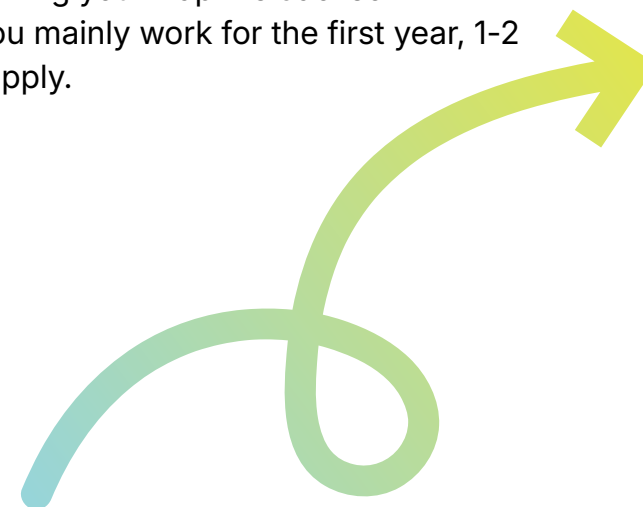
12. Was your first paid job following your fellowship in the same institution you carried out your fellowship research?

Yes

No

Fellowship was last form of employment

13. Please select the sector(s) within which you have worked predominantly in the years following your Daphne Jackson Fellowship. For example, if you completed your fellowship 5 years ago, in which sector did you mainly work for the first year, 1-2 years and 3-5 years afterwards. If you combined several part-time roles, please tick all that apply.

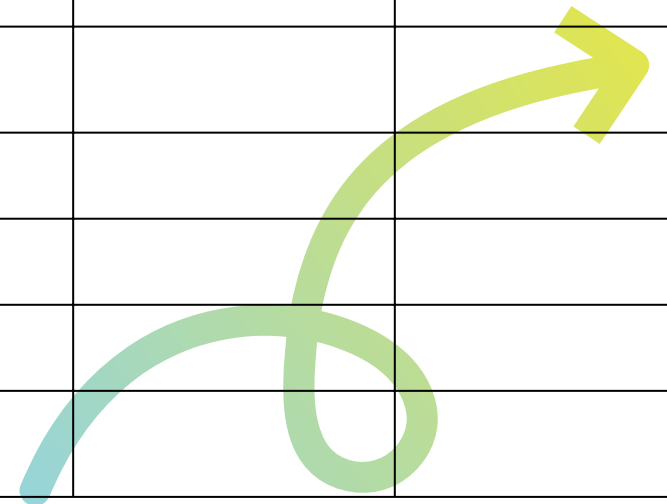


	First year post-fellowship	1-2 years post-fellowship	3-5 years post-fellowship	5-10 years post-fellowship	10 + years post-fellowship
Research: the majority of your time at work is spent on research					
Research Adjacent work: non-research work within your area of research e.g. communication, policy, outreach, administration within a research environment					
Working as a research technical professional (RTP)					
Teaching / Lecturing: University / HE / FE					
Teaching: Primary / secondary schools					
Working in industry / business					
Started your own business related to your research					
Other: work that is unrelated to your research / the above categories					
Retired / no longer working					
Not reached that stage post-fellowship yet					

Please add any further comments if you wish.

14. Please select the employer(s) where you have predominantly worked in the years following your Daphne Jackson Fellowship. For example, if you completed your fellowship 5 years ago, who was your main employer for the first year, 1-2 years and 3-5 years afterwards. If you had several employers, please tick all that apply.

	First year post-fellowship	1-2 years post-fellowship	3-5 years post-fellowship	5- 10 years post fellowship	10+ years post-fellowship
University or other HE institute					
Research institute					
Government funded body					
Industry					
NGO / Charity					
Membership body / Learned society					
School					
Other					
Not working / retired or similar					
Not reached that stage post-fellowship yet					



Please add any further comments if you wish.

15. Primarily, what is the status of your current role? Please choose just one answer that most closely matches your current circumstances.

