

Daphne Jackson Fellows: What they did next

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The Daphne Jackson Trust – Fellowships for returners

Who we are

The Daphne Jackson Trust is the UK and Ireland's leading organisation dedicated to realising the potential of returners following a career break of 2 years or more taken for a family, caring or health reason.

What we do

We offer flexible part-time Fellowships of two or three years duration.

No other Fellowship offers the combination of mentoring, retraining and flexibility.

The Fellowship application process supports applicants at every stage, taking into account their career break, their personal circumstances and their career aspirations.

The Trust partners with universities, research councils, charities and learned societies to support Fellows



Daphne Jackson, OBE (1937-1991)

Lifelong campaigner for women's rights

Devised a pilot scheme that forms the basis of today's Daphne Jackson Fellowship

"Qualified women who are unemployed or under-employed following a career break for family commitments represent an appalling waste of talent and of investment in their initial education.

Many such women are eager to return to their original careers or to a new field of activity for which their initial education is relevant, provided that retraining can be given and that they can, at least initially, work on a part-time basis."

Professor Daphne Jackson, 1986



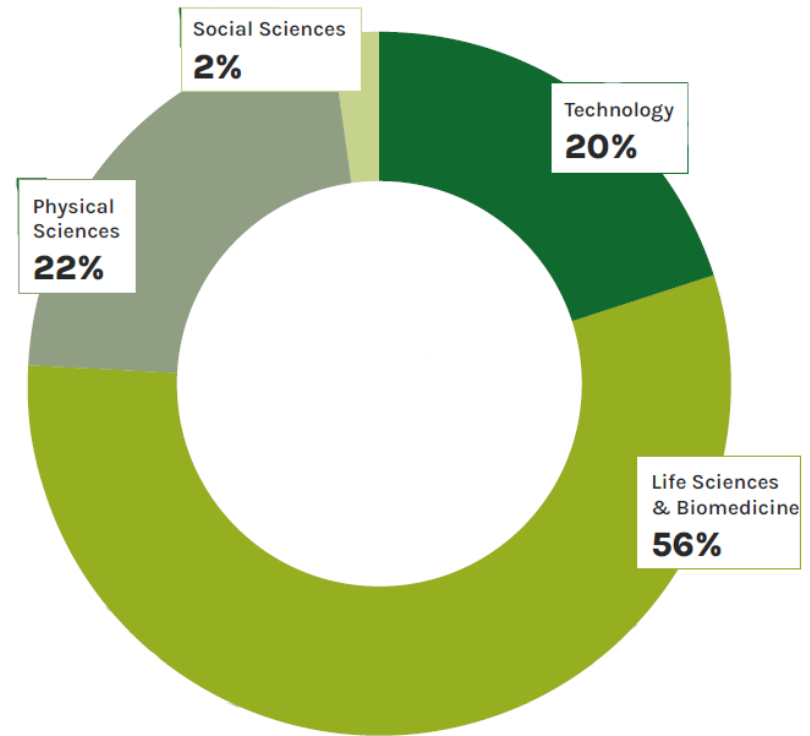
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- In 1992, The Daphne Jackson Trust was established to continue Professor Jackson's work awarding Fellowships to career returners.
- Fellowships are hosted at Universities, Research Institutes and Companies
- Fellowships are sponsored by organisations with an interest in the research being undertaken
- In 2020, we expanded our remit to include the arts, humanities and social sciences. In 2022, we started offering a new Technology Fellowship following a successful pilot scheme.

Daphne Jackson Fellows

- 437 Fellowships awarded (so far!)
- 91 organisations have Hosted a Fellow
- 125 Sponsors:
 - All UKRI councils
 - 28 Charities & Learned Societies
 - 12 Companies
 - The remainder being Universities and Research Institutes



The application process typically takes 9 to 12 months:

- Development of a draft proposal
- Fine-tuning of the research and retraining programme
- Personal interview
- Peer review and response
- Submission of application to the Trust's Awards Assessment Panel

A designated Fellowship Advisor provides personally tailored support at each stage of the process

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Returners have a diverse profile

- a PhD, or a minimum of 3 years research experience
- left research for reasons of family, caring or ill health
- have had a break of at least 2 years
- are resident in the UK with the right to work in the UK



What is the impact of a Daphne Jackson Fellowship?

Background

- Our first report specific to demonstrating our impact.
- Data gathered from an extensive survey of former Daphne Jackson Fellows (Spring 2021).
- Mix of data and case studies in the report.
- Impact (for us) is much broader – skills, retraining, research impacts AND personal impacts on careers and families.

