Information for prospective TortureID Trustees

A note from our Chair of Trustees – Hermione McEwen

Thank you for your interest in TortureID (TID) and potentially in joining our Board of Trustees. We really do welcome your interest currently, as upholding universal human rights and protecting refugees and people seeking asylum in the UK do not appear to be government priorities, or popular.

TID was founded in 2018 by a group of lawyers and clinicians committed to improving access to healthcare for people seeking asylum who had survived torture and/or other forms of human rights abuses. In our respective fields, we'd worked with countless survivors who hadn't been asked about their experiences, meaning that they were going unrecognised and being denied access to appropriate healthcare, social support and justice in their asylum claims. We established TID to reverse this pattern, by offering free, health assessments to identify survivors and provide them with documentation detailing the ill-treatment they'd experienced, the effect of it and any recommendations for treatment and support. We saw this work as an essential part of survivors' right to rehabilitation.

TID has grown from a small volunteer-led initiative into an internationally recognised charity supporting survivors of torture and human rights abuses. We became a registered charity in July 2023 and a member of the International Rehabilitation Council for Torture Victims (IRCT) in 2025.

If you join us, you will be part of a small team of hard-working volunteers who share values and are collectively responsible for developing and guiding the strategic direction of TID, working towards achieving our mission and in steering our long-term stability.

If you are interested in applying to sit on the Board, please feel free to get in touch via admin@tortureid.org and myself, our Vice Chair, Jude Boyles or a Board member will do our best to arrange a phone call to try to answer your questions before the 4th December 2026

Why join TortureID now?

TID is at an important stage of development. We have grown from a small, volunteer-led initiative into a registered charity with a clear strategy, a small staff and clinical team, and established partnerships across Yorkshire and the North West. Over the next few years, our focus is on consolidating our model, strengthening our evidence and financial sustainability, and increasing the involvement of survivors in shaping our

work. New Trustees will have an opportunity to help guide this next phase and strengthen the organisation for the future.

Currently we are reviewing our name to better reflect the breadth of people we support and the focus of our work. This is an area where we would welcome the views of new Trustees.

Our Vision
A society where all survivors of torture and other human rights abuses can realise their right to rehabilitation.

Our Mission
To improve early identification, documentation, and clinical responses for refugees and people seeking asylum who are survivors of torture and other human rights abuses, so that they can access healthcare and realise rehabilitation.

The Problem We Address
Refugees and people seeking asylum who have survived torture and other human rights abuses are frequently not recognised within UK health and safeguarding systems. They are often not asked about harm, and pathways into healthcare and rehabilitation remain delayed or unclear. As a result, survivors experience prolonged and avoidable harm, missing critical opportunities for protection, timely care, and recovery. This gap persists despite strong professional and ethical obligations within healthcare to identify risk, respond with care, and support access to appropriate services.

Our Approach
TID occupies a distinctive position in the asylum landscape. We are not a large-scale service provider, nor do we aim to become one. Instead, we work to strengthen how mainstream healthcare recognises and responds to survivors, so that trauma-informed assessment becomes part of routine care, rather than something delivered only by specialist organisations.

We do this through three interconnected areas of work:
1) Health assessments
We deliver high-quality, trauma-informed health assessments that recognise trauma, document harm, and identify clinical and safeguarding needs. These assessments are delivered by trained clinicians in partnership with NHS and voluntary sector services, with a focus on early identification. Our assessments are not ends in themselves. They demonstrate what good practice looks
like, set clear standards, and generate learning that informs training and evidence. We work in a small number of carefully chosen settings, prioritising depth, quality, and learning over volume.
2) Training
We extend our impact by supporting clinicians to recognise and respond appropriately to torture and other human rights abuses within routine practice. Our training focuses on safe enquiry, trauma-informed communication, appropriate documentation, and safeguarding responses. We deliver training primarily through existing NHS and professional education structures,

including medical schools, postgraduate programmes, and partner organisations, allowing us to reach scale without building a large standalone operation. Training is supported by practical tools and guidance that clinicians can use in everyday care.

3) Evidence, Learning & Influence

We bring together learning from our clinical work and training to answer practical questions: Does early health assessment improve outcomes? Which groups and settings benefit most? What elements of our approach are transferable? We work with academic and sector partners to strengthen the quality and credibility of this evidence. We use it to refine our own work and contribute to wider clinical and policy debates, helping shape how the healthcare system responds to survivors.

Who are we?

TID is a registered charity and is based in West Yorkshire. We do not have an office base, and all our staff/sessional staff work remotely. TID funds a small number of sessional clinicians, mostly doctors who work in Yorkshire and the North West. Currently we employ one part-time Director, Kate Rosin. Our sessional medical staff are supported by our Lead Doctor, Dr Jo Miller. Our development and training work is overseen by our Deputy Clinical Lead, Dr Sawsan Saeid. Ellie Smith, a lawyer and researcher leads on Quality and Evaluation.