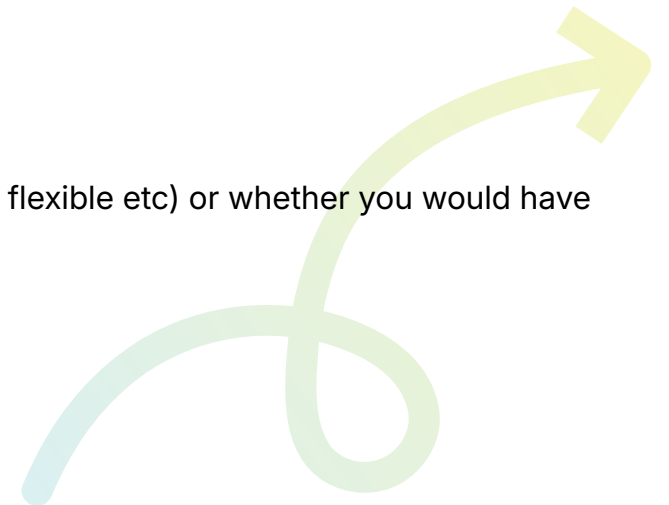
- Full time office / lab based
- Full time flexible working
- Part-time office / lab based
- Part time flexible working
- Full time remote working
- Part time remote working
- Freelance
- Voluntary work
- Retired
- Not in paid work
- Other (please specify):

16. Please tell us more specifically about the role you are currently doing, including the job title and employer.

17. Is this role fixed-term or permanent?

- Fixed-term
- Permanent
- Other (please specify):

Please tell us whether you chose the work pattern for your new role (part time / full time / flexible etc) or whether you would have preferred to have another work pattern but the job was not available in that format.



18. Is this role full- or part-time?

- Full-time
- Part-time
- Other

Please specify the FTE, or any other contract type (e.g. flexi-time, condensed hours)

19. Are you now working in your first choice career / job since completing your Daphne Jackson Fellowship?

- Yes
- No

Please add any further comments if you wish.

20. If you have had more than one role since your fellowship please enter your most recent job title and employer. Please enter N/A if this doesn't apply to you.

21. Following your fellowship, were you working in your first choice job / career at any stage?

- Yes
- No

Please tell us more, including the role and employer if different to above.

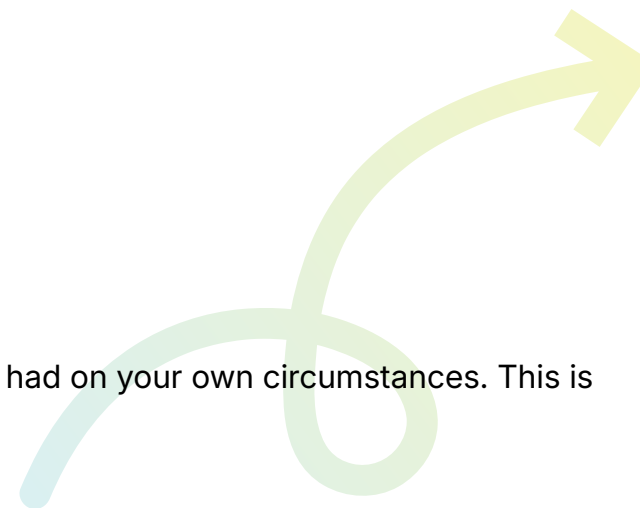
22. Are you actively looking for new / alternative paid work at the moment?

- Yes
- No

Please tell us more so that we can understand your current situation.

The impact of your fellowship

Here, we are interested in finding out about the impact your Daphne Jackson Fellowship had on your own circumstances. This is really important in helping us differentiate our fellowships from other schemes.



23. Please tell us about the way(s) in which your Daphne Jackson Fellowship influenced your career. Select all options that apply.

It benefitted my professional / job satisfaction

It facilitated my transition into a career in a different / new area of research to my pre-career break focus

It helped me to achieve a better work / life balance

It improved my prospects and allowed me to secure subsequent jobs, it launched me back into my career after my break

It improved my confidence

Other (please specify):

Please tell us more about how your fellowship helped you. This helps us showcase the benefits of the Daphne Jackson Fellowship scheme and understand more that we could do to help.

24. Are there ways you think our fellowships and the support we provide could be improved to ensure they contribute to future employability? Select all options that apply.