What we found

- Daphne Jackson Fellowships relaunch successful long-term research careers for those who have had a career break.
- Fellowships provide returners with confidence and experience that make them employable in their first-choice careers.
- Once re-established, Daphne Jackson Fellows have successful career progression and make a wide variety of contributions (research & beyond).
- Our Fellowships bring huge benefits to host institutions - significant research findings & contributions towards the wider research environment.
- Sponsors benefit from a fully research-active professional undertaking high-quality peer reviewed research generating a breadth of impacts. Fellows leverage nearly 2X their original Fellowship investment from other research funders.

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The Former Fellows Survey

- A quinquennial survey to track career progression and impacts. 35 questions – pre-, during and post-Fellowship.
- We targeted former Fellows that finished >2000 (n= 263).
- Data collected on 240 of the original cohort – 91%. This includes 182 survey responses AND in-house data collection from 58 former Fellows.



The Trust, our Sponsors and our Fellows

- We support Fellows across the UK, across all research areas.
- We have huge variety of sponsors – UKRI, Universities, companies, charities and learned societies.
- Fellows have a breadth of experience before their career break.

Cumulative Research Experience



Research roles held before career break

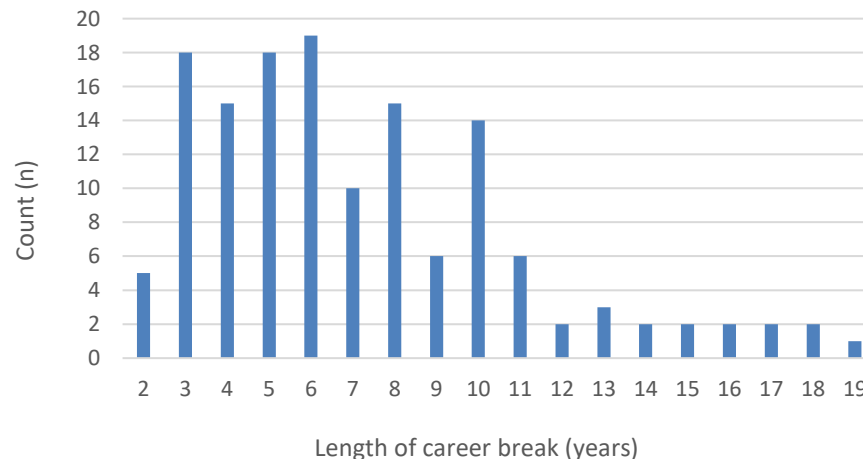


Career breaks happen for many reasons

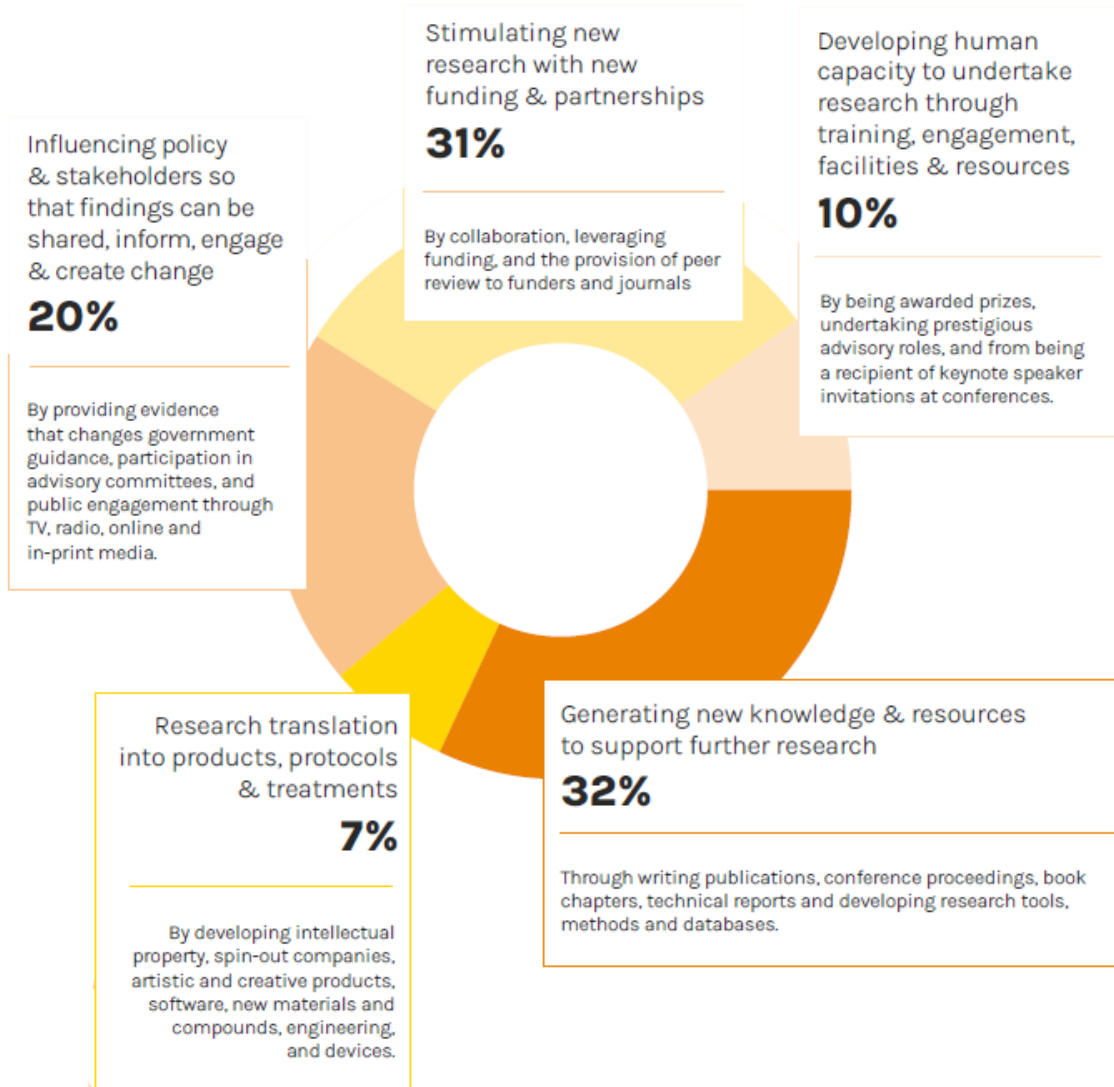
- Fellows have career breaks for a variety of reasons.



