MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

England & Wales · Charity number 1126268

Details

Status	Registered
Legal form	Charitable company
Company number	06695839
Registered	2008-10-13
Register	View on the Charity Commission register

Contact

Address	Maits 86-87 Wimpole Street London W1G 9RL
Phone	07789206267
Email	info@maits.org.uk
Website	www.maits.org.uk

Activities

Objects: The Charity’s objects are specifically restricted to the following:(a) to provide and to promote the education, training, support and assistance for persons with special educational needs, disabilities and mental health issues; and(b) to promote research into the education and care of persons with special educational needs, disabilities and mental health issues (and to advance the publication of any such research).

Activities: We provide education, training and support for those working with and caring for children with developmental disabilities such as cerebral palsy, autism and global learning disabilities to ensure they receive sustainable and inclusive support. Our mission is to improve the life expectancy and quality of life of individuals born with disabilities, and the quality of life of their families.

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Classification

- **How:** Makes Grants To Individuals, Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Disability
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** UNDEFINED, IN PRACTICE
- Bangladesh
- Cambodia
- China
- Ghana
- India
- Jamaica
- Kenya
- Malawi
- Mexico
- Nepal
- Pakistan
- Philippines
- Romania
- Rwanda
- South Africa
- Sri Lanka
- Tanzania
- Uganda
- Zambia

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£122,686	£113,380	-	-
2024-06-30	£116,148	£111,949	-	-
2023-06-30	£110,501	£147,812	-	-
2022-06-30	£127,691	£96,676	-	-
2021-06-30	£132,110	£114,533	-	-

Trustees

Name	Role	Appointed
MEHEEN RANGOONWALA	Chair	
Annabel Marie Heathcoat-Amory		2024-09-30
David William Huxford		2024-09-30
Geraldine O'Grady		2024-05-23
MONIKA KAPOOR		2024-09-30

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

England & Wales - Charity number 1126268

Accounts

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REGISTERED COMPANY NUMBER: 06695839 (England and Wales)
REGISTERED CHARITY NUMBER: 1126268

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

FOR

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

	Page
Report of the Trustees	1 to 21
Independent Examiner's Report	22
Statement of Financial Activities	23
Balance Sheet	24
Notes to the Financial Statements	25 to 30
Detailed Statement of Financial Activities	31

Docusign Envelope ID: 8023D090-54EB-401D-90FB-C909E77EFE9B

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2025. The trustees have adopted the provisions of 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) (effective 1 January 2019).

1. PURPOSES AND AIMS

1.1.Who we are:

MAITS is an international disability charity working in low-resource settings around the world. Children born with disabilities such as cerebral palsy, autism and/or learning disabilities and their families are at the heart of everything we do. Our work involves developing the skills of those who support children with disabilities and their caregivers. Meeting the health, developmental and educational needs of children with special needs is a challenge in any setting but particularly for children living in low-income countries, where families often have no access to information, guidance or specialist services.

MAITS' work primarily focuses on equipping community-based children's and family services to better meet the needs of babies and children, by empowering their caregivers. We have a network of partner organisations in Asia and Africa. The specialist disability staff from local partner organisations deliver MAITS training packages to front line health workers, teachers and community workers who in turn skill up families and caregivers. These packages are delivered following a 'Training of Trainer' model for capacity building. We also facilitate bespoke CPD training to healthcare and education staff on topics related to disability and mental health, which is delivered by professionals under our Small Grants Scheme.
All training is provided free of charge. MAITS helps to facilitate the training and provides grants to cover costs.

1.2.Vision:

We envision a world in which children born with disabilities are able to access the health, developmental and educational support they need to achieve their full potential.

1.3.Mission:

To improve the life expectancy and quality of life of individuals born with disabilities, and the quality of life of their families, by improving access to support for children's health, development and education support in low-resource areas of the world.

1.4.Strategic aims:

Over 240 million children globally live with disabilities, many of whom lack access to the care and support they need, particularly in low-resource settings. MAITS has spent the last fifteen years addressing these challenges, positively impacting over 1.4M children through innovative, community-focused interventions.

The 2020–2025 strategy established a strong foundation, marked by notable achievements in programme delivery, capacity building, and organisational growth. Our review, however, identifies areas for further improvement as we refine our approach for 2025–2030.
To improve the lives of children born with disabilities in places with limited or no access to specialist child health, development and education services. We do this by building the skills of the local health and education workforce, as well as caregivers and families, to support babies and children to survive and thrive.

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1.5. 2025-2030 Strategy: Building on Strengths, Addressing Gaps

MAITS' Impact: 2020 - 2025

- Training Achievements - 1,907 professionals & grassroots workers trained to strengthen community-based support for families with disabled children
- Children Reached - 57,950 children with disabilities supported
- Global Reach – 8 countries in Asia and Africa

MAITS' next strategic phase focuses on addressing gaps in support to disabled children while building on our strengths. Guided by three key pillars, we aim to deepen our impact, reach more children and families, and advance disability inclusion globally by:

Enhancing Knowledge Dissemination and Capacity Building:

- Expand grassroots training to combat stigma and normalise disability inclusion.
- Build robust communication networks with trained health workers.
- Empower families and communities to advocate for change.

Improving Access to Assistive Devices and Resources:

- Scale the APT programme to deliver affordable assistive devices to more families.
- Partner with organisations for equipment donations and distribution.
- Create an online directory of low-cost disability services.

Strengthening Monitoring, Evaluation, and Learning (MEL):

- Engage third-party experts for impact assessments.
- Implement advanced data collection tools to gather feedback from communities.
- Use evidence-based insights to refine programmes and drive strategic decisions.
- By building on lessons learned and focusing on these pillars, MAITS aims to foster an inclusive and equitable world for children with disabilities. Through collaboration with partners, families, and health workers, we remain committed to empowering communities and transforming lives globally.



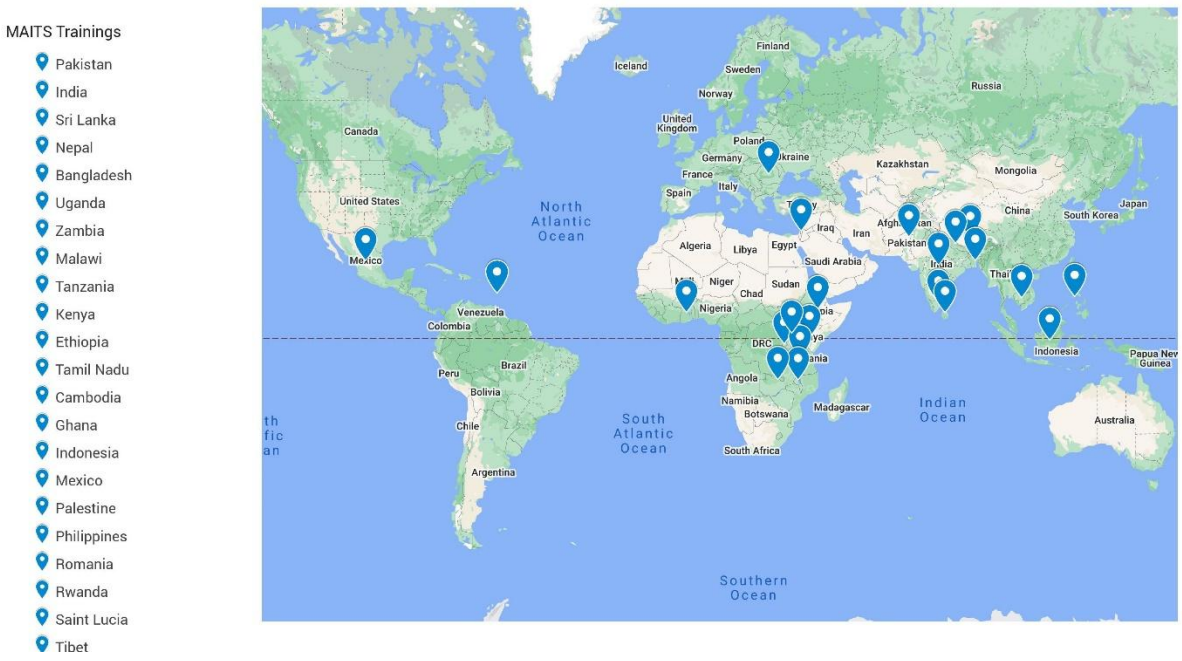
Our work directly contributes to the Sustainable Development Goals 3, 4, 10 and 17 [1]. By strengthening the capacity of local disability organisations, as well as mainstream and special schools, we aim to improve the health and wellbeing outcomes for people with disabilities, ensure access to quality education for all, and in turn, reduce inequalities. Our programmes are delivered through trusted, strategically aligned local partnerships.

1.6. Where we have worked:

We have worked in 23 countries, with a current focus on South Asia and Africa for our longer-term Training of Trainer (ToT) programmes.

[1] SDG 3 = End preventable deaths of newborns and children under 5 years of age, SDG 4 = guaranteeing equal and accessible education, SDG 10 = Reduced Inequalities, SDG 17 = Partnerships for the goals. Sustainable Development Goals (who.int)

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To ensure sustainable systemic change through our programmes, we have focussed our efforts in five countries in Asia and Africa, rolling out our Community Health Worker (CHW) Empowerment Programme and Appropriate Paper Based Technology. This year, we expanded we Appropriate Paper Based Technology as MAITS three-year programme in Asia.

MAITS' Small Grants programmes enable training to be delivered without geographical restriction, ensuring that those supporting marginalised populations can benefit from skill-sharing across the globe.

2. OUR SERVICES AND KEY ACHIEVEMENTS IN 2024-2025:

2.1.Our Packages and Programmes

MAITS is prioritising Training of Trainer programmes to empower communities to develop skills and drive change locally, ensuring the widespread dissemination of essential expertise. Currently, MAITS offers two such programmes based on our training packages.