I did not have sufficient budget for the fieldwork / travel necessary to support my research

I did not have sufficient consumables budget from my host to complete the objectives of my project, ensuring sufficient consumables budget is necessary for fellows

I needed more support from the Daphne Jackson Trust when applying for post-fellowship roles

I needed more support from my host / supervisor when applying for post-fellowship roles

I would have liked to have access to more training opportunities

No changes - the fellowships are perfect as they are

I would have like to have more networking events

I would have liked to have the option of working more than 0.5 FTE during my fellowship

Three year fellowships should be standard but they could be even longer

Please tell us about any other changes you would have found beneficial



25. Please tell us about the wider impact your Daphne Jackson Fellowship had on your professional and personal life. This could relate to yourself, your wider family and your outlook professionally and personally.

My fellowship allowed me to do what I love

My fellowship allowed me to refresh my skills and get retraining

My fellowship enabled me to gain experience of student supervision

My fellowship enabled me to improve my work-life balance

My fellowship enabled me to make a meaningful contribution to my field of research

My fellowship facilitated my return to work whilst still being able to look after my health

My fellowship gave me a stronger sense of self worth and pride in what I do

My fellowship helped to build my confidence and allowed me to demonstrate my competence

My fellowship improved my family dynamics

My fellowship improved my / the family financial situation

My fellowship made me a better role-model to my children / family / community

My fellowship reignited my passion for research and allowed me to refocus on it

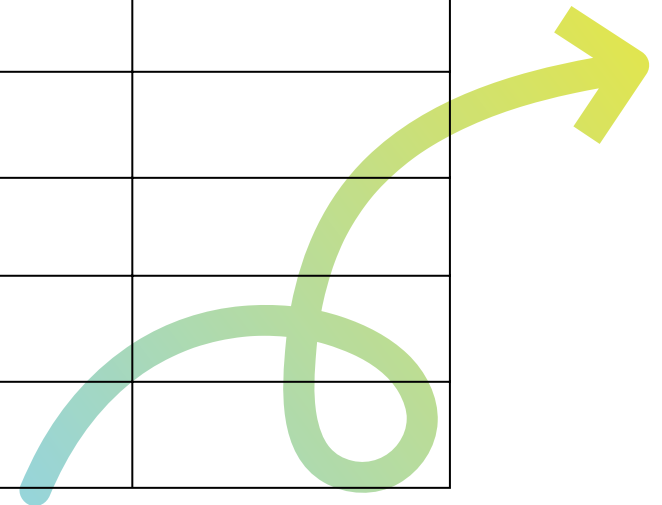
Please share any other thoughts you have on the benefits of having a Daphne Jackson Fellowship

Skills and training

26. Please select how you feel your Daphne Jackson Fellowship affected your skills and training?



	Had a positive / beneficial effect	Did not affect / neutral	Had a negative / detrimental effect	Not Applicable
Time management				
Professional independence				
Demonstrating the impact of your work				
Problem-solving				
Presentation skills				
Research question and hypotheses generation				
Research methodology				
Critical analysis and use of statistics				
Literature review				
Publishing a research paper				
Grant application writing				



Please add any other skills and training we may not have included here.

27. How many Daphne Jackson Training events did you attend (including fellows days and conferences)

0

1

2

3

4

more than 4

not sure, but I definitely came to some

Please tell us about training courses undertaken independently that you think might benefit other fellows

28. On the whole, how important are Daphne Jackson Trust training events?

5 (very important)

4 (important)

3 (average)

2 (mostly unimportant)

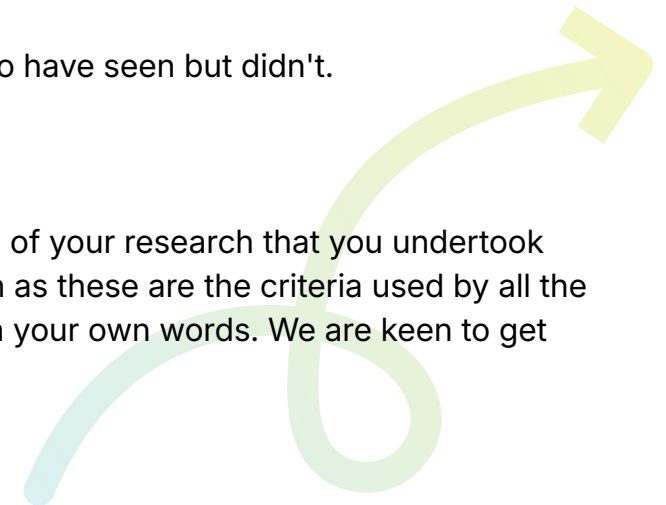
1 (not important at all)

Not sure / prefer not to say

Please add any further comments, including any training courses you would have liked to have seen but didn't.