- Average length of a career break is 7 years.



Outputs, outcomes and impacts



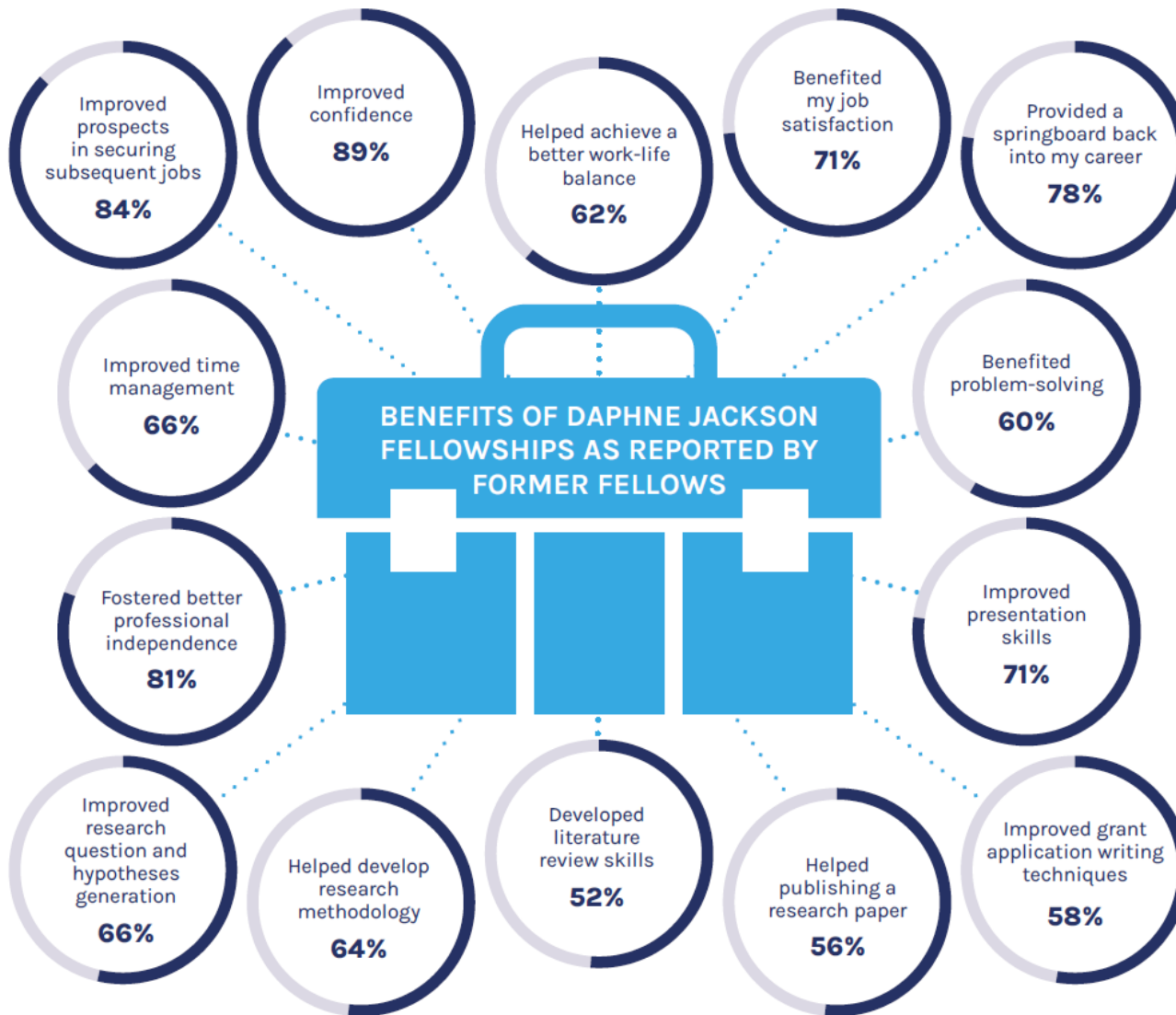
- Fellows publish 1.65 papers during their Fellowship, and 7.35 papers after.
- 6 conference presentations.
- £23m new funding