Strategic priorities

Our Board of Trustees lead on delivery of our strategic planning and our current Strategic Priorities 2026-2030 include:

Health Assessments

• Consolidate and refine our assessment model, with choices guided by survivor benefit, learning value, and evidence needs
• Deliver assessments through a small number of strategically chosen partners and settings, with a regional focus
• Prioritise early identification while maintaining access for people with long-standing and complex unmet needs
• Use learning from assessments to improve practical tools, documentation, and referral guidance

Training

• Ground training in our clinical work and use it to spread learning into everyday practice
• Focus on routine enquiry, trauma-informed communication, documentation, and safeguarding
• Reach priority audiences including medical students, trainees, early-career clinicians, and services working with asylum-seeking and refugee communities
• Develop practical materials that clinicians can use in everyday settings

Evidence & Learning

• Build monitoring and learning into all programme activity
• Focus evidence work on practical questions that inform programme improvement and demonstrate impact
• Work with academic and sector partners to strengthen credibility
• Use evidence to support funding, partnerships, and wider adoption of effective approaches

Our current Board
Most of our Trustees are from the asylum and human rights field with backgrounds in health, law, research and fundraising. We would like to diversify and strengthen our Board. We are open to applications from people with all types of skills and experience who support TID's mission. We need a new Treasurer. We've identified the following areas of need on our Board: Finance, Human Resources, Communications, IT and Data Protection, Digital Media, Fundraising. We particularly welcome survivors of torture and/or human rights abuses and those with lived experience of seeking asylum in the UK.

Practicalities
Our Board meets every two months, online, on Tuesday evenings at 7pm for 1.5-2 hours. We have an annual away day every winter in Yorkshire, alongside our sessional staff and employees, as well as our volunteers. We can pay travel, childcare and other expenses as required. We operate several Board subgroups, and currently have the following: Survivor Involvement, Strategy, Fundraising and a Comms subgroup. There will be a Finance subgroup once we have recruited a new Treasurer. We estimate the average monthly time commitment for Trustees to be around 10 hours, more if you are involved in several subgroups.

There is more information about being a Charity Trustee on the Charity Commission website here: https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3

Finances
TID's financial year end is 31st July. In the year to 31/07/2026 the charity's income was £53,402 comprising grants of £27,000, paid income for providing medico-legal reports of £19,765, and donations of £6,637.

Expenditure was £61,108 and unrestricted funds were £18,270 at the end of the year. The charity is a small organisation with only one employee. At least initially the Treasurer will need to be responsible for day-to-day payment of invoices and maintaining accounting records, as well as setting and monitoring budgets and reporting to the board on the charity's financial position.

We need to recruit a new Treasurer. This role is quite hands-on currently, including some day-to-day finance/administration. We estimate that the current Treasurer gives around 12 hours of her time a month. This could reduce over time if new systems are put in place.

Governance Structure
TID is governed by a skilled and dedicated Board of Trustees who provide strategic oversight. The Board is committed to increasing the number of survivors sitting on the Board reflecting our commitment to ensuring survivors' voices are heard. The Board has a number of sub-groups that work on specific themes or who oversee an element of our work. We report annually to the Charity Commission and our annual report and audited accounts can be found on the Commission's site.

Equality, Diversity and Inclusion
TID is committed to attracting and recruiting diverse candidates because we are keen to make sure that all our staff, Trustees and volunteers reflect the communities we serve and the wider community we work in.

We recognise and value the role diversity plays in good governance and genuinely welcome and encourage applications from a range of backgrounds, especially people of colour, disabled people, people from low socio-economic backgrounds, refugees, stateless people and survivors with lived experience of forced migration.

Term length
Trustees are appointed for an initial term of three years. This may be renewed for a further three years by mutual agreement and subject to re-election by the Board. A Trustee may serve a maximum of three terms (nine years in total).

Support TortureID can provide to you in you join us
We are committed to supporting you and offering you a warm welcome. We would spend time with you to understand your skills and aspirations and would be very happy to talk about any support that would be helpful for you. We will also provide:
- A full induction
- Mentoring provided by members of existing Board of Trustees
- We are able to meet trustees' reasonable out-of-pocket expenses in line with our expenses policy e.g. travel or carers costs, to attend Board meetings/away days where necessary.

How to apply
If you would like to apply for the role of Trustee for TortureID, please submit your CV and a short statement about your interest in joining the Board.

Your statement should address the following three questions:

1. **What is the main thing that interests you about applying for this Trustee role?**

2. **What is the particular skill (or skills) you have that you feel would be beneficial to this role? *Please specify if you are interested in the Treasurer role.***

3. **Do you have any previous experience (paid, voluntary or lived) on a charity Board, supporting a charity's work or accessing services from a charity? If you do, please tell us about it and how it would help you as a Trustee on TortureID's Board (there is no need to describe traumatic personal experiences as part of your response).**

The questions can be responded to in one of four different ways:
- Written A4 (No more than 2 sides of A4)
- PowerPoint (No more than 3 slides)

Please email us your CV and statement to Admin@tortureid.org by midnight on Friday 4th December 2026.

We will shortlist in December 2026. If you are successful, we will be in touch to arrange a mutually convenient interview time in December 2026 or January 2027.

We are committed to providing reasonable adjustments throughout our recruitment process and we'll always endeavour to be as accommodating as possible. If you would like to discuss any specific requirements, please get in touch with us via Admin@tortureid.org.

Candidates will be required to undergo an enhanced DBS check if offered the role. We will also ask you for the details of two referees (if you do not have work-based references, we are happy to accept character references or references from any time spent volunteering).