



VITA FOUNDATION

Annual Report and Financial Statements
Period: 7th June 2023 to 31st March 2024

Charity Number
1203452



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Report of the trustees for the period 7th June 2023 to 31st March 2024

The trustees present their annual report and financial statements of the charity for the period 7th June 2023 to 31st March 2024. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's constitution, the Charities Act 2011, Accounting and the Charities Statement of Recommended Practice (second edition), Financial Reporting Standard FRS 102, and the special provisions of Part VII of the Companies Act 1985 relating to small entities.

Objectives and activities for the public benefit

Aim:

VITA Foundation [or "VITA"] is a clinician-led organisation that equips health professionals, systems, and services to respond skilfully to those affected by human trafficking, slavery, and exploitation.

Objectives:

1. To advance the education and training of health professionals, multi-disciplinary public health professionals and other stakeholders (including experts by lived experience), and the public, in the health* and public health-related components of human trafficking, exploitation and associated social injustices**.
2. To advance survivor-informed, survivor-led, and trauma-informed approaches to all aspects of the health and public health response to human trafficking, exploitation, and associated social injustices.
3. To conduct, promote, or otherwise further research into the health and public health components of human trafficking, exploitation, and associated social injustices, and to publish, disseminate and/or critique the results of such research.
4. To advance the Public Health Approach to human trafficking*** and multi-disciplinary health professional presence and evidence-base in leadership, governance, policy, research, practice, and evaluation related to human trafficking, exploitation, and associated social injustices.
5. To advance networking, linkage and peer support for health professionals, multi-disciplinary public health professionals and other stakeholders (including experts by lived experience) working in the challenging arenas of human trafficking, exploitation and associated social injustices.

** 'Health' is considered in line with the World Health Organisation definition as 'a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity'. The enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being without distinction of race, religion, political belief, economic or social condition.*



*** Including but not limited to poverty, racism and other forms of discrimination, violence and abuse, refugee, migrant and asylum seeking, experience of state care and other health developmental and social vulnerabilities.*

**** A 'Public Health Approach' is defined as a response to a complex population health issue that involves intervention at multiple levels and is guided by a rights-based, survivor-centred and trauma-informed approach.*

Ensuring our work delivers our aims

We review our aim, objectives and activities each year. During this review we look at what was achieved by individuals within the VITA network and the wider organisation over the previous 12 months; particularly the outcomes, impact and lessons learnt. The trustees use this as an opportunity to ensure our past and future planned work aligns with our objectives and to remain focused on achieving our aim to realise our charity's vision. We have referred to the guidance in the Charity Commission's general guidance on public benefit.

The focus of our work

All our charitable activities focus on equipping health professionals, systems, and services to respond skilfully to those affected by human trafficking, slavery, and exploitation and to further our charitable objects for the public benefit.

The main objectives of our work are stated above. The strategies we will use to meet these objectives include Training, Advocacy, Consultancy & Research and through the VITA Advisory Council (VAC). Each of these areas of work are described in more detail below.

- **Training**
 - VITA training sessions - VITA training courses for healthcare professionals aim to transform the practice of safeguarding vulnerable and trafficked people who present to healthcare settings. Training focuses on trauma-informed consultation skills, as well as broadening knowledge base. Moving from learning lists of red flags and referral pathways towards expertise in knowing what to do when directly faced with a vulnerable patient and being responsible for their care. Participants will develop their skills in how to create safe, confidential spaces and how to ask appropriate and sensitive questions.
- **Advocacy, Consultancy & Research**
 - Members of VITA including Trustees and VITA Advisory Council (see below) have rich and diverse clinical and allied health and social care skillsets plus research experience, and frequently function as local contacts for expertise, advice, and leadership in their local areas with regards to modern slavery, exploitation and associated forms of abuse.
 - VITA members have been asked to provide consultancy, advocacy and trustee level input in the capacity of their main employment whilst benefitting from the support and learning VITA provides or may be asked specifically to represent VITA Foundation.
- **VITA Advisory Council (VAC)**



- The aim of the VAC is to connect, equip and mobilise individual volunteers from across health and other sectors invested in realising VITA's vision, aim and objectives
- VAC members agree to the expectations, roles and responsibilities set by the VITA trustees.
- VAC members attend regular virtual meetings, which include:
 - supporting the trustees in the day-to-day running of VITA activities, including monthly newsletters, blogs, educational opportunities, social media and website development.
 - sharing specialist knowledge, skills and resources and identifying ways to distribute this further afield
 - identifying and celebrating opportunities for VAC members to advocate for VITA's work in their circles of influence.