2.1.1. Appropriate Paper Based Technology

This year, MAITS has made substantial progress in scaling up Appropriate Paper-based Technology (APT) training across Asia by forming strategic partnerships with in-country organisations committed to sustainable, local solutions for children with disabilities. These partnerships are laying the foundation for dedicated APT workshops and training centres, expanding access to low-cost, customised assistive equipment where it is needed most.

India: Satya Special School, Puducherry

In India, MAITS has deepened its long-standing partnership with **Satya Special School**, a leading institution working with children with disabilities in Puducherry. Together, we are establishing a fully-equipped APT training and production workshop on site. This collaboration is enabling the school to meet the growing demand for assistive devices by:

- **Training a new cadre of Master Trainers and Technicians**, who will manufacture and distribute high-quality seating and positioning equipment made from sustainable, locally available paper-based materials.
- **Producing 300 items over three years**, including CP chairs, corner seats, writing tables, and standing frames directly benefitting at least 300 children with disabilities from low-income families.

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- **Building a regional centre of excellence**, where Satya will continue to cascade training to external organisations across the region, supported by local-language manuals and tutorial videos developed in collaboration with MAITS.

The programme at Satya goes beyond equipment provision; it empowers caregivers, reduces the physical burden on mothers, and enables children to sit, eat, play, and communicate with greater safety and independence. The impact is life-changing especially in cases where the lack of proper seating can lead to severe health complications such as choking or recurrent infections.

Pakistan: ACELP, IHRI, and MALC

In Pakistan, we have forged new partnerships with three key organisations:

- **ACELP (Association for Children with Emotional and Learning Problems)**, which brings decades of experience in special education and rehabilitation.
- **IHRI (Indus Hospital Research Institute)**, a centre of clinical excellence known for its commitment to inclusive healthcare.
- **MALC (Marie Adelaide Leprosy Centre)**, which has a strong community-based rehabilitation network across the country.

Together, these organisations are laying the groundwork for the development of APT training centres that will embed APT within existing rehabilitation and therapy services. Through these partnerships, we aim to:

- Train therapists, teachers, and technicians in APT techniques.
- Integrate APT into national rehabilitation programmes to address unmet needs in assistive device provision.
- Reach children living in remote, under-resourced areas with equipment that would otherwise be inaccessible due to cost or logistical constraints.

Strategic Vision and Sustainability

Our approach across both India and Pakistan focuses on **capacity building, localisation, and sustainability**. By equipping trusted local partners with the tools, knowledge, and resources to deliver APT training and equipment production, we are creating a sustainable ecosystem of support. These regional hubs will not only serve their immediate communities but will also become centres for future trainer development and innovation in disability support.

MAITS' Small Grants programmes enable training to be delivered without geographical restriction, ensuring that those supporting marginalised populations can benefit from skill-sharing across the globe.

We are committed to continuing this strategic expansion as we move forward, working with partners who share our vision of a world where every child with a disability has access to the support they need to thrive.



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Expanding APT in Pakistan: Local Innovation for National Impact

This year, MAITS has significantly advanced its Appropriate Paper-Based Technology (APT) initiative in Pakistan, building on a partnership that began in 2017 with **ACELP (Association for Children with Emotional and Learning Problems)** in Karachi. With a longstanding reputation for supporting children with developmental delays, ACELP has become a key partner in our strategy to expand low-cost, eco-friendly assistive technology solutions across South Asia.

Through our collaboration, APT has transitioned from a small-scale pilot to a structured programme with the potential to serve as a **national model for inclusive and sustainable development**.

The first major step forward came in 2022, when a team from ACELP comprise of three therapists and a carpenter participated in an intensive APT "Train the Trainer" programme at SGCP in Nepal, delivered by MAITS expert trainers from the UK. This foundational training enabled ACELP to:

- Replace traditional materials like wood and laminate with reinforced paper-based techniques.

- Begin **local production of specialised, low-cost assistive devices** such as CP chairs, standing frames, and rotating disc puzzles.

- Train an additional **6–8 staff members**, including teachers and therapists, to embed APT across their services.

We have robust processes to ensure the quality of our programmes are maintained as they are rolled out.

Potential trainers with the appropriate level of clinical expertise are trained on how to train others using the packages, through a combination of virtual and face-to-face learning. They are assessed throughout the process and only awarded certificates as MAITS trainers if they meet the criteria.

The roll-out of our programmes is facilitated by the organisations our trainers work for, who coordinate activities on the ground, release their staff to provide/attend the training and submit monitoring and evaluation data to us. MAITS provides overall co-ordination and pays for trainer and local costs.

2.1.2. Support for disabled children through the Community Health Worker (CHW) Empowerment Programme

This year, MAITS' International Clinical Committee comprised of six senior clinicians who are trained MAITS Master Trainers with extensive experience in community-based rehabilitation in low-resource settings, is undertaking a comprehensive review of our Community Health Worker (CHW) Training Programme. This review aims to ensure that the programme remains evidence-based, practical and responsive to the evolving needs of children with disabilities and their families in under-served communities.

According to UNICEF, 1 in 10 children globally has a disability, with the majority living in developing countries where access to specialised services is extremely limited. In response to this critical gap, MAITS developed a capacity-building programme for Community Health Workers and other non-specialist frontline workers, often referred to as Keyworkers. At the heart of this initiative is a practical toolkit titled "Caring for Children with Developmental Disabilities: A Guide for Parents Living in Low-Resource Settings."

This toolkit empowers parents and caregivers by helping them:

- Understand their child's individual needs.
- Learn strategies to support their child's development through everyday routines and interactions.
- Promote health, independence, and inclusion at home and within the community.

To support the effective use of this parent package, MAITS also provides a structured training programme for the Keyworkers who will be delivering it. These trainings are led by local disability professionals such as

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physiotherapists, occupational therapists and speech and language therapists who have completed the MAITS Training of Trainers (ToT) programme.

The Community Health Worker Empowerment Programme is designed to reach families living in remote or marginalised areas, where specialist therapists and services are scarce or non-existent. The programme is now being implemented in Bangladesh, Sri Lanka, India, Pakistan, Burundi, Kenya and Uganda, through a growing network of local MAITS Trainers.

In recognition of its quality and rigour, the programme is certified by the UK CPD Certification Service, ensuring that the training meets international standards for continuing professional development.

By reviewing and refining this programme, our International Clinical Committee is helping to further strengthen its impact, ensuring that the training remains clinically sound, culturally appropriate, and scalable across diverse low-resource settings. This process will help us continue to empower community workers and families to support children with disabilities, to reach their full potential.

CHW Empowerment Programme - Pakistan

In 2024 – 25, MAITS continued to make meaningful strides in expanding its Community Health Worker (CHW) Empowerment Programme across Pakistan, despite delays earlier in the year due to geopolitical challenges.

Karachi – IHRI Partnership

This year, MAITS successfully delivered the trainings to **three cohorts** of CHWs in collaboration with our strategic partner, the **Institute of Holistic Rehabilitation and Inclusion (IHRI)** in Karachi. The training was led by a team of three MAITS Master Trainers and included:

- **45 Community Health Workers**
- **6 Therapists** (including physiotherapists, occupational therapists and speech and language therapists)

These professionals are now reaching families in **remote and underserved areas**, delivering home-based support to children with developmental disabilities. Their visits focus on empowering caregivers with practical strategies to improve health, communication, and daily living skills for their children, where access to therapy centres is otherwise extremely limited.

Hyderabad – Partnership with The Talk Clinic

In April 2025, MAITS expanded its reach to Hyderabad through a new partnership with **The Talk Clinic**, a leading provider of speech and developmental therapy services in the region. A **6-day CHW training programme** was delivered by MAITS Master Trainer **Afshan Memon** and MAITS Trainer **Hafeez Punjani**, training:

- **13 Community Health Workers**

These CHWs are now applying their skills directly within their communities and will each support and monitor progress for **five children and their caregivers** as part of the programme's structured follow-up component. This approach not only ensures accountability and impact measurement but also strengthens long-term support for families.

Through both urban and rural partnerships, MAITS is building a **locally-led, sustainable model of disability support** in Pakistan, one that reaches beyond clinics and institutions and into the heart of the communities where support is most urgently needed.

CHW Empowerment Programme – India

MAITS strengthen its partnership with Satya Special School in Puducherry to expand our Community Health Worker (CHW) Empowerment Programme in India. Established in 2003, Satya Special School is a nationally recognised organisation providing education, therapy and vocational training to over 1,000 children with disabilities across urban and rural Puducherry. With a holistic, family-centred approach and a strong commitment to inclusion, Satya has emerged as a leading institution for disability services in the region.

Docusign Envelope ID: 8023D090-54EB-401D-90FB-C909E77EFE9B

As part of our long-term collaboration, MAITS delivered a refresher training in June 2025 for 12 trainers from Satya who were originally trained by MAITS in 2021. This one-day session, led by MAITS Master Trainers, provided updates, reinforced clinical best practices and equipped the trainers to confidently deliver the CHW programme in local settings.

These trainers will now co-deliver future CHW trainings under the supervision of MAITS Master Trainers, and upon successful evaluation, will themselves be certified as MAITS Master Trainers. This is a key step in establishing a sustainable, in-country training model.

Also in June 2025, 15 Anganwadi workers (frontline childcare workers under India's Integrated Child Development Services scheme) participated in a 6-day CHW training, conducted in Tamil by Satya's trainers. The sessions were overseen by MAITS Master Trainers Shabnam Rangwala (Occupational Therapist) and Bisma Sheikh (Speech and Language Therapist), ensuring both cultural and clinical relevance.