Impact and outcomes of your fellowship research

In this section, we are asking you to provide information about the impact and outcomes of your research that you undertook during - and after - your fellowship. We are using similar criteria to those in Researchfish as these are the criteria used by all the UKRI councils, but we have opted for narrative answers to allow you to describe these in your own words. We are keen to get details in your own words as well as the tick boxes



Please provide as much information as you can. We appreciate this section is time consuming but collecting information in this way will allow us to demonstrate the immediate and longer-term impacts resulting from your fellowship. This in turn helps us to engage further with funding and sponsoring organisations.

Over the following impact areas, please tell us:

About the outcomes resulting from the research you undertook during - and after - your Daphne Jackson Fellowship.

Whether the outcomes are directly related to your Daphne Jackson Fellowship research, or are indirectly related (e.g. from subsequent research not specific to your fellowship).

Wherever possible and feasible to do so, any specifics that are relevant (e.g. numbers, hyperlinks, titles, and names of work).

Please only include information relating to outcomes that occurred as a result of your Daphne Jackson Fellowship research and all subsequent work (so not including outcomes that came about pre-fellowship).

29. Generating New Knowledge:

Please give details of the numbers of outcomes from your research during and after your Daphne Jackson Fellowship, please provide details in the comment box below.

Peer reviewed publications / articles

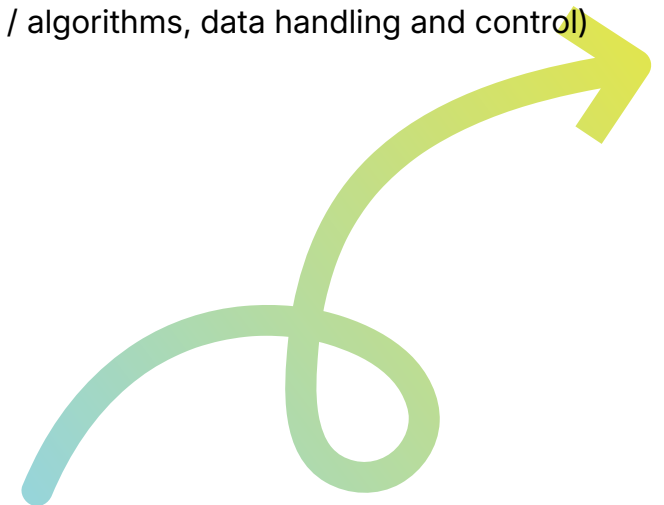
Conference proceedings

Book chapters / technical reports

Research tools and methods (including research models, research infrastructure etc. you may have developed)

Research databases (including collection, data analysis techniques, computer models / algorithms, data handling and control)

Please give details of your outputs here. Please put N/A if this doesn't apply to you



30. Translating research ideas into new products and services:

Please give details of the numbers of outcomes from your research during and after your Daphne Jackson Fellowship, please provide details in the comment box below.

Please include media / outreach work in question 31

Intellectual property (including any Copyright, patent applications, patents granted, trademarks)

Spin out companies (including any names and associated organisations)

Artistic and creative products (artwork, images, compositions and scores, creative writing, film / video / animation, artistic / creative exhibitions, performance e.g. music, dance, drama)

Products and interventions (including software, web tools and applications, new materials / compounds, instrumental engineering, therapeutic interventions, diagnostic and detection devices, imaging, support tools)

Please give details of your outputs here. Please put N/A if this doesn't apply to you

31. Influencing policy and other stakeholders:

Please indicate if you have had an influence on policy or other stakeholders during or after your Daphne Jackson Fellowship, please provide details in the comment box below.