A review of our achievement and performance: how our activities delivered public benefit

Who benefitted from our services?

This first year of VITA Foundation's existence has been about putting the operation systems and processes in place to ensure that the charity is best placed to deliver its stated objectives. As such, no services were delivered during the financial period ending 31st March 2024, however, the relevant contacts have been made aware of the establishment of VITA Foundation, and how, in the next reporting period, it will begin to take over the work previously undertaken by VITA Training Limited.

Note: VITA Training Limited is a related party through its ownership by VITA Foundation Trustee, Dr Rosie Riley, and it being governed by VITA Foundation Trustees, Dr Rosie Riley, Dr Charlie Thompson, and Dr Laura Wood.

Financial review

VITA Foundation, during this financial period, has had minimal operational costs, as currently there are no employees or office expenses. The only expense during the period (£50) was the registration of the VITA Foundation trademark with the Intellectual Property Office.

This expense was paid for out the donation of £10,000 received from VITA Training Limited (See Related Parties). This donation was the only income received during the reporting period.

A small budget will be required for the next reporting period for both the set-up of operating systems and the hiring of a Training Coordinator who will work on a self-employed basis for 5-10 hours per month, taking care of most of the organisation's services administration.

Once VITA training sessions are being delivered, they will require a VITA trainer, multiple facilitators and actors. These associates will all be paid by the charity on a self-employed basis and their services are covered within the cost of the training packages. Similarly, if an organisation paid for VITA's consultancy services, the VITA consultant's fee would be covered within this amount.



Principle funding sources

With the exception of the initial donation provided by VITA Training Limited, VITA's sole funding source will be through revenue generated by supplying its training and consultancy services to various healthcare providers. The majority of these will be NHS Foundation Trusts or organisations and small groups with grants and funding for training directly or indirectly from NHS England. Occasionally charities or non-NHS organisations will commission training for their healthcare professionals, however there is currently no indication that any training sessions will be delivered outside of NHS organisations in the next 12 months.

Investment policy

VITA Foundation has no plans to hold any investments, hence no investment policy, however, should there ever be any intention to change this approach, Trustee approval would be sought and required.

Reserves policy

As mentioned above, VITA Foundation will have very low operational and overheads costs. When training or consultancy services are commissioned, the individual associates contracted fees are covered within the price. This reduces the financial burden and risk to the charity and allows the organisation to deliver and cover the costs associated with training at the rate it is commissioned. The board of trustees examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be approximately nine months of the expenditure. Whilst the charity continues to be in a period of transition from the VITA Training Limited operation, expenditure for the forthcoming 2024/25 financial year is budgeted to be no more than £4,000. As such, VITA Foundation will be required to maintain a minimum of £3,000 in reserves.

Plans for future periods

VITA Foundation plans to carry out the above work in the future, subject to obtaining training and consultancy contracts. Many of these will be recurring annual contracts, that are currently performed by VITA Training Limited. A few organisations already have funding bids to NHS England which will allow them to commission VITA Foundation's training and consultancy services for their healthcare professionals and teams over the next 12 months.

Over the next 12 months, the focus will be on expanding VITA Training by recruiting and training additional trainers, facilitators, and actors. The VITA Training team will strategically plan and identify opportunities to scale the training programmes, offering diverse formats to a broader range of healthcare professionals both in-person and online.



Structure, Governance and Management

Governing document

VITA Foundation is a Charitable Incorporated Organisation (CIO) incorporated on 7th June 2023. The charity's objects and powers are detailed in the VITA Foundation CIO Constitution, governed by the Charity Commission.

The board of trustees have also written a VITA Trustees Policy and VITA Vision & Values document which provide a written 'anchor' to the foundational underpinning values of VITA Foundation, its reason for existing, and the character of the Charity. They can be referred to by the trustees and volunteers on request when seeking to understand the purpose and nature of the Charity, and as guidance for present and future Trustees, Directors, employees and volunteers when making decisions regarding the standpoint, activities and boundaries of the Charity. These documents can be used alongside the charity's constitution.