The training focused on empowering Anganwadi workers with the skills to:

- Support children with disabilities in developing essential daily life skills such as eating, dressing, and communication.
- Work directly with families in low-resource settings, providing guidance and hands-on strategies to enhance each child's well-being and participation in daily life.

This initiative marks the first step in a three-year capacity-building plan (2025–2028) to enable Satya Special School to independently run and scale the CHW programme across Puducherry and beyond. By the end of this period, Satya aims to:

- Establish a fully self-sufficient, in-house training structure.
- Develop a team of certified MAITS Master Trainers, capable of leading independent training rollouts.
- Deliver high-quality, locally adapted CHW trainings across Tamil Nadu and surrounding regions—supporting inclusion and access for children with disabilities across southern India.

Through this partnership, MAITS is not only reaching families in remote and underserved areas, but also helping to embed sustainable, community-led disability support into the existing government and NGO service delivery systems.

CHW Empowerment Programme – Bangladesh

In 2025, MAITS has continued to develop its partnership with the Centre for the Rehabilitation of the Paralysed (CRP) to scale the *Community Health Worker (CHW) Empowerment Programme* across Bangladesh. This collaboration is focused on building a skilled, community-based disability support workforce that can reach families in under-resourced settings, offering practical, hands-on support for children with developmental disabilities.

Between December 2024 and May 2025, MAITS and CRP delivered three rounds of Level 2 and CHW training, reaching:

- 50 Community Health Workers
- 6 Therapists

These trainings have strengthened local capacity to deliver family-focused interventions that improve daily functioning, independence, and inclusion for children with disabilities. Encouragingly, three trainees have been certified as candidates for Level 3 Master Trainer certification, ensuring long-term sustainability and leadership of the programme within Bangladesh.

In May 2025, MAITS Project Coordinator Jenny Simpson visited CRP to monitor progress and follow up on ongoing initiatives. During her visit, she met with six families currently being supported by CHWs trained through earlier MAITS programmes. The outcomes were deeply encouraging and highlight the real, lasting impact of the training.

Kazi's Story (Age 6, Cerebral Palsy)

With the support of his CHW, Kazi has made tremendous gains in independence. Once fully reliant on adult help, he can now toilet, bathe, and dress with minimal assistance, even preparing simple meals when his parents are at work. His mother reports that household stress has decreased, and family life has become more manageable and joyful. Kazi, now a confident and cheerful boy, takes pride in walking short distances unaided and helping in the kitchen.

Hasan's Story (Age 7, Cerebral Palsy):

Hasan, who attends CRP's school, has also seen remarkable progress. Previously unable to grip objects, he can now

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feed himself, brush his hair, use the toilet with minimal support, and write while sitting independently. His new ability to hold a pencil has become a point of joy and pride, especially when writing with his mother. The change in his confidence is tangible, he now believes, *"I can do that."*

These powerful stories underscore how trained CHWs can radically improve the lives of children with disabilities, as well as reduce caregiver burden in families who otherwise have little to no access to formal services.

Future Plans

Building on this success, MAITS is preparing to expand its CHW programme to new organisations in Bangladesh later this year:

- BRAC, one of the world's largest NGOs, has identified 60 staff working directly with children with developmental disabilities. An initial training for 25 staff members is scheduled for October 2025.
- Symbiosis International, which supports children and families through a mix of staff and volunteers, has expressed similar interest. With training and accommodation facilities in Mymensingh (northern Bangladesh), an initial training for 8–12 participants is planned for the same period.

These upcoming trainings mark an exciting next step in MAITS' vision to build a national network of skilled CHWs and Master Trainers, creating sustainable, community-led disability support across Bangladesh.

CHW Empowerment Programme – Kenya

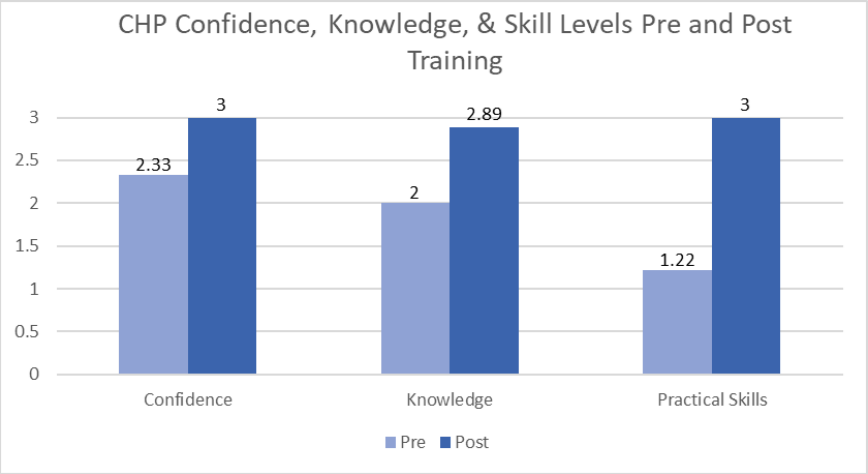
In October–November 2024, MAITS successfully delivered Community Health Worker Empowerment Training in Thika, Kenya, for 11 participants from Macheo Children's Organisation, Naijipu Oasis of Hope (Samburu County), and Gatuanyaga School. Facilitated by MAITS trainer Cath Barton and supported by Jessica Matumbai from BethanyKids, the 9-day training equipped community health promoters, social workers, and special needs educators to support children with developmental disabilities in low-resource settings. Participants gained skills in daily routine-based interventions, positioning, play, feeding, mobility, and communication, using MAITS' caregiver guides.

This training is vital in contexts where access to specialist therapists is extremely limited. According to global estimates, most children with disabilities in low-income settings never receive the early intervention they need. By training non-specialist community workers and educators, MAITS bridges this gap empowering local teams to deliver practical support to families in their homes and communities. The training also strengthens the confidence of caregivers by involving them directly in their child's developmental journey through structured, culturally adapted tools.

Post-training assessments showed significant improvements in participants' confidence, knowledge, and practical application. BethanyKids reported four new referrals within days of the training, and two of their therapists mentored during the course have already co-led follow-up training and are providing ongoing support to CHWs and

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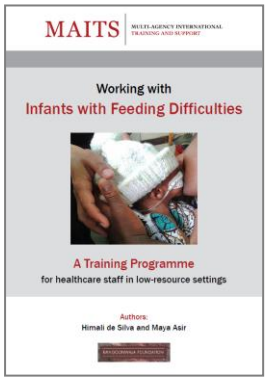
families. MAITS' materials were praised for being clear and culturally appropriate, with CHWs using them for home visits and engaging caregivers in behaviour-changing conversations.



As next steps, MAITS and local partners plan to expand home-based support and pilot parent groups facilitated by CHWs and therapists. Organisations are encouraged to use MAITS' assessment tools for tracking child development progress and continue regular follow-ups. A follow-up visit is planned to support implementation and strengthen collaborative efforts aimed at building sustainable community-based rehabilitation support in Kenya.

2.1.3. Working with Infants with Feeding Difficulties

One million babies are born every year with a disability which is often associated with premature birth. All of these babies will need support with breastfeeding. In developing countries, 50% of babies born at 32 weeks die due to lack of support, including support to breastfeed.



MAITS' Infant Feeding programme was developed to address a global gap in the training of healthcare staff working with infants with feeding difficulties in low resource countries. It aims to reduce infant mortality and improve the health of babies with disabilities and those born prematurely, by enabling healthcare staff to support mothers to use simple feeding and caregiving techniques that can significantly improve their chance of survival and improve their quality of life. Previous pilots of our package in Malawi, Uganda and Sri Lanka achieved a significant increase in breastfeeding on the first day of birth, significant increases in exclusive breastfeeding on discharge from the neonatal unit and a reduction in mortality. Using our techniques can mean the difference between life and death.

This is very hands-on training and needs to be delivered face-to-face. MAITS Trainers in Rwanda have been continuing to train staff on the ground using the MAITS infant feeding resources. One trainer (a senior nurse) explained that the MAITS Guide for Working with Infants with Feeding Difficulties has been adopted and integrated in the clinical and training protocol for staff at the Paediatric Development Clinic (PDC). Two of the trainers reported that the MAITS training had provided them with the knowledge, skills and confidence that enables them to train others as part of their day-to-day work. Our Master Trainers have been able to provide some support online using a case study model – watching videos of babies and meeting online with staff teams to discuss how they can support the mother and child.

Docusign Envelope ID: 8023D090-54EB-401D-90FB-C909E77EFE9B

2.2 Skill-matching

There are approximately 1 billion people in the world living with disabilities. Almost 240 million of these are children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries where there are fewer skilled staff to support them.

MAITS provides a skill-matching service whereby we match health and education professionals from all over the world who have specialist skills in disability training and are offering to share their skills for free, with organisations in low-and-middle income countries who are seeking training in a specific topic. Training includes skills-sharing to mental health workers who support caregivers of children with disabilities as well as teaching clinical supervision skills to speech and language therapists. MAITS trainers aim to enhance existing services by training workers in new skills and upgrading their existing skills. We provide skill-matching both through direct contact with our existing pool of trainers and through our online matching service.

MAITS provides small grants to enable training to take place. Since 2011, we have provided 207 grants to enable training for staff working in rehabilitation and special education settings in a range of topics.

During 2024/2025, MAITS awarded 10 Small Grants for training in Ghana, Kenya, and Uganda, and a further two to support attendance at training in Kenya. Trainers from Canada, Kenya, and the UK were among those supported.

