



VITA FOUNDATION

Annual Report and Financial Statements

31st March 2025



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Report of the trustees for the year ended 31st March 2025

The trustees present their annual report and financial statements of the charity for the year ended 31st March 2025. 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.
 - In the past 12 months, 190 doctors attended VITA Training sessions, ranging from Foundation year 1 doctors to consultants and GPs.
- VITA and NHS England wrote and published an e-learning module for NHS safeguarding leads in safe, accurate and strategic leadership and decision-making for suspected cases of modern slavery, human trafficking and exploitation. It describes a pathway for trauma-informed, person-centred victim identification, safeguarding and care, using case study examples based on real



patient encounters and events. (<https://www.e-lfh.org.uk/programmes/safeguarding-adult-victims-of-modern-slavery-human-trafficking-and-exploitation/>)

- **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.
- Examples over the past 12 months include VITA representation at the following:
 - Hundreds of health and other professionals reached through educational and conference talks by members of the team across the nation.
 - Health Chapter development within the new National Survivor Care Standards (National Health Roundtable).
 - Roundtable on medico-legal report development for young survivors of human rights abuses with Torture ID.
 - Engagement with various national Modern Slavery Engagement Forums (Home Office)
 - Research Advisory Board – University of Nottingham study on Cognitive Impairment and adult exploitation.
 - Churchill Fellowship international research on Prevention of Child Trafficking and Exploitation (UK, Indonesia and The Netherlands).
 - VITA Book Chapter authorship - A Healthcare Provider's Guide to Modern Day Slavery and Human Trafficking

- **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.



- In the past 12 months, VAC members attended 12+ virtual network meetings and one whole VITA team wellness day in Devon.

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

Who benefitted from our services?

A growing body of literature documents the severe impact of human trafficking on the physical, mental, and sexual health of victims both during and after their exploitation. The health consequences reach far beyond individual temporary injury or infection. Human trafficking markedly impacts human relationships, families, parenting and societal wellbeing. For all these reasons, it is determined to be a major public health problem. Those affected by trafficking represent a vulnerable and growing patient population, often poorly identified, with high levels of complex physical and psychological morbidity. Our health service needs an effective and coordinated response.

Evidence suggests there is a significant gap in knowledge and confidence amongst healthcare professionals in relation to recognising and treating such patients appropriately. Unfortunately, there is no reference to human trafficking or modern slavery within most healthcare professional training curricula, and therefore no mandate for training bodies to train and equip their healthcare professionals to identify and safely respond. The responsibility rests solely on individual prioritisation within safeguarding teams, NHS Trusts, and other healthcare organisations.

Our training interventions have the potential to significantly impact victim identification, treatment, referral and rescue from situations of profound abuse. It is impossible to know the impact of the training on patients directly. The training emphasises and promotes a trauma-informed**** approach to consultations. Therefore, attempting to measure outcomes such as “number of victims identified” for example, is oversimplified and not necessarily person-centred or trauma-informed.

VITA measures the educational impact of every single training session on healthcare professionals who receive it. This is done through testimonials, pre- and post-course self-assessment across different knowledge categories, more detailed feedback forms and focus-group discussions to support continuous development and improvement of training materials.

***** A ‘Trauma-Informed Approach’ within an organisation, policy or response realises that psychological trauma and its associated impacts are prevalent, applies knowledge about the causes and impacts of trauma on individuals and populations, recognises the signs and symptoms of trauma, responds to traumatised people in a way that supports recovery, and strategically structures its activities to resist re-traumatisation.*

Financial review



VITA Foundation has very low operational and overhead costs, as currently there are no employees or office expenses.

Over the past 12 months VITA has hired a Training Coordinator who works on a self-employed basis for 5-10 hours per month and takes care of most of the organisation's services administration.