Recruitment and appointment of trustees

It is the responsibility of the trustees to ensure that the aim of the Constitution is being complied with. The Constitution states that VITA Foundation should have a minimum of three trustees and no maximum number of trustees. Also, that trustees must be over 16 years of age. An individual cannot act as a trustee if they are disqualified under the Charities Act, unless your disqualification has been waived by the Commission. Reasons for disqualification are detailed in the VITA Trustees Policy.

When recruiting a new trustee, skills, knowledge and expertise are strongly taken into consideration. The diversity of lived experience, professional training, background and other relevant characteristics of the trustees is always considered, especially regarding how to best reflect the needs and experience of the people the charity serves. The trustees board should recognise that Experts by Lived Experience (and other potential trustees) may understandably have atypical CVs and may have been very limited in opportunities to pursue formal qualifications. This does not detract from the value of the applicant's experiential knowledge and insights.

All trustees give their time voluntarily and receive no benefits from the charity. In the event that specialist skills or expertise are required of a trustee by the charity for commissioned training or consultancy work, the trustee will be paid for their services on a self-employed basis. This work is in line with charity law, discussed and agreed by the other trustees in advance and all conflicts of interest disclosed.

Trustee induction and training

Once a decision to appoint a trustee has been made, the new trustee will be informed and invited to attend trustee meetings. Following their appointment, a trustee will receive:

- A copy of the Trustee policy and Governing Document (the Constitution)
- Access to VITA Foundation policies, previous minutes and latest published accounts.
- Their own VITA Foundation email to use for relevant communication.



- The link to 'The essential trustee: what you need to know, what you need to do' from the Charities Commission (<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>)

Additional or role-specific training may be recommended in writing by the Chair of Trustees or designated representative. Currently there is no other specific training sessions trustees are required to attend, although there are plans for these in the future.

Risk management

The trustees regularly review the major risks to which the charity is exposed and have established systems and procedures to manage those risks effectively. This includes the implementation of robust governance frameworks, financial controls, and safeguarding policies to ensure compliance with regulatory requirements. The charity has also identified key operational, financial, and reputational risks, with mitigation strategies in place to minimise potential impact. Regular risk assessments are conducted, and the trustees remain committed to adapting these measures in response to changing circumstances, ensuring the charity's continued ability to achieve its objectives.

Organisational structure

The board of trustees is currently made up of eight trustees who meet quarterly and are responsible for the strategic direction and policy of the charity. Four of these trustees are Directors with operational responsibilities, including the Chair, Training Lead, Consultancy Lead and Treasurer, supporting the day-to-day running of the charity activities and services.

The VITA Advisory Council (VAC) is currently made up of members from various professional backgrounds relevant to the work of the charity working on a voluntary basis. Some VAC members support the trustees with the day-to-day running of VITA activities.

Related parties

VITA Foundation has been established to be the evolution of VITA Training Limited, an organisation Founded and Owned by Dr Rosie Riley, a trustee of VITA Foundation. Furthermore, VITA Training Limited is governed by Dr Rosie Riley, Dr Charlie Thompson and Dr Laura Wood, all of whom are trustees of VITA Foundation.

It is not anticipated that there will be any transactions between VITA Foundation and VITA Training Limited, other than donations from VITA Training Limited to VITA Foundation.

No other related parties exist.

Responsibilities of the board of trustees

Charity law requires the board of trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance



sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year.

In preparing those financial statements, the board of trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is not appropriate to assume that the charity will continue on that basis.

The board of trustees is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 1985. The board of trustees is also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the board of trustees

Members of the board of trustees who served during the period and up to the date of this report are set out below:

Dr Charlie Thompson
James Brown
Jennifer Hill
Juliet Odaro
Dr Laura Wood
Dr Oluwanilo Awoloto
Dr Sarah Boutros
Dr Rosie Riley

Approved by the board of trustees on 31st January 2025 and signed on its behalf by:

Dr Charlie Thompson
Chair of Trustees



Financial Statements
for the Period 07/06/2023 - 31/03/2024

Trustees

Dr Charlie Thompson
James Brown
Jennifer Hill
Juliet Odaro
Dr Laura Wood
Dr Oluwanilo Awoloto
Dr Sarah Boutros
Dr Rosie Riley

