

Dr Natalie A. Russell

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LinkedIn | [Natalie A. Russell](#) **Location** | London, UK **Company Director** | [Nu Know Ltd and Nu Know Community cic](#)

I am passionate about embedding **intersectional approaches** in research, education and programmes; delivering **diversity and inclusion** training; leading **youth and family programmes** and addressing **violence against girls and women**.

As a company director, freelance consultant, facilitator, programme manager and academic/social researcher with experience in advisory, teaching/lecturing, management, and executive roles, I have a multi-faceted and adaptive skillset. This includes public speaking, learning design, leadership, strategy, monitoring and evaluation, intervention development, report writing, assessment and examination in education, sales, customer service, event management, academic writing, and research proficiencies. I am a highly motivated and hardworking individual who strives towards skill and content mastery through a commitment to enhanced learning and personal development in every role I do. I hold an upward-facing outlook by always aiming to deliver beyond the expected and utilising my outstanding organisation and problem-solving skills to operate with the utmost efficacy and prioritisation, consistently achieving successful and well-managed outcomes for stakeholders.

Education | BSc, PGCE, PhD, AFHEA

Brunel University, London - PhD in Social Psychology | Thesis title: [Intimate Partner Psychological Abuse: What We Knew and What We Experienced](#). Research interests: Intersectionality, Anti-racism, Diversity and Inclusion in Programme Development and Education, Youth Relationships and Intimate Partner Violence, Trauma-informed and Family Intervention Design.

University College London (UCL) - PGCE (Qualified Teacher Status) | Core Subjects: Psychology, Sociology, Health and Social Care, Citizenship/PSHE and Relationships and Sex Education (RSE).

Royal Holloway University, Surrey - BSc Psychology (2:1) | Research Focus: Supportive Relationships and Emotional Regulation During Adolescence.

Freelance portfolio - Selection of examples

Safe Lives | Associate Research Consultant | [Freelance, ongoing](#) – Contributing to research into domestic violence and intimate partner violence (e.g. Safe Lives, 2023 – Verge of Harming Research Publication).

Coventry University and Ernst & Young LLP | Consultant Facilitator | [Five-month contract, 2023](#) - Delivering consultancy and 14 workshops to Civil Servants working in the **UK Home Office** about lessons learned from the Windrush Scandal.

Greater London Authority, Mayor of London's Office | Facilitator | [Delivery-based contract, 2023](#) - Designing and delivering a bespoke series of in-person workshops for departments within the Mayor of London's Office covering team resilience, wellbeing, team building and vision, anti-racism, and social injustice.

Ark Music - Ark Schools Multi-academy Trust, Head Office | Programme Manager | [Two-year contract, 2021-23](#) - Managing a suite of existing youth programmes across thirty-nine schools in addition to designing, piloting, managing partnerships and evaluating a brand-new scholarship programme. The success and impact of the scholarship pilot resulted in sizeable additional investment allowing for the scholarship to become a long-term programme across the academy network.

Law Centres Network | Facilitator | [Delivery-based contract, 2022](#) - Designing and facilitating the Law Centres Network annual conference in-person day, attended by over eighty law professionals from across the UK. The conference centred racial injustice and explored how law centres across the UK can help dismantle racism. As the conference lead, my core objective was to support the network to create priorities, a theory of change and actionable targets for 2023.

Livify Consultancy Firm | Consultant | [Delivery-based contract, 2022](#) - Delivered specialist research methodology consultancy on COM-B behaviour change models to support a youth project with Swim England.

Employment portfolio

Birkbeck, University of London | Associate Lecturer - Present

Since 2023 I have been appointed each year to deliver undergraduate degree modules at Birkbeck, University of London as a fixed term Associate Lecturer. Modules taught: Introduction to Social Psychology (2023), Psychological and Developmental Issues in Adolescence (2023-2025), Psychological and Developmental Issues in Childhood and Adolescence (2025), Introduction to Organisational Psychology (2025) and Organisational Behaviour (2025). In this role, I have prepared module material, lectured as a member of the teaching faculty, set and assessed module exams and assignments, and generally supported students both academically and pastorally.

The Black Curriculum CIC | Head of Delivery and Development

Whilst heading The Black Curriculum's largest division, my role was to oversee the creation and delivery of several learning products. I worked closely with the CEO to implement a departmental strategy aligned with the organisation's aims and metrics. I significantly contributed to the development and success of numerous high-profile partnerships and funding bids.

- Partnership development and business negotiations.
- Public speaking engagements and press features.
- Strategic and operational leadership.
- Staff management, recruitment, and onboarding.
- Policy creation and implementation.
- Data protection officer and Designated Safeguarding Lead.
- Project and budget management.
- Product design and delivery, including teacher training courses, the national ambassador scheme, and an education consultancy service.

London Borough of Southwark | LAC Education Advisor for Southwark Virtual School, Children's services

Within this statutory role, my principal objective was to improve the educational outcomes and attainment of looked-after children (LAC) and advise on best practices in education and employment settings. A large part of my work involved evaluating quality and placing accountability on education providers to ensure that government legislation and the rights of LAC were fulfilled. I chaired over 360 Personal Education Plan (PEP) meetings with young people, schools, social workers, and foster carers; contributed to numerous multidisciplinary and safeguarding strategy meetings; and represented several young people in disciplinary and exclusion hearings as a corporate parent. I worked with LAC in and out of education or employment, putting measures in place such as supplementary resources, private tuition, enrichment activities, career advice, and work experience to raise engagement with education.