During this financial period, VITA has had minimal day-to-day operational costs, made up mainly from software subscriptions and insurance, however, there was a one-off payment of £2,500 for website development. These expenses were paid for out last year's donation of £10,000 received from VITA Training Limited (See Related Parties). However, during the year, whilst transferring operations from VITA Training Limited to VITA Foundation, a small number of VITA Foundation expenses were paid by VITA Training Limited. Whilst shown as a liability in the accounts (£158.20), the outstanding funds are scheduled to be reimbursed in April 2025.

There have been no further donations this year, however, sales of training sessions have begun, generating £9,895 in income. However, as at the end of the financial year, VITA Foundation is yet to receive payment in respect of these sales. We anticipate all invoices will be settled within the first quarter of the 2025/26 financial year.

The costs associated with training sessions are made up from a VITA trainer, multiple facilitators and actors. These associates are all 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.

Cash at bank as at 31st March 2025 was £3,771.

Principle funding sources

VITA's sole funding source is through revenue generated by supplying VITA Training and consultancy services to various healthcare providers. The majority of these are NHS Foundation Trusts or organisations and small groups with grants and funding for training directly or indirectly from NHS England. This has continued to be the case for the past year.

Most of these are recurring annual contracts, with many clients already planning to commission their 6th year of training for the next academic year. Occasionally charities or non-NHS organisations will commission training for their healthcare professionals, however there were no training sessions delivered outside of NHS organisations in the past year.

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 expenditure. Expenditure for the forthcoming 2025/26 financial year is budgeted to be no more than £8,000. As such, VITA Foundation will be required to maintain at least £6,000 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. 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.

We are mindful of the recent announcement regarding the future of NHS England, however, we are yet to receive any notice from clients that funding bids that have already been submitted might be impacted.

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 seven 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.

During the year, whilst transferring operations from VITA Training Limited to VITA Foundation, a small number of VITA Foundation expenses were paid by VITA Training Limited. Whilst shown as a creditor in the accounts, most of these payments were reimbursed by VITA Foundation on 1st April 2025, with the remaining payments to be reimbursed (£158.20) in the first quarter of the 2025/26 financial year.

It is not anticipated that there will be any further 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
Jennifer Hill
Juliet Odaro
Dr Laura Wood
Dr Sarah Boutros
Dr Rosie Riley
James Brown (Resigned: 26th April 2025)
Dr Oluwanilo Awoloto (Resigned: 4th February 2025)

The following members of the board of trustees were appointed after the end of the financial year, but prior to the Trustee report being signed:

Dr Nadim Chowdhury (Appointed: 15th December 2025)
Anya Charnaud (Appointed: 12th December 2025)

Approved by the board of trustees on 29th January 2026 and signed on its behalf by:

Dr Charlie Thompson
Chair of Trustees



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
VITA Foundation

No (if any)
1203452

Receipts and payments accounts

CC16a

For the period from 01.04.24 To 31.03.25

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	-	-	-	-	10'000
	-	-	-	-	-
Sub total (Gross income for AR)	-	-	-	-	10'000
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	-	-	-	-	10'000
A3 Payments					
Costs of Goods Sold - Training	1'400	-	-	1'400	-
Direct expenses	592	-	-	592	-
Advertising & Marketing	2'500	-	-	2'500	-
Contractor expenses	119	-	-	119	-
Insurance	684	-	-	684	-
IT Software and Consumables	435	-	-	435	-
Legal Expenses	-	-	-	-	50
Trustee Expenses	449	-	-	449	-
	-	-	-	-	-
Sub total	6'179	-	-	6'179	50
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	6'179	-	-	6'179	50
Net of receipts/(payments)	- 6'179	-	-	- 6'179	9'950
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	9'950	-	-	9'950	-
Cash funds this year end	3'771	-	-	3'771	9'950



Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Co-Operative Bank	3'771	-	-
		-	-	-
	Total cash funds	3'771	-	-
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Charitable Activities - Training	9'125	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Loan from VITA Training Ltd	Unrestricted	158	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

Rosie Riley

28.1.2026

Charles Thompson

29.1.2026