

# KATIE COSGROVE

## SUMMARY CURRICULUM VITAE

### PERSONAL HISTORY

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**Employer:** Healthcare Policy and Strategy Directorate  
Patients and Quality Division  
Scottish Government

**Work Base** NHS Greater Glasgow & Clyde  
Dalian House  
350 St Vincent St  
Glasgow G3 8YU

### EDUCATION

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- 1980 - 1984 Glasgow University  
*MA Honours (2:1) Mediaeval & Modern History*
- 1984 - 1986 Glasgow University  
Postgraduate Diploma in Social Work

### PROFESSIONAL EXPERIENCE

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**Present Post:** **NATIONAL PROGRAMME MANAGER (GENDER-BASED VIOLENCE)**  
**2008 -**  
I have been seconded to the Scottish Government Health Directorate for 3 years to lead and manage a national programme of work to address gender-based violence within the NHS. The programme will introduce routine enquiry of the different forms of gender-based violence throughout health services in Scotland, and work to produce a consistent and appropriate response to survivors of abuse who present to our services. Mainstreaming this issue as part of the implementation of the Gender Equality Duty is integral to the work.

**2006 - 2008** **CORPORATE INEQUALITIES MANAGER (GENDER & SEXUAL ORIENTATION), NHS GREATER GLASGOW & CLYDE**  
  
Based within the *Corporate Inequalities Team* (CIT) which was established within Corporate Policy & Planning to ensure that NHSGG&C maximises its potential in addressing the causes and health consequences of the different forms of inequality and discrimination. The primary role of the CIT is to facilitate and support the development of an inequalities sensitive approach within the key functions of the organisation. The team has been constructed to maximise leadership and expertise for different aspects of inequality – socio-economic status, gender and sexual orientation, race and faith and disability. My lead responsibility was to

progress the mainstreaming of gender and sexual orientation into the structures and work of the organisation. Supporting the implementation of the Gender Equality Duty was key to this role.

**2001-2006**

**POLICY & PLANNING MANAGER (GENDER-BASED VIOLENCE)**

As part of the implementation of the Glasgow Women's Health Policy I was the lead officer in charge of a programme of strategic and operational activity on gender-based violence across the NHS in Greater Glasgow. I had responsibility for leading, facilitating and promoting a co-ordinated approach across NHS Greater Glasgow in relation to gender-based violence in line with national strategy. Developing innovative practice within settings such as Maternity, A&E, Mental Health and Addictions was the main operational focus of the work.

**1998-2001**

**RESEARCH & DEVELOPMENT MANAGER, WOMEN'S HEALTH**

This post was based in the Women's Health Team in the Public Health Department. Designing and conducting research studies on women's health and gender were key components of this work. The primary focus was on developing gender sensitive approaches to healthcare policy, planning & service delivery. The role incorporated developing gender competencies for services such as addictions and mental health and designing integrated care pathways to ensure that women's needs were identified and addressed.

**1996-1998**

**CO-ORDINATOR, HEALTH EDUCATION BOARD SCOTLAND  
DEMONSTRATION PROJECT ON DOMESTIC VIOLENCE**

This project was funded by the national health promotion organisation in Scotland to identify and develop support mechanisms for women who experience domestic violence. There were 2 key areas of work: 1) Development of an inter-agency strategy in a specific locality, in order to improve the safety of women in the home and 2) conducting primary care research on the most effective and efficient means of providing an appropriate response to women experiencing domestic violence.

**1993 - 1996**

**CO-ORDINATOR OF STRATHCLYDE REGIONAL COUNCIL'S ZERO  
TOLERANCE CAMPAIGN**

The Zero Tolerance Campaign was a major public awareness campaign highlighting the extent and nature of violence against women, particularly domestic violence, rape & sexual assault, and child sexual abuse. Strathclyde Regional Council was at that time the largest local authority region in Europe. The successful development of the campaign was contingent upon the negotiation of broad based alliances across a wide range of agencies including Regional & District Councils, Trades Unions, Health Boards, private industry, voluntary sector and community groups. The campaign was instrumental in informing the national strategy on

violence against women in the UK and was subsequently adopted by the EU. My role was to develop and execute a public awareness campaign and media strategy across Strathclyde and co-ordinate and support implementation groups within the 6 sub-regions to maximise campaign publicity and to develop local policy and planning initiatives.

**1989-1993**

**COUNSELLOR, WOMEN'S COUNSELLING & RESOURCE SERVICE**

The Women's Counselling & Resource Service was a specialist counselling service. My key duties were to provide 1:1 counselling for women on the following: rape; sexual assault; childhood sexual abuse; post-abortion and unplanned pregnancy. Development and delivery of training programmes for frontline staff in social services and health on these issues, and the provision of a consultancy service to staff were also key components.

**1986 -1989**

**SOCIAL WORKER, EASTERHOUSE AREA TEAM**

As part of a community based social work department in an area characterised by poverty and deprivation. I had responsibility for the provision of a generic service. Key duties involved: working with children & families, Probation officer for offenders, groupwork with young people, training for social work students

**June 1986 -  
November 1986**

**SOCIAL WORKER, NATIONAL INSTITUTE OF SOCIAL SECURITY AND HEALTH, LEON, NICARAGUA**

I went to Nicaragua as part of a contingent of workers from Oxford, England which had twinning arrangements with Leon. I worked in a Centre for Children at Risk and in a local Community Arts centre.

**Areas of work:**

- Development of service for children at risk
- Policy development with local services in responding to the needs of vulnerable children
- Assessment and recommendations for interventions with children at risk.

**English Teacher**

- Provision of basic English teaching to children aged 7-10 in Arts Centre, Leon.

**LECTURING AND PRESENTATIONS**

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I have extensive experience of providing training, consultation and supervision on gender and women's health, and have a particular breadth of expertise on gender-based violence. I have similarly delivered a plethora of speeches and presentations throughout this time in the different posts I held.

### **SPECIALIST ADVISOR**

As part of the Women's Health team I was a member of the WHO Europe Glasgow Collaborating Centre for Mainstreaming Gender. In this capacity I have acted as a technical adviser to the WHO and been involved in a range of international meetings and initiatives. In particular I worked with the WHO Making Pregnancy Safer Programme in Moldova in 2003 and 2005 to develop a proposal for the incorporation of domestic violence within the emerging programme in maternity services. I designed and delivered a Training for Trainers course in Moldova for key maternity and obstetric staff. I prepared a report with recommendations for the Ministry of Health in Moldova considering the strategic and operational requirements for the appropriate identification and management of this issue within its services.

### **NATIONAL ROLE**

I have been involved at a national level with a range of working groups and committees in relation to gender and gender-based violence. These include:

- National Fair for All Gender Working Group
- National Working Group on Violence Against Women
- National Reference Group on Survivors of Child Sexual Abuse
- National Training Strategy Steering Group on Violence against Women (I chair this group)
- National Domestic Abuse and Health Network (I chair this group)
- Scottish Stakeholders Group on Trafficking
- UK National Domestic Violence Research Forum