- Maintaining a caseload of 80-110 young people at any given time.
- Specialist in KS5 (age 16-18+) and higher education (care leavers).
- Contributing to Education Health Care Plans.
- Upholding knowledge of local authority responsibilities and relevant government legislations.
- Understanding of issues concerning the education and outcomes of LAC.
- Ability to deal with sensitive material, prioritising safeguarding and child protection.
- Capacity to develop creative solutions in collaboration with multi-agency partners to personalise intervention for each child.
- In-depth knowledge of all education provisions, including special schools, universities, and prison education in line with DfE and Ofsted standards.

Drayton Manor High School | Teacher of Social Sciences

As a secondary teacher, I held subject-specialist responsibility for effectively planning, resourcing, and delivering the A-level Psychology course. My latest exam results yielded a 100% pass rate for a 57-student year 13 cohort. In addition to this, I taught a range of additional social science subjects, including Sociology, Citizenship, PSHE, R.E. and Health and social care. During this time, I was also an examiner for AQA, a mentor to PGCE trainee teachers, and the subject coordinator of Psychology for the West London Schools Teaching Alliance, whereby I delivered regional network meetings and training for psychology teachers to share and develop innovative strategies to raise achievement.

Additional Experience

- **Safe Lives (Charity)** [Present](#) | Associate Research Consultant – Freelance
- **AQA Exam Board** | A-level Psychology Examiner – Contract
- **Action for Children** | Looked After Children Advocate – Freelance
- **West London Schools Teaching Alliance (WLSTA)** | Area Subject Coordinator for Psychology – Contract
- **Our Lady of Grace Junior School** | SEND Learning Support Assistant – Volunteer
- **Victim Support** | Service Delivery Volunteer – Volunteer
- **Bartholomew and Withers Publishing Ltd** | Resource Developer for the book: 'Making it at Uni: Navigate your way through the first year of your degree by Jodi Withers and Sally Bartholomew – Contract

Skills and Additional Certification

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| ▪ Advance Higher Education Associate Fellowship (AFHEA) | ▪ Teaching, facilitation and learning design. |
| ▪ PRINCE 2 Agile Foundation and Practitioner Certificates | ▪ Coaching |
| ▪ Association of Coaching - Certified Coach | ▪ Event planning and management |
| ▪ NSPCC Designated Safeguarding Lead Certificate | ▪ Microsoft Office programmes |
| ▪ St Johns Ambulance First Aid Certificate | ▪ PGCE training mentor |
| ▪ Art Award Advisor Accreditation | ▪ People and team management and coaching |
| ▪ Data protection officer for SME organisation | ▪ Sales and Profit maximisation |
| ▪ Mosaic data recording (a widely used children services software) | ▪ Digital and physical content creation |
| | ▪ Sales and KPI delivery and management |
| | ▪ Grant writing and pitching |

Selected Publications, Speaking Engagements and Press Features

- [Russell, N. A. \(2024\)](#) Intimate Partner Violence in Teenage Relationships. In T. K. Shackelford (Ed.), Encyclopaedia of domestic violence. Springer.
- [Nascimento, B.S., Shishane, K., & Russell, N. A. \(2023\)](#). Public Perceptions of Violence against Women. In T. K. Shackelford (Ed.), Encyclopaedia of domestic violence. Springer.
- [Russell, N. A., & Adair, L \(2023\)](#). Written Evidence Submitted to the Equality and Social Justice Committee consultation on The Public Health Approach to Preventing Gender-based Violence. Senedd Cymru Welsh Parliament.
- Russell, N. A., Harry, M.K., Bremshey, A., Nascimento, B. S., Shishane, K. & Adair, L. (Under review). Black Adolescent girls and intimate partner psychological abuse: An exploratory survey into learning experiences and future interventions. The Journal of the Royal Anthropological Institute.
- [Lubiewska, K., Żegleń, M., Miu-Chi Lun, V., Park, J., Runge, R., Muller, J., Visser, M., Adair, L., Borualogo, I. S., Głogowska, K., Abudoush, A., Baker, J., Russell, N. A., Al-Ja'afreh, S., & Raghad, Y. \(2024\)](#). More Involved But Not Less Supportive: Intensive Parenting of Mothers in 8 Countries Differing in Individualism and Income Inequality.
- [Community Trauma Conference, 2022](#). Speaker for panel on Black Girlhood, Trauma and Mental Health.
- Russell, N. A (2024) Interventions and education surrounding psychological abuse in adolescent intimate relationships - A mixed methods study. Talk presented at the 2024 conference of the Association for Women in Psychology. Online.
- Mayor of London/The London Curriculum 2021 | [Teacher CPD on embedding Black British History into KS3 History resources](#)
- The Guardian Newspaper 2021 | [Interviewed on the importance of anti-racist curriculums](#)
- Teach Wire 2020 | [Interviewed on how to provoke social change through teaching Black British History](#)
- Votes for schools 2020 | [Interviewed on the importance of teaching Black British History all year-round](#)