Personal impacts

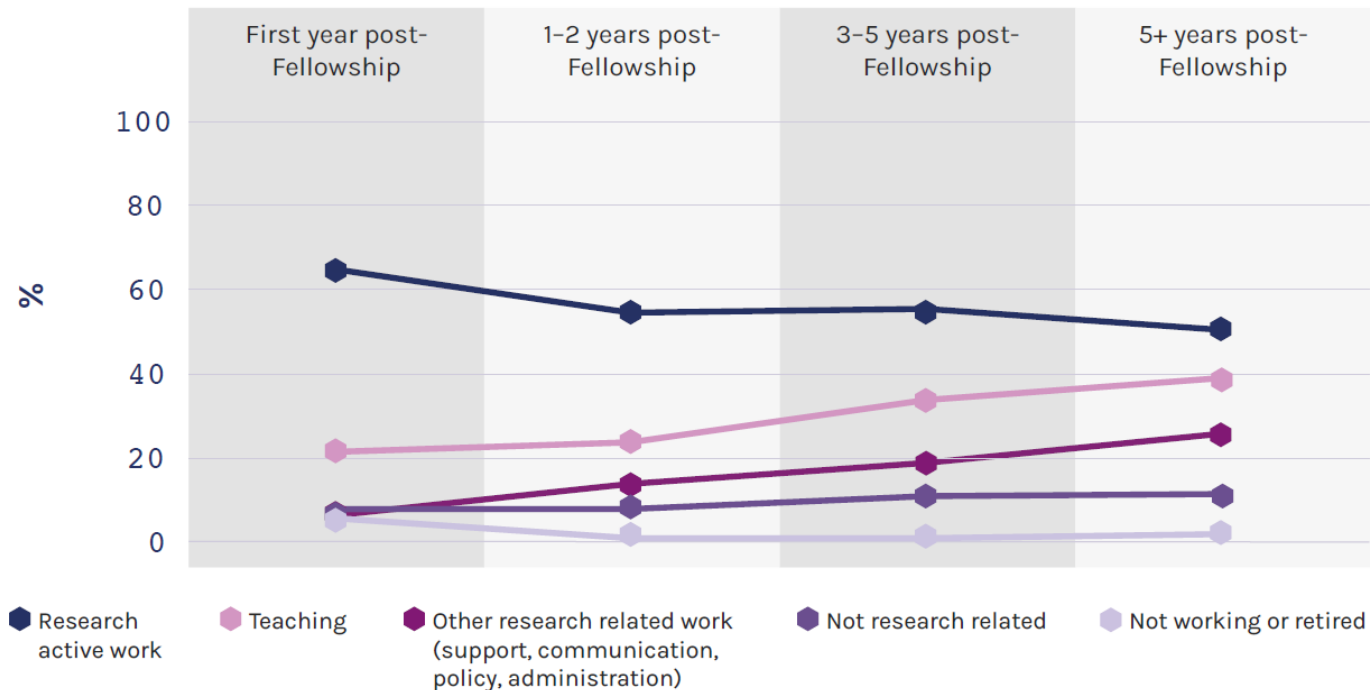


Skills and training



Career after a Fellowship

- 9 out of 10 Fellows stay in research or teaching careers long term.



Career after a Fellowship continued

- Fellows work in a variety of sectors

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

- Just over half (53%) are on fixed term contracts. 44% are permanent.
- 39% still work part time, 56% work full time.

Daphne Jackson Fellowships change lives

Changing the status quo

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

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

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



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Thank you!

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<https://daphnejackson.org/our-impact/>

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