Ghana: Strengthening SLT Capacity and Inclusive Education

From March to June 2025, MAITS supported a blended training programme on Eating, Drinking and Swallowing (EDS) difficulties at the University of Ghana. Led by Lucie Hogger, the programme trained 13 MSc Speech and Language Therapy students and 8 qualified SLTs through a combination of online lectures and a four-day face-to-face workshop. The training provided foundational knowledge and safe, practical strategies for managing dysphagia critically needed in a context where few SLTs are qualified in this area.

In July 2024, a follow-up course from previous training visits at St Don Bosco Special School in Loho trained 20 special educators, school staff, and local professionals in communication and learning strategies for children with disabilities. Delivered by SLT Jenny Nayak and physiotherapist Mercy Ama Awuah Agtuahene, the training focused on visual schedules, non-verbal communication, and AAC, equipping participants with hands-on tools to enhance inclusive classroom practices.

Kenya: Appropriate Paper-based Technology and Community Follow-up

In October 2024, Cath Barton and Ruth Stevens delivered a 15-day Appropriate Paper-based Technology (APT) training in Njoro, Kenya, for therapists and workshop staff from Walkabout Foundation, BethanyKids and local teams. These workshops now produce 10–15 assistive devices monthly and are fully booked through mid-2025. BethanyKids has scaled up production in Kijabe, while Walkabout is setting up a new workshop in Nanyuki to support 35+ clients.

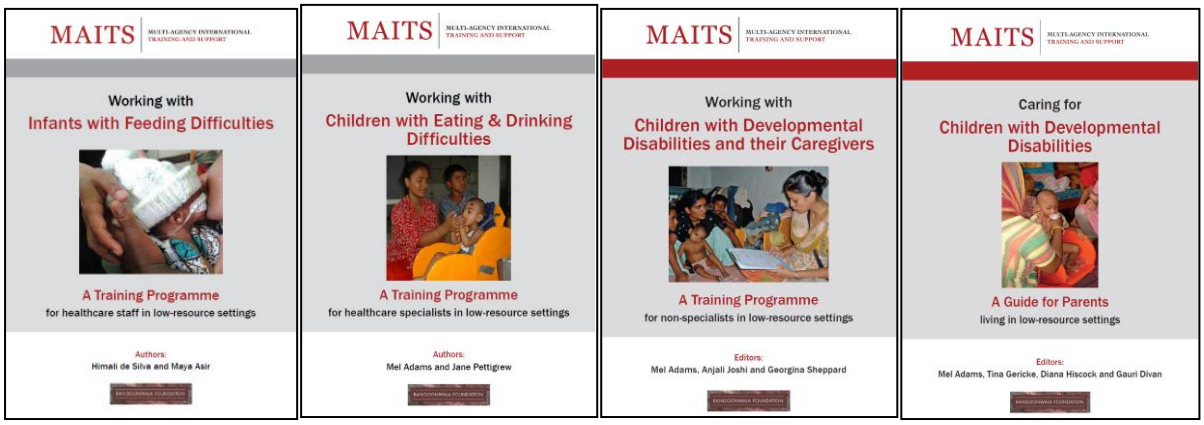
In April 2025, Cath Barton conducted follow-up visits to CHWs and families in Samburu and Kiandutu. In Samburu, 16 caregivers participated in a two-day training on feeding, positioning and communication. In Kiandutu, she worked with Macheo's CHWs to assess 35 families and plan ongoing caregiver training and equipment support. Despite infrastructure challenges, these initiatives show strong potential for long-term community impact.

Uganda: Addressing Sensory Processing Difficulties

In June 2025, MAITS Master Trainer Aasiya Sachwani led a five-day workshop at the Kyaninga Child Development Centre (KCDC), Uganda, focused on Sensory Processing Disorders (SPDs). Twenty-seven staff members from KCDC's three centres were trained in identifying sensory needs, creating culturally appropriate intervention plans and using locally available materials. The course culminated in the development of Sensory Action Plans and follow-up tools, with two trainees now preparing to deliver the training independently.

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2.3 Production of training resources



The MAITS International Clinical Committee has initiated a comprehensive review of the Community Health Worker (CHW) Empowerment Programme to address ongoing challenges faced by trainers and staff supporting children with developmental disabilities in low- and middle-income countries. Recognising the critical shortage of specialised resources, MAITS has developed a broad range of training materials which have been accessed by individuals and organisations in over 40 countries. To enhance accessibility and practical use, the programme includes instructional videos designed for training sessions and caregivers, accessible via smartphones or other locally appropriate platforms.

This review process, which began in 2025 and will continue through next year, forms part of a broader strategic three-year transformation plan to modernise and future-proof MAITS' training resources and delivery methods. The plan includes digitalising paper-based materials into engaging e-books optimised for mobile and offline use, developing a multilingual mobile app to distribute content and facilitate data collection and producing high-quality videos to support both frontline workers and caregivers. As part of the review, all content and illustrations are being carefully assessed and updated to improve cultural relevance, accessibility and professional consistency.

The Clinical Committee has invited nominations from Master Trainers and committee members to form sub-groups that will actively participate in reviewing and enhancing the training packages, casebooks, and supplementary materials. Decisions are also being sought on formatting improvements, slide deck redesigns, and overall navigation enhancements. This ongoing review and upgrade will enable MAITS to significantly increase the programme's scalability, usability and impact, empowering caregivers and community health workers to deliver better support to children with disabilities in some of the world's most underserved areas.

We have received endorsements for both the Infant Feeding programme, and the Guide for Parents on Caring for Children with Developmental Disabilities, both of which are included in the USAID Disability Resource Bank and Save the Children Knowledge Hub.

2.4 Success Stories

Ahmed is a resilient 7-year-old boy facing a multitude of challenges due to hearing loss, visual impairment, seizures, and behavioural issues stemming from meningitis. Despite these obstacles, Ahmed's determination shines brightly.
Ahmed's mother, committed to providing him with the best possible care, sought assistance not only from the free government hospital but also from a compassionate MAITS Community Health Worker (CHW). This collaboration has been pivotal in Ahmed's journey toward holistic well-being.
Going beyond clinical support, the CHW serves as a guiding force for Ahmed's family. By imparting simple yet effective techniques, the CHW empowers Ahmed's mother to engage him in play and small household tasks, fostering his independence and growth.
Through their steadfast support and advocacy, the CHW ensures that Ahmed receives comprehensive care tailored to his needs. This collaborative effort underscores the transformative potential of community-based care and compassionate support.

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The APT **“trainers in training”** at ACELP are crafting staircases from cardboard for exercise and fine motor skill development while students are honing their coordination through toy-making.

ACELP, our valued partner since 2017, is eager to establish a fully functional APT workshop. This initiative will provide invaluable opportunities for skill-building and empowerment.

Furthermore, they're actively producing standing frames and positioning chairs using cardboard and glue for children attending their school, promoting inclusivity and accessibility in a cost effective and environmentally friendly manner.

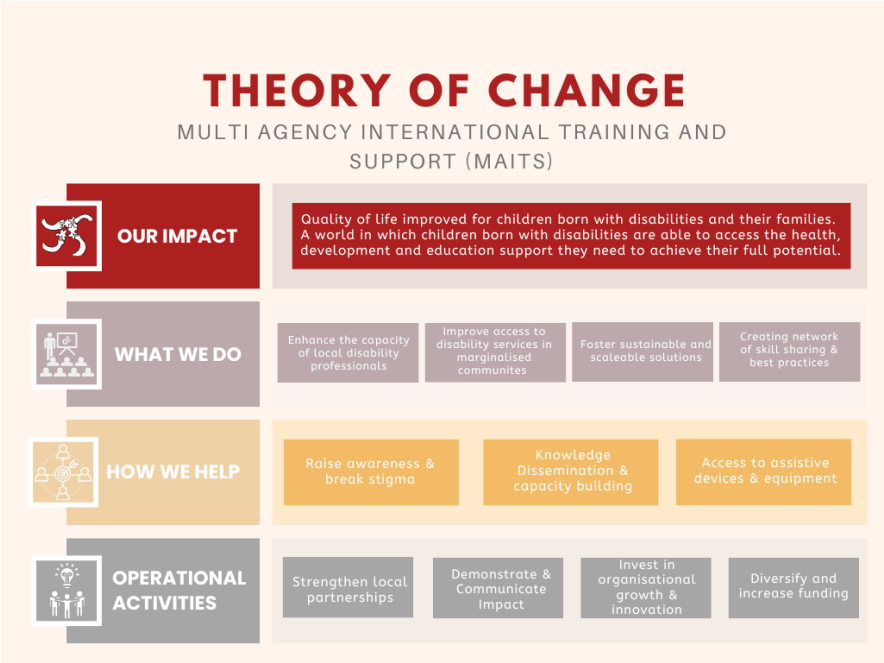
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3. OUR THEORY OF CHANGE



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4. HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT

All our charitable activities focus on improving the quality of and access to therapeutic, health and educational services provided to individuals with disabilities in low- and middle-income countries. We do this by providing training to staff working in these sectors who have limited access to training and development.

In recent years, the emphasis of most internationally recognised organisations working in the disability sector has tended to focus on promoting rights rather than developing the technical skills of staff working with children with special needs and their families.

Although the WHO and other international bodies are beginning to bring health workers back into focus, this remains at the level of service-level guidelines rather than grass-roots clinical guidance. MAITS is therefore aiming to address this gap.

MAITS is unique in the following ways:

- Its specific focus as an international charity on neurodevelopmental disabilities, including autism and learning disabilities as well as cerebral palsy.
- The range of disability and special needs workers that it supports.
- The innovative approach to working with babies and children taught through our training packages; focusing on easy-to-learn, low-cost techniques for caregivers which impact directly on life expectancy and quality of life.
- The way we use the 'Training of Trainer' (TOT) model in our programmes to upskill staff working at the grass roots level. This is not only disseminated through local therapists trained by MAITS but incorporates an ongoing system of quality assurance through regular supervision and support for the trainers and staff on the ground.