Influence on policy and practice (changes to government guidance, evidence provided to a government review, participation in an advisory committee, citation in policy documents)

Engagement activities (including public engagement, expert panels, magazine and media work, interviews, talks and presentations, open days, blogs and social media, broadcasts - TV / radio)

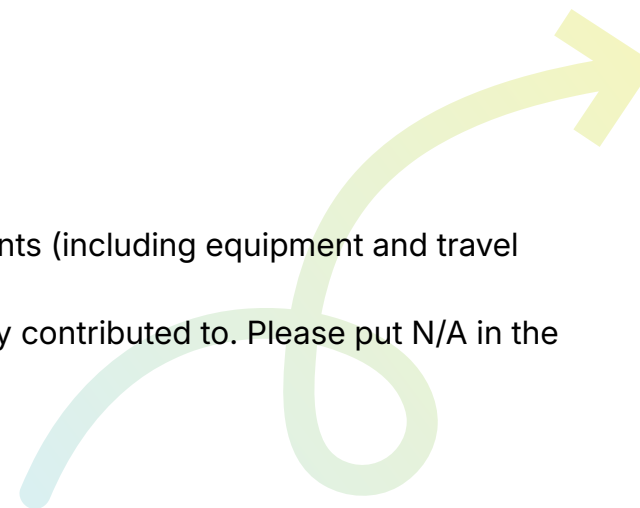
Please give details here. Please put N/A if this doesn't apply to you

32. Stimulating new research via new funding opportunities or partnerships:

Please give details of any further funding you have received.

Please give details of any research grants, fellowship awards, capital / infrastructure grants (including equipment and travel grants).

Please include all individual awards you have won or group awards you have significantly contributed to. Please put N/A in the box if this does not apply to you



33. Stimulating new research via new funding opportunities or partnerships:

Please give details of any collaborations and / or partnerships you have been involved with during or after your Daphne Jackson Fellowship. Please include any details such as the organisation(s) / time periods involved etc. If including 'unofficial' support e.g. receipt of free software where there is no expectation of output directly resulting from the gift please specify this in your answer. Please put N/A in the box if this does not apply to you.

34. Developing human capacity to do research:

Please detail any awards and / or recognitions (e.g. research prizes, medals, honorary memberships of learned societies, national honours (OBE etc), prestigious advisory roles on external bodies, honorary degrees, personal invitations as keynote speakers etc)

35. Developing human capacity to do research:

Please detail use of facilities and resources (including any names and organisations that may be relevant)

36. Please use this space to provide any further information you think may be relevant with regard to the impact and outcomes that resulted from the research you undertook during your fellowship.

Activities undertaken after your fellowship

37. Please select any of the activities you have undertaken following your Daphne Jackson Fellowship:

I have taught students

I supervised research students

I have line managed members of staff

I have edited or reviewed for journals of research councils

I successfully applied for grants (if successful please give details below if you have not already done so above)

I contributed to an Athena SWAN award

I am a member of professional bodies and / or learned societies

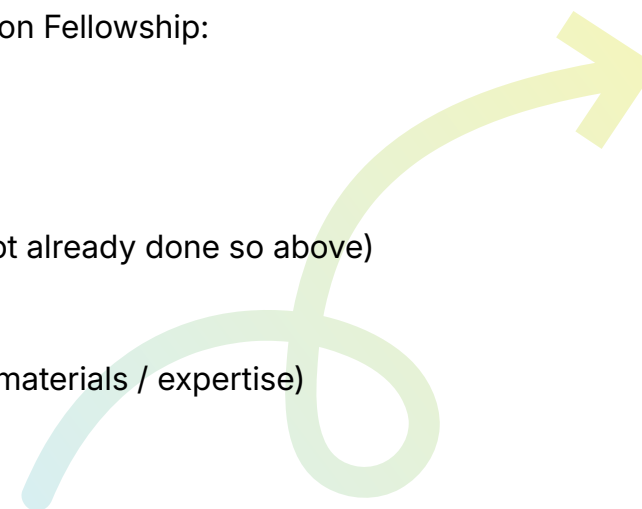
I have collaborated with others (success in co-publications, co-funding, exchange of materials / expertise)

I have been invited to speak at conference(s)

I have been on institutional committee(s)

I have been involved with media work

Other (please give details here)



38. Following your Daphne Jackson Fellowship, have you applied for personal fellowships elsewhere? (e.g. Wellcome Trust, Leverhume)

No

Yes

If yes, please tell us which funder and whether you were successful or not. We understand it can be uncomfortable to list those where you were not successful but it will help us better prepare future Fellows and tailor our training and support as appropriate.