Registered Office

Gemma House
39 Lilestone Street
London
NW8 8SS

Charity Number

1203452



VITA Foundation

Statement of financial activities (incorporating an income and expenditure account)

For the period 7 June 2023 to 31 March
2024

		Unrestricted	Restricted	2024 Total
	Note	£	£	£
Income from:				
Donations and legacies	2	10,000	-	10,000
Charitable activities				
Training	3	-	-	-
Advocacy, Consultancy, and Research	3	-	-	-
VITA Advisory Council	3	-	-	-
Total income		10,000	-	10,000
Expenditure on:				
Raising funds	4	-	-	-
Charitable activities				
Training	4	-	-	-
Advocacy, Consultancy, and Research	4	-	-	-
VITA Advisory Council	4	-	-	-
Other		50	-	50
Total expenditure		50	-	50
Net income / (expenditure) for the year		9,950	-	9,950
Transfers between funds		-	-	-
Net movement in funds		9,950	-	9,950
Reconciliation of funds:				
Total funds brought forward		-	-	-
Total funds carried forward		9,950	-	9,950



All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 9 to the financial statements.

VITA Foundation

Balance sheet

As at 31 March 2024

		2024
	£	£
Current assets:		
Cash at bank and in hand	9,950	
	<hr/>	
Net current assets		9,950
		<hr/>
Total assets less current liabilities		9,950
Total net assets		9,950
		<hr/> <hr/>
The funds of the charity:		
Restricted income funds		-
Unrestricted income funds:		
General funds	9,950	
	<hr/>	
Total unrestricted funds		9,950
		<hr/>
Total charity funds		9,950
		<hr/> <hr/>

Approved by the trustees on 31st January 2025 and signed on their behalf by

Dr Charlie Thompson
Chair of Trustees



VITA Foundation

Notes to the financial statements

For the period ended 31 March 2024

1 Accounting policies

a) Statutory information

VITA Foundation is a Charitable Incorporated Organisation and is incorporated in England.

The registered office address is Gemma House, 39 Lilestone Street, London, NW8 8SS.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

1 Accounting policies (continued)

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 Accounting policies (continued)



i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- ~ Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose;
- ~ Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the charity and their associated support costs;
- ~ Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

Training	80%
Advocacy, Consultancy and Research	10%
VITA Advisory Council	2.50%
Support costs	5%
Governance costs	2.50%

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Training	85%
Advocacy, Consultancy and Research	10%
VITA Advisory Council	5%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.



1 Accounting policies (continued)

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2024 Total £
Gifts	10,000	-	
	<hr/>	<hr/>	<hr/>
	10,000	-	10,000
	<hr/>	<hr/>	<hr/>

Donations totalling £10,000 were received from VITA Training Ltd, a Related Party. However, this donation was made without any conditions attached; as such, this donation does not need to be disclosed as a related party transaction.

3 Income from charitable activities

There was no income generated from charitable activities during the period.



VITA Foundation

Notes to the financial statements

For the period 7 June 2023 to 31 March 2024

4 Analysis of expenditure (current period)

	Charitable activities						
	Raising funds £	Trainin g £	Advocacy, Consultancy, and Research £	VITA Advisory Council £	Governanc e costs £	Support costs £	2024 Total £
Staff costs (Note 5)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Governance costs	-	-	-	-	-	-	-
Support costs	-	-	-	-	-	50	50
Total expenditure 2024	-	-	-	-	-	50	50



VITA Foundation

Notes to the financial statements

For the period 7 June 2023 to 31 March 2024

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

There were no staff costs during the reporting period.

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year. No charity trustee received payment for professional or other services supplied to the charity.

6 Staff numbers

There were no staff employed during the reporting period.

7 Related party transactions

There are no related party transactions to disclose for 2024.

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Movements in funds (current year)

	At 7 June 2023	Income & gains	Expenditure & losses	Transfers	At 31 March 2024
	£	£	£	£	£
Restricted funds:					
	-	-	-	-	-
Total restricted funds	-	-	-	-	-
Unrestricted funds:					
General funds	-	10,000	(50)	-	9,950
Total unrestricted funds	-	10,000	(50)	-	9,950
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total funds	-	10,000	(50)	-	9,950
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>