Who has used and benefitted from our services?

- Centre-based healthcare workers, education professionals, community-based family workers and students in clinical training in developing countries have all benefitted from our services, through the enhancement of their professional skills.
- Individuals with disabilities and mental health challenges who have received a service from staff trained through MAITS have benefitted from a better quality and a greater range of interventions aimed at reducing the impact of their disability and improving their quality of life.
- Caregivers have benefitted both from the improvements in the functioning, health and wellbeing of the individual they care for, as a result of enhanced professional support, but have also benefitted from the new caregiving skills they have been taught and the emotional support they have received.
- Professionals who have volunteered to provide training have benefitted from MAITS' services through the building of their own skills and knowledge leading to enhanced employment and further learning opportunities. As trainers, they have benefitted from increased access to resources and professional guidance and some have gained skills from working in a different context, which they have then taken back to their own workplace.

MAITS has 284 trainers on its register. The majority are Speech and Language Therapists, Occupational Therapists and Physiotherapists. Others include creative arts therapists, special educators, nurses and psychologists. 102 of our trainers come from low- and middle-income countries, and we are actively working to increase this number.

In addition, we have 25 Master Trainers (also called Level 3 Trainers), 39 Level 2 Trainers and 70 Trainers in Training in 6 different countries.

Since 2009, we have provided training to 7,923 individuals in over 23 countries benefitting approximately 1,500,000 children with disabilities and their families.

* Figures are calculated using the average annual caseload per trainee type (e.g., clinic-based therapists vs. community workers), projected for up to five years post-training to account for attrition. These estimates are based on data collected over four years from trainers across 57 organisations that received training

Docusign Envelope ID: 8023D090-54EB-401D-90FB-C909E77EFE9B

5. FINANCIAL REVIEW

The charity has benefitted from the long-term support of its main donor, **the ZVM Rangoonwala Foundation,** who this year donated a generous £80,000. MAITS has been fortunate to have had the support of the ZVM Rangoonwala Foundation since its inception. This has provided us with a stable, ongoing source of funding. The focus of our recent fundraising strategy has been to diversify our funding sources, which we have been able to do. We have also had considerable support from volunteers and significant services 'in kind', in terms of office space and utilities.

This year MAITS received £10,530 of funding from EA Foundation towards its Community Health Worker Empowerment Programme in Pakistan. We have also been awarded a grant of £23,000 from EA Foundation for a two-year Community Health Worker programme in Pakistan to train a further 50 CHWs.

This year we have also been successful in raising funds through crowdfunding platforms, raising £1,252 through **GlobalGiving** and £9,441 from Individual Donors.

5.1. Investment Policy:

In 2023, MAITS reviewed its reserves and investment policy, which was subsequently approved by the Board of Trustees. Currently, MAITS does not hold any short-term or long-term investments.

5.2. Reserves Policy:

The organisation is maintaining our reserves to cover three to seven months' worth of running costs. The year ended with £46,270 of unrestricted reserves.

6. PLANS FOR THE YEAR 2025 – 2026

We will achieve our mission to improve access to family support, quality healthcare and education through delivering the following activities this year:

- **Finalise CHW Programme Review**

The International Clinical Committee's review of the Community Health Worker Empowerment Programme will conclude in 2026, with updated, culturally relevant content, enhanced illustrations, and digital delivery through a new mobile app.

- **Modernise Training Resources**

MAITS will complete the digitalisation of its core training packages, develop multilingual videos and roll out offline-accessible mobile tools for CHWs and caregivers. Paper-based versions will remain available for low-resource settings.

- **Expand ToT Model**

We will continue building local capacity through our Training of Trainers model, with a focus on sustainability, mentoring and integration into regional systems through strategic partnerships.

- **Advance Core Programmes**

Appropriate Paper-based Technology (APT) and Community Health Worker Empowerment programmes will be scaled with new and existing partners.

- **Improve Oversight and Engagement**

Governance, safeguarding and M&E systems will be strengthened. The website will be refreshed to better engage stakeholders, and in-country visits will support quality and partner learning.

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7. STRUCTURE, GOVERNANCE AND MANAGEMENT

7.1. Governing Document:

MAITS is a charitable company limited by guarantee, incorporated on 11th September 2008 under the name of Multi-Agency International Training and Support. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

MAITS is currently undertaking a thorough review of its Memorandum of Articles of Association and Objects to ensure full compliance with the latest governance legislation in England and Wales. We are grateful to Allen & Overy Shearman for their exceptional pro bono services in drafting the new Articles of Association and providing valuable advice on the structure of our trust board and memberships. This critical work is expected to be completed in the second quarter of the next financial year.

7.2. Recruitment and Appointment of Management Committee:

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, the members of the Management Committee are elected to serve until they stand down, or if they are absent for more than three consecutive meetings.

All members of the Management Committee give their time voluntarily and receive no benefits from the charity.

7.3. Trustee Induction and Training:

Trustee induction and training for this period included:

- The main documents which set out the operational framework for the charity, including the Memorandum and Articles.
- Resourcing and the current financial position, as set out in the latest published accounts.
- Plans and objectives.

7.4. Risk Management:

Systems are in place to monitor the recruitment of trainers; the health and safety of staff and volunteers and financial controls are in place through the scrupulous implementation of procedures for authorisation of all transactions and projects.

Key risks previously identified and mitigation update:

Need for more diversified funding – The trustees understand the risks involved with relying on a single source of funding. MAITS is continually building its portfolio to attract external funding and begin to continue to diversify our funding. We have also focused on building our reserves and strengthening our compliance, which puts us in a stronger position to build our donor base. This year we have hired expertise of our Director of Philanthropy and Partnerships.

Risks around child and adult protection – at MAITS we take our safeguarding responsibilities very seriously and have stringent policies and procedures governing the recruitment and management of volunteers and staff. This includes trainers under the Small Grants scheme being interviewed and providing two references prior to the start date of their training; due diligence and vetting of the organisations that training is delivered to; and pre-departure security briefings for trainers who are travelling. We work with international organisations to train their staff who have already been vetted by their employers. *Risk of data protection issues* – We have nominated our Director of Operations as the dedicated Data Controller within the team. Sadia has a Master's degree in HR and oversees all our data protection systems. These include ensuring that there are non-disclosure agreements in relation to all sensitive data, protected servers and internet firewalls in place. The Data Controller ensures that private information and personal details are not shared with third parties. We carry out due diligence before hiring MAITS staff and trainers.

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Financial risk – We have an anti-bribery and corruption policy and have all our policies reviewed every two years.

7.5.Related Parties:

The charity is guided by international policy on disability, such as the Sustainable Development Goals, WHO guidelines, the United Nations Conventions on the Rights of the Child, and the United Nations Convention on the Rights of Persons with Disabilities. Our work particularly reflects policies advocating the equitable access to and use of quality services for vulnerable and marginalised populations and the current global shift from child survival to thriving and transformation.

MAITS does not have any offices overseas. We work through local partners. They identify the local need, and we provide support and resources to help them bring about change within their own communities. We share information on the support we can provide so that they can choose what might be most relevant to them and their needs.

The local partners we have been working with this year include:

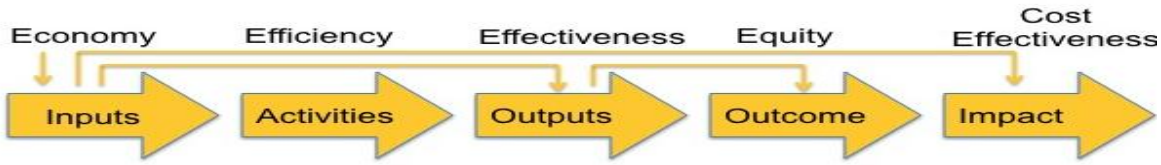
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8. HOW MAITS REPRESENTS VALUE FOR MONEY

MAITS is committed to delivering Value for Money, ensuring that donor funding is used responsibly and effectively so that every pound makes the greatest possible difference to the lives of those we serve. We take our accountability for all funding awarded very seriously.

At MAITS, we view Value for Money in the broader sense of making a long-term difference to both individuals and the systems within the countries we work in. A key focus of our work is not just to provide training, but also to work closely with local counterparts from national and local government to the grass-roots level to build capacity and create change within communities. We do this by building skills and working within local structures so that local healthcare, education services and NGOs are better equipped to support the long-term development of the local healthcare system independently.

These are the key ways in which MAITS represents value for money:



8.1. Economy

Working free of charge - MAITS relies almost entirely on individuals and organisations working free of charge, which represents a significant saving in terms of salaries or consultancy fees.

Local Trainers - As we increasingly rely on the local Training of Trainers model to deliver programmes, MAITS reduces trainer travel expenses while increasing the retention of skills within local communities, thereby minimising the risk of 'brain drain.'

Local organisations - Our local partners reduce our potential costs enormously. Apart from releasing their staff to deliver training as part of our ToT programmes, they also assist with logistics and hosting.

8.2. Efficiency

Being local and online - We have worked hard to improve the efficiency of our model. The most significant activities that have increased efficiency recently have been in relation to moving our ToT programme for the trainers of Community Health Workers to be delivered by local trainers, thereby reducing travel costs and time. Together with this initiative to create accompanying audio-visual resources that can be used by trainers and Community Health Workers, again reducing the reliance on face-to-face training and support. Other significant efficiencies have been made through developing local teams of expert trainers and partnering with local organisations who assist with coordinating the training roll-out. The ToT model also means that ongoing supervision and support to the Community Health Workers who are trained can be provided locally.

8.3. Effectiveness

Monitoring, evaluation and adaptation - We monitor our products and services through rigorous evaluation activities, modifying them as required to ensure that our training resources, programmes and approaches are as effective as possible. We do this through stakeholder feedback, observation of trainings, observations of practical trainee assessments as well as collecting data from the field on the impact of the interventions delivered by our trained community health workers. We are conducting an independent evaluation of the Community Health Worker Empowerment Programme by one of our Master Trainers as part of her Master's in education in Canada. The CHW training programme has been modified to make it simpler and enhance the quality of the delivery of training. We also have plans to redevelop our website, in response to feedback, with the aim of enhancing our skill-sharing activities and promoting much-needed access to information.

Local professionals and organisations - It has become very clear to MAITS that the most effective trainers are those who understand the local context and speak the local language. It has therefore been hugely rewarding to focus our energy in recent times on building strong working relationships with local experts and organisations on the ground. MAITS will continue to prioritise this approach going forwards.

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8.4. Equity

Strong commitment to some of the most vulnerable and marginalised members of society - People with disabilities and their families are the world's largest minority and they face stigma and discrimination. Our work focuses on assisting these people in achieving their right to access quality healthcare, education and support. This in turn provides the best opportunity for independence, the chance to earn a living and to participate in society as an equal citizen.

Do no harm - We ensure that we follow the 'do no harm' principle in our work by working within already existing service delivery frameworks in each country, following local protocols.

8.5. Cost Effectiveness

Contributions in kind - MAITS has benefitted from significant contributions in-kind, which means that our governance costs are only 2.5%. We have generous donations of office space, IT support and utilities.

Pro-bono/volunteer services - MAITS has benefitted from significant pro-bono and volunteer services. As well as our trainers, who provide the backbone of our work, we have also received pro-bono legal support, pro-bono graphic design work (including for this report), advice on measuring impact, and video-editing for training materials. We have also received support from interns on evaluation, fundraising and communications.

Low-cost support - We always negotiate charity rates and source the best value quotes.

9. Responsibilities of the Management Committee

Company law requires the Management Committee to prepare financial statements for each financial year which gives a true and fair view of the state of the affairs of the charitable company 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 management committee 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 company will continue on that basis.

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

9.1. Members of the Management Committee

Members of the Management Committees, who are directors for the company and trustees for the purpose of charity law, who served during the year and up to date of this report are set out on page 4.

In accordance with company law, as the company's directors, we certify that:

- Insofar as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- As the directors of the company, we have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

9.2. Auditors

Maxwell's Chartered Accountants were appointed as the charitable company's auditors during the year.

This report has been prepared in accordance with the Statement of Recommended Practice: accounting and Reporting by charities (issued in March 2005) and in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by the Management Committee on DATE and signed on behalf by:

Signed by:
Meheen Dalamal
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10/8/2025

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2025. The trustees have adopted the provisions of 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) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The promotion and provision of education, training, support and assistance for those providing services for persons with special educational needs and the advancement of and research into the education and care of persons with special educational needs and securing the publication of any such research.

Public benefit

The trustees have had regard to The Charity Commission guidance on public benefit.

FINANCIAL REVIEW

Financial position

MAITS has very low overheads due to the fact that we work from donated office space. Alongside the office space, the benefactor who provides us with this space also covers the costs of the utilities, IT and incidentals such as stationery.

Our training and programme work is carried out, almost entirely free of charge, by extremely qualified volunteer therapists and teachers, meaning that whilst we have a modest budget, the actual value of the work we carry out extends far beyond the cost of our budget and because of this support we represent extremely good value for money.

In addition, all our communications materials, including our annual report and our leaflets are all produced completely free of charge on a pro-bono basis. The in-kind contributions for the office, the IT support and the free graphic design are factored into the accounts as in-kind contributions.

Reserves

MAITS has reserves of £46,270 which equates to approx. 7 months of our running costs. This is in line with standard practice in the sector, in order to ensure that we have sufficient funding so that in case of an emergency, we would be able to sustain operations for a reasonable amount of time without putting the organisation at risk.

Restricted and unrestricted funding

The vast majority of our income sources are restricted and only very small amounts of funding, such as donations through JustGiving and Royal Parks Marathon are unrestricted. We would like to build our unrestricted funding, but recognise that the majority of our funding comes through trusts and foundations, which fund very specific projects.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06695839 (England and Wales)

Registered Charity number

1126268

Registered office

86/87 Wimpole Street
London
W1G 9RL

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2025

Trustees

M Dalamal	Chair
A Heathcoat-Amory	Vice Chair
Monica Kapoor	
Geraldine O'Grady	
Sunanda Mavillapalli	Resigned September 2024
D Huxford	

Independent Examiner

Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

Senior Management Team

Sadia Mirza	Director of Operations

Bankers

HSBC
18a Curzon Street
London
W1J 7LA

Approved by order of the board of trustees on 10/8/2025 and signed on its behalf by:

Signed by:
Meheen Dalamal
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M Dalamal - Trustee

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INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

Independent examiner's report to the trustees of Multi Agency International Training and Support ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2025.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed by:
Hugh Maxwell
0FF83130DE4C4C3...

H W G Maxwell FCA

Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

Date: 10/8/2025

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2025

	Notes	Unrestricted fund £	Restricted fund £	**2025 Total funds £**	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**79,500**	**42,043**	**121,543**	115,214
Investment income	3	**1,143**	**-**	**1,143**	934
Total		**80,643**	**42,043**	**122,686**	116,148
EXPENDITURE ON					
Charitable activities	4				
Programme delivery		**106,238**	**4,349**	**110,587**	105,490
Governance costs		**2,793**	**-**	**2,793**	6,459
Total		**109,031**	**4,349**	**113,380**	111,949
NET INCOME/(EXPENDITURE)		**(28,388)**	**37,694**	**9,306**	4,199
Transfers between funds	11	**23,211**	**(23,211)**	**-**	-
Net movement in funds		**(5,177)**	**14,483**	**9,306**	4,199
RECONCILIATION OF FUNDS					
Total funds brought forward		**51,331**	**31,930**	**83,261**	79,062
TOTAL FUNDS CARRIED FORWARD		**46,154**	**46,413**	**92,567**	83,261

The notes form part of these financial statements

Docusign Envelope ID: 8023D090-54EB-401D-90FB-C909E77EFE9B

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

BALANCE SHEET 30 JUNE 2025

	Notes	Unrestricted fund £	Restricted fund £	**2025 Total funds £**	2024 Total funds £
CURRENT ASSETS					
Debtors	9	-	-	-	8,500
Cash at bank		**46,154**	**61,313**	**107,467**	80,522
		46,154	**61,313**	**107,467**	89,022
CREDITORS					
Amounts falling due within one year	10	-	**(14,900)**	**(14,900)**	(5,761)
NET CURRENT ASSETS		**46,154**	**46,413**	**92,567**	83,261
TOTAL ASSETS LESS CURRENT LIABILITIES		**46,154**	**46,413**	**92,567**	83,261
NET ASSETS		**46,154**	**46,413**	**92,567**	83,261
FUNDS	11				
Unrestricted funds				**46,154**	51,331
Restricted funds				**46,413**	31,930
TOTAL FUNDS				**92,567**	83,261

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 10/8/2025 and were signed on its behalf by:

Signed by:
Monika Kapoor
6592409D391A4E0...

M Kapoor - Trustee

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	**106,043**	99,714
In kind donated services - office and facilities	**15,000**	15,000
In kind donated services - IT services	**500**	500
	121,543	115,214

Donations during the year have been received from the following sources:-

	2025	**2024**
	£	**£**
Trust & Foundations:		
The Rangoonwala Foundation	80,000	70,000
CareTech Foundation		13,500
The EA Foundation	**10,350**	11,500
Chalk Cliff Trust	**5,000**	
Global Giving Crowd Funding Platform:		
Pakistan TOT programme	1,171	1,993
Bangladesh TOT	**81**	222
Other donations	9,441	2500

continued….

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2. DONATIONS AND LEGACIES - continued

106,043	99,715

We would like to thank all the partners who have provided accommodation, training venues and other contributions in-kind that made the training possible.

3. INVESTMENT INCOME

	2025	2024
	£	£
Deposit account interest	**1,143**	934

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs	Totals
	£	£	£
Programme delivery	**79,517**	**31,070**	**110,587**
Governance costs	**419**	**2,374**	**2,793**
	79,936	**33,444**	**113,380**

5. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Examiner's remuneration	**1,100**	1,100

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2025 nor for the year ended 30 June 2024.

Trustees' expenses

Reimbursed expenses were paid to the trustees of nil (2024: nil).

continued…

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7. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	**25,404**	23,898
	25,404	23,898

The average monthly number of employees during the year was as follows:

	2025	2024
Charitable Activities	**1**	1

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted fund	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	72,500	42,714	115,214
Investment income	934	-	934
Total	73,434	42,714	116,148
EXPENDITURE ON			
Charitable activities			
Programme delivery	69,252	36,238	105,490
Governance costs	6,413	46	6,459
Total	75,665	36,284	111,949
NET INCOME/(EXPENDITURE)	(2,231)	6,430	4,199
Transfers between funds	1	(1)	-
Net movement in funds	(2,230)	6,429	4,199
RECONCILIATION OF FUNDS			
Total funds brought forward	53,561	25,501	79,062
TOTAL FUNDS CARRIED FORWARD	51,331	31,930	83,261

continued…..