Final comments

39. During your fellowship, how would you rate the support you received from:

	5 (excellent)	4 (good)	3 (average)	2 (poor)	1 (very poor)	Not sure / Prefer not to say
Your Supervisor						
The Host Institution						
The Funding Organisation						
Your Daphne Jackson Trust Fellowship Advisor						
The Daphne Jackson Trust as a whole						

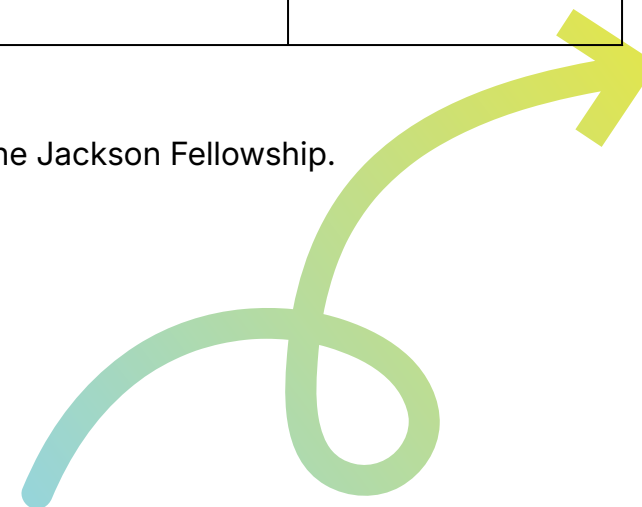


Please add any further comments if you wish.

40. From a returners perspective, is the research environment suitable and welcoming for returners? Please select any barriers you felt you faced at the time of your fellowship and note if you think these have eased or worsened since your fellowship

	Bias against part time work	Bias resulting from lack of recent publications	Age discrimination	Lack of professional support	Bias against those with chronic health issues
at the start of your fellowship					
improved since the end of your fellowship					
worsened since the end of your fellowship					
no change since the end of your fellowship					

Please provide details of any other barriers you have faced since completing your Daphne Jackson Fellowship.



41. With hindsight, is there anything you would have done differently during your fellowship to improve your career prospects / outcomes? Please select any of the options that apply.

I would not have done anything differently

Focus more on research-specific training

Focus more on transferable skills

Less teaching and more research

More teaching and less research

Spend more time networking and building collaborations

Greater consideration of research careers outside of academia

Other (please describe)

Please add any further comments if you wish.

42. At the end of your fellowship, what three words would you use to describe how you felt?

43. What advice would you give to current Daphne Jackson Fellows, or someone hoping to return to research after a career break?

44. Please confirm whether you are happy for us to use your comments (attributed to you) in reports (online and printed). You can also confirm your contact preferences here.

Yes, I'm happy for you to use my comments, attributed to me, in published reports

No, I'd prefer you didn't use my comments in published reports



We often use quotes on social media. If you would like to engage with us via these platforms please follow us and add your handle here so we can follow you. Similarly, if your contact details have changed or you prefer that we don't contact you in future, please tell us here. You can find us on LinkedIn @daphne-jackson-trust, on Bluesky @daphnejacksontr.bsky.social, on Instagram / threads @daphnejacksontrust or on X @DaphneJacksonTr

This year, in addition to our main former fellows survey we are also collecting demographic data for our current and former fellows. If you are happy to take part in this anonymous survey please use this link <https://www.smartsurvey.co.uk/s/VVG5GE/> Asking you to complete a second survey is the best way to keep the demographic data anonymous, rather than adding it as a section to this main survey. It is a considerably shorter survey of 15 check-box questions which should take no more than 5 minutes to complete. It will provide us with (anonymised) information about the demographics of our fellows which will in turn enable us to demonstrate how our fellows have a positive EDI impact on the research environment.

Thank for your help.

Return to [Former fellows' survey](#).