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9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	**-**	8,500

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Social security and other taxes	**58**	(71)
Other creditors	**13,342**	4,332
Accrued expenses	**1,500**	1,500
	14,900	5,761

11. MOVEMENT IN FUNDS

	At 1.7.24	Net movement in funds	Transfers between funds	At 30.6.25
	£	£	£	£
Unrestricted funds				
General fund	**51,331**	**(28,388)**	**23,211**	**46,154**
Restricted funds				
General restricted funds	**31,930**	**37,694**	**(23,211)**	**46,413**
TOTAL FUNDS	**83,261**	**9,306**	**-**	**92,567**

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	**80,643**	**(109,031)**	**(28,388)**
Restricted funds			
General restricted funds	**42,043**	**(4,349)**	**37,694**
TOTAL FUNDS	**122,686**	**(113,380)**	**9,306**

continued……

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11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.23 £	Net movement in funds £	Transfers between funds £	At 30.6.24 £
Unrestricted funds				
General fund	53,561	(2,231)	1	51,331
Restricted funds				
General restricted funds	25,501	6,430	(1)	31,930
TOTAL FUNDS	79,062	4,199	-	83,261

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	73,434	(75,665)	(2,231)
Restricted funds			
General restricted funds	42,714	(36,284)	6,430
TOTAL FUNDS	116,148	(111,949)	4,199

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.23 £	Net movement in funds £	Transfers between funds £	At 30.6.25 £
Unrestricted funds				
General fund	53,561	(30,619)	23,212	46,154
Restricted funds				
General restricted funds	25,501	44,124	(23,212)	46,413
TOTAL FUNDS	79,062	13,505	-	92,567

continued…….

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11. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	154,077	(184,696)	(30,619)
Restricted funds			
General restricted funds	84,757	(40,633)	44,124
TOTAL FUNDS	238,834	(225,329)	13,505

Transfers between funds

During 2018 most of our donations received were to fund specific programmes and accordingly have been shown as restricted funds. To ensure the successful delivery of these programmes the Trustees have allocated £44,378 from the general to the restricted fund.

12. RELATED PARTY DISCLOSURES

During the year donations of £80,000 (2024: £70,000) were received from The Rangoonwala Foundation. MAITS Chairperson M. Dalamal is a trustee of The Rangoonwala Foundation as well.

continued……

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**106,043**	99,714
In kind donated services - office and facilities	**15,000**	15,000
In kind donated services - IT services	**500**	500
	121,543	115,214
Investment income		
Deposit account interest	**1,143**	934
Total incoming resources	**122,686**	116,148
EXPENDITURE		
Charitable activities		
Wages	**25,404**	23,898
Programme delivery expenditure	**30,649**	31,292
Travelling	**207**	41
Office and facilities - donated	**15,000**	15,000
Fundraising costs	**8,464**	7,564
Printing & Stationery	**48**	113
Sundries	**164**	166
	79,936	78,074
Support costs		
Management		
Insurance	**965**	585
Computer & IT expenses	**1,135**	2,352
Consultancy	**27,732**	27,060
Bank Charges	**232**	166
Legal & Professional	**47**	769
Accountancy	**995**	1,201
Conference costs and subscriptions	**1,238**	642
	32,344	32,775
Governance costs		
Examiner's remuneration	**1,100**	1,100
Total resources expended	**113,380**	111,949
Net income	**9,306**	4,199

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

England & Wales - Charity number 1126268

Accounts

This report was written in-house and the graphic design was provided on a pro-bono basis

Multi Agency International Training & Support

MAITS

Global Disability Training

Annual Report 2023-24

1st July 2023- 30th June 2024



Company Nymber: 06695839
Charity Number: 1126268

education,
training
& support

education,
training
& support

education,
training

MAITS – Improving the lives of people with developmental disabilities worldwide through the transfer of knowledge and skills

Contents

	PAGE
Chairperson's welcome	**1**
Message from our director of operations	**2**
Our story so far – The context	**3**
Key achievements 2023-24 – Our impact	**5**
Purposes and aims – Who we are	**7**
Vision	7
Mission	7
Strategic aims	8
Where we have worked	8
Our packages and programmes	**9**
Appropriate Paper Based Technology	9
Community Health Worker Empowerment Programme	10
Working with Infants with Feeding Difficulties	17
Other MAITS Services	**17**
Skill-matching and Small Grants scheme	17
Production of training resources	18
Success Stories	19
Theory of change – What we do	**20**
How our activities deliver public benefit	**21**
Financial review	**23**
Future plans – 2024-25	**23**
Structure, governance and management	**24**
How MAITS represents value for money	**27**
Responsibilities of management committee	**29**
MAITS' financial activities	**30**
How you can support MAITS' work	**42**



Dear friends and supporters,

It is with immense pride and honour that I present the MAITS Annual Report for the year 2023-24.

According to the latest data from UNICEF, children with disabilities face significant disparities compared to their peers. They are:

- **24% less likely** to receive early stimulation and responsive care, often due to poverty, stigma, exclusion, and increased vulnerability to violence, abuse, and neglect.
- **42% less likely** to have foundational reading and numeracy skills, facing barriers such as inaccessible schools and a lack of appropriate learning materials.
- **49% more likely** to have never attended school, particularly those from the poorest households or with severe functional difficulties.
- **25% more likely** to be wasted **and 34% more likely** to be stunted, with higher rates of malnutrition, especially among children with mobility challenges.
- **53% more likely** to experience symptoms of acute respiratory infection and other illnesses, which can lead to severe health outcomes.
- **51% more likely** to feel unhappy **and 41% more likely** to feel discriminated against due to their disabilities.

Meheen Dalamal
CHAIR OF MAITS TRUST BOARD

These sobering statistics highlight the urgent need for continued efforts to ensure that children with disabilities receive the care, education, and opportunities they deserve.

Since MAITS' founding in 2008, we have been steadfast in our mission to realise the rights of children with disabilities, working in alignment with the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and contributing to Sustainable Development Goals 3, 4, and 8. Our focus remains on promoting health and wellbeing, access to education, and the social inclusion of children with disabilities.

To date, MAITS has made an impact across 23 countries, with over 7,675 individuals trained, benefitting approximately 1.4 million children with disabilities and their families. This progress is thanks to our collaborations with 79 partner organisations and the dedication of our 284 trainers, which include Speech and Language Therapists, Occupational Therapists, Physiotherapists, Creative Arts Therapists, Special Educators, Nurses, and Psychologists. Of these, 102 trainers come from low- and middle-income countries, and we are working to increase that number to build even stronger local capacity. Additionally, we have 22 Master Trainers, 32 Basic Level Trainers, and 83 individuals currently under training across six countries.

This year's achievements would not be possible without the unwavering dedication of our volunteers, staff, and supporters. On behalf of the Board, I extend a heartfelt thank you to all involved, with special gratitude to our donors who share our vision of improving the lives of children with disabilities.

With gratitude,

Meheen



Sadia Mirza
DIRECTOR OF OPERATIONS, MAITS

Dear supporters and partners,

I am pleased to share the impactful strides MAITS has taken in the past year, thanks to our dedicated colleagues, volunteers, and partners. Despite global challenges, our commitment to creating positive change for children with disabilities remains unwavering.

In low-income countries, where families often lack access to crucial information There are approximately 1 billion people in the world living with a disability, with almost 240 million of these being children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries, where there are fewer skilled staff to support them. In these low-income settings, families often lack access to crucial information and services, leaving children with disabilities facing severe health outcomes.

Amidst ongoing recovery from the pandemic and new challenges arising from conflicts and climate change, MAITS has successfully adapted its training packages to meet evolving needs on the ground. Since our inception in 2009, we have trained 7,675 individuals in over 23 countries, positively impacting approximately 1.4 million children with disabilities and their families.

MAITS' roster has grown to include 284 trainers, with the majority being Speech and Language Therapists, Occupational Therapists, Physiotherapists, Creative Arts Therapists, Special Educators, Nurses, and Psychologists.

Small grants continue to play a vital role in facilitating our work. Since 2011, MAITS has awarded 197 grants to support training in rehabilitation and special education settings. In 2023/2024, we awarded eight new small grants to support training sessions in Zambia, Kenya, Burundi, and Nepal, and an additional five small grants to enable trainers from Uganda, Pakistan, Nepal, and the UK to participate in further training.

I extend my deepest gratitude to our delivery partners, trainers, donors, and supporters, especially the ZVM Rangoonwala Foundation, for their unwavering commitment to making a difference in the lives of children with disabilities. A special note of appreciation goes to our dedicated team members—Miranda Millan, Faryal Khan, Jenny Simpson, and Melody Waterworth—whose tireless efforts continue to advance our mission.

Through local action, we are achieving global change, and your continued support is instrumental in creating a world where all children can thrive.

With thanks,

Sadia Mirza

THE CONTEXT

Our Story so far...

2008

MAITS was established and registered as a UK Charity in December 2008 as the result of a trip by one of the founding members, Niels Chapman, to Pakistan. He visited special needs schools and rehabilitation centres in Karachi, Pakistan to understand the need for professional training on disability in low resource settings.

2009

First multi-disciplinary team of MAITS professionals trained 30 Speech and Language Therapists from Komo Centre and Entebbe Welfare School, Uganda. MAITS hired its first clinician onto the team in addition to the highly experienced volunteer clinicians and educators that we work with.

2010

MAITS conducted training visits to Sadhana Village, India to start compiling its very first training manual for community workers, caregivers and parents of children with special needs. A multi-disciplinary team of experienced clinicians wrote the programme.

2011



Biggest overseas training trip by a team of 11 clinicians delivered trainings at four major special needs institutes and centres in India. The team of volunteer speech and language therapists, occupational therapists, physiotherapist and special needs teachers directly trained 168 disability professionals in India benefitting over 480 individuals.

Olivia Donnelly joined the board as a trustee.

2012



MAITS launched its very first training manual for caregivers to work with children with developmental disabilities.

2013



MAITS started providing APT (Appropriate Paper-Based Technology) training on how to make therapy equipment out of paper and cardboard in Bangladesh. The team trained 29 professionals, representing nine different organisations in Chittagong. Since, the team has been again in 2014, 2016, 2018 and again in 2019 to continue their APT training in Bangladesh creating an effective continued training programme.

2014



MAITS started working on training for babies struggling to feed because of an underlying disability or premature birth. This resulted in the development of our life-saving training programme on infant feeding difficulties.

2015



The launch of our online platform for trainers and organisations to register with MAITS which allows us to match people looking for training with professionals who can provide tailored courses to match their training needs.

We also partnered with the Nathan Ebanks Foundation in Jamaica to train over 150 professionals working with children with developmental disabilities.

Annabel Heathcoat-Amory joined the board as a trustee

2016



MAITS released its training package on supporting children with feeding difficulties.

We also organised the first train the trainer style programme at Nathan Ebanks, Jamaica which resulted in the development of our training manual for Community Health Workers.

2017



We had the sixth return visit by Art Therapists to Zambia Therapeutic Art Centre taking the total number of beneficiaries of this training programme to 697. MAITS wins first external funding by pitching at a Dragon's Den style event at The Funding Network.

2018



Three MAITS volunteers were awarded the Prime Minister's Points of Light Award for their voluntary work with MAITS! Janet Ivin, John Carter and Geraldine O'Grady were three of only six people who received this award for their outstanding volunteer work for those with special educational needs and disabilities.

The project we partnered with the Nathan Ebanks Foundation to run in Jamaica won a merit award at the World Cerebral Palsy Awards!

We ran 17 small training programmes in response to locally developed requests. We launched our infant feeding programme as a Train the Trainer programme in Rwanda where our trainers and their new trainees ensured that we exceeded our target and trained 94 local professionals. This was funded by The Funding Network.

Our long-term Chair Asif Rangoonwala stepped down from the board after 10 years' of dedicated service. Meheen Dalamal was elected the new Chair, Annabel Heathcoat-Amory was elected Vice Chair and we recruited a Treasurer, Stuart Robertson.

2019

MAITS reached its millionth beneficiary this year!

MAITS expanded its team after having secured funding for a Project Coordinator and a Fundraiser from The Funding Network and the Fore, with a contribution from the Big Lottery.

2020



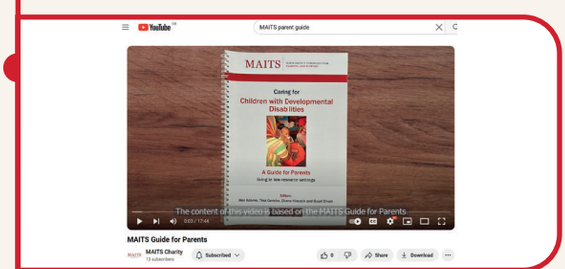
Established online training programme by adopting the Caring for/ Working with children with neuro developmental disabilities to keep reaching out to marginalised families during pandemic.

2023



In 2024, MAITS launched a new website to enhance interaction with stakeholders and showcase the our collaborative achievements. The revamped site reflects MAITS' commitment to accessibility, transparency, and fostering stronger connections with its global community.

2023



MAITS has launched its inaugural video resource to enhance the Community Health Worker Empowerment Programme. This video provides fundamental life skills techniques tailored for parents and caregivers of children who may be experiencing delayed or different developmental trajectories. The video is openly accessible on YouTube, presented in two languages to ensure widespread availability and inclusivity.

2022

MAITS signed a 3-year partnership with CareTech Foundation to continue rolling out the CHW Empowerment Programme in Bangladesh and Pakistan - until 2024.

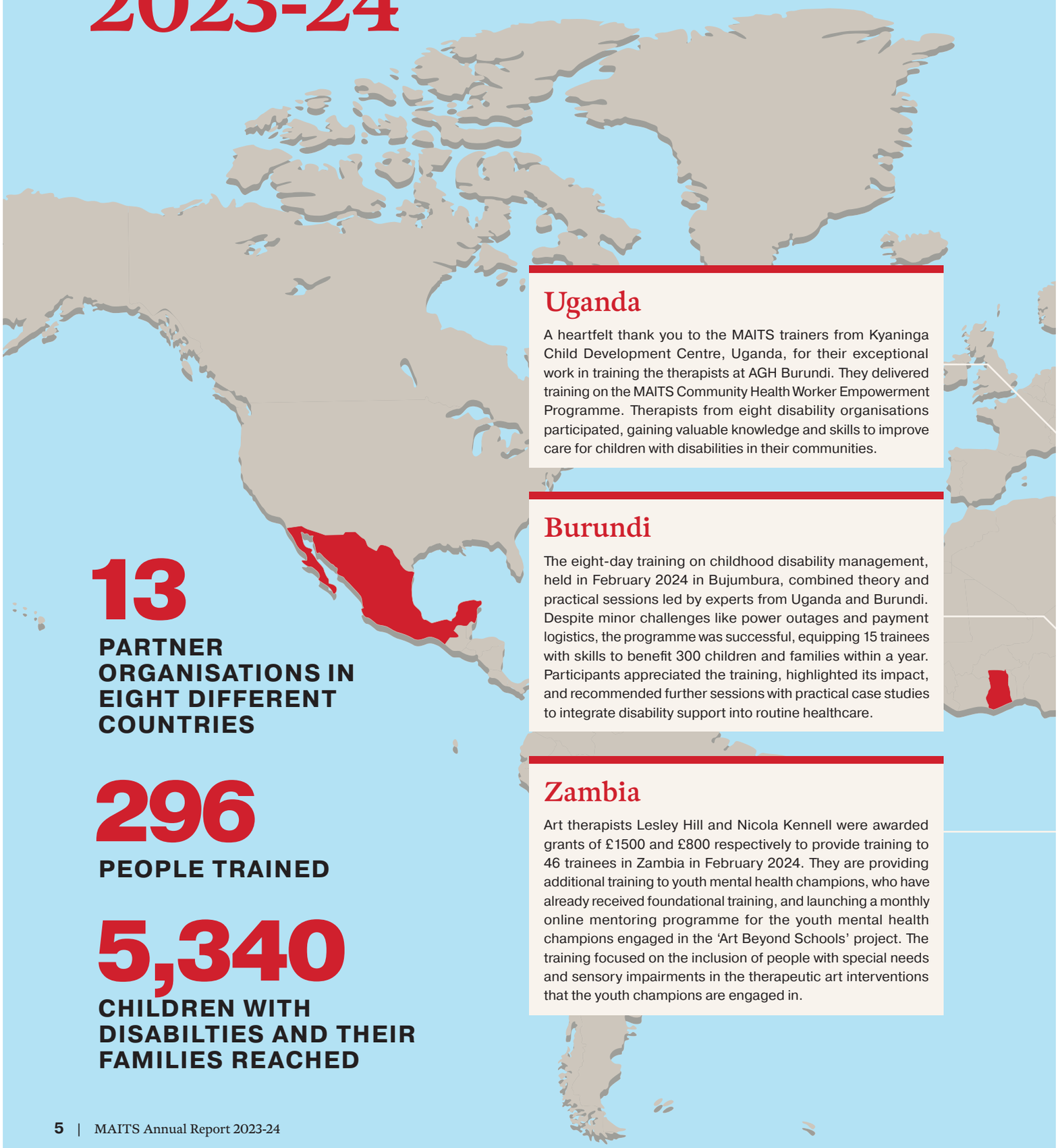
2021



MAITS launched it's hybrid model of Training of the Trainer programme in five focus countries – India, Pakistan, Bangladesh, Sri Lanka and Uganda.

OUR IMPACT

Key Achievements 2023-24



13

PARTNER ORGANISATIONS IN EIGHT DIFFERENT COUNTRIES

296

PEOPLE TRAINED

5,340

CHILDREN WITH DISABILTIES AND THEIR FAMILIES REACHED

Uganda

A heartfelt thank you to the MAITS trainers from Kyaninga Child Development Centre, Uganda, for their exceptional work in training the therapists at AGH Burundi. They delivered training on the MAITS Community Health Worker Empowerment Programme. Therapists from eight disability organisations participated, gaining valuable knowledge and skills to improve care for children with disabilities in their communities.

Burundi

The eight-day training on childhood disability management, held in February 2024 in Bujumbura, combined theory and practical sessions led by experts from Uganda and Burundi. Despite minor challenges like power outages and payment logistics, the programme was successful, equipping 15 trainees with skills to benefit 300 children and families within a year. Participants appreciated the training, highlighted its impact, and recommended further sessions with practical case studies to integrate disability support into routine healthcare.

Zambia

Art therapists Lesley Hill and Nicola Kennell were awarded grants of £1500 and £800 respectively to provide training to 46 trainees in Zambia in February 2024. They are providing additional training to youth mental health champions, who have already received foundational training, and launching a monthly online mentoring programme for the youth mental health champions engaged in the ‘Art Beyond Schools’ project. The training focused on the inclusion of people with special needs and sensory impairments in the therapeutic art interventions that the youth champions are engaged in.

Nepal

MAITS funded an APT training trip to Nepal for trainers Heather and Alan Angilley through our grants scheme. Along with 8 assistant trainers, they trained 22 individuals from 8 organisations in Kathmandu at Sundardhoka Saathi Sewa (SDSS). The six-day training covered the production, assembly, and finishing of stools, special chairs, standing frames, wedges, and toys. MAITS also funded the return of four therapists and one carpenter from ACELP, Karachi, who had attended the basic APT training in Nepal in October 2022, to participate in the Train the Trainer course in April 2024 at SDSS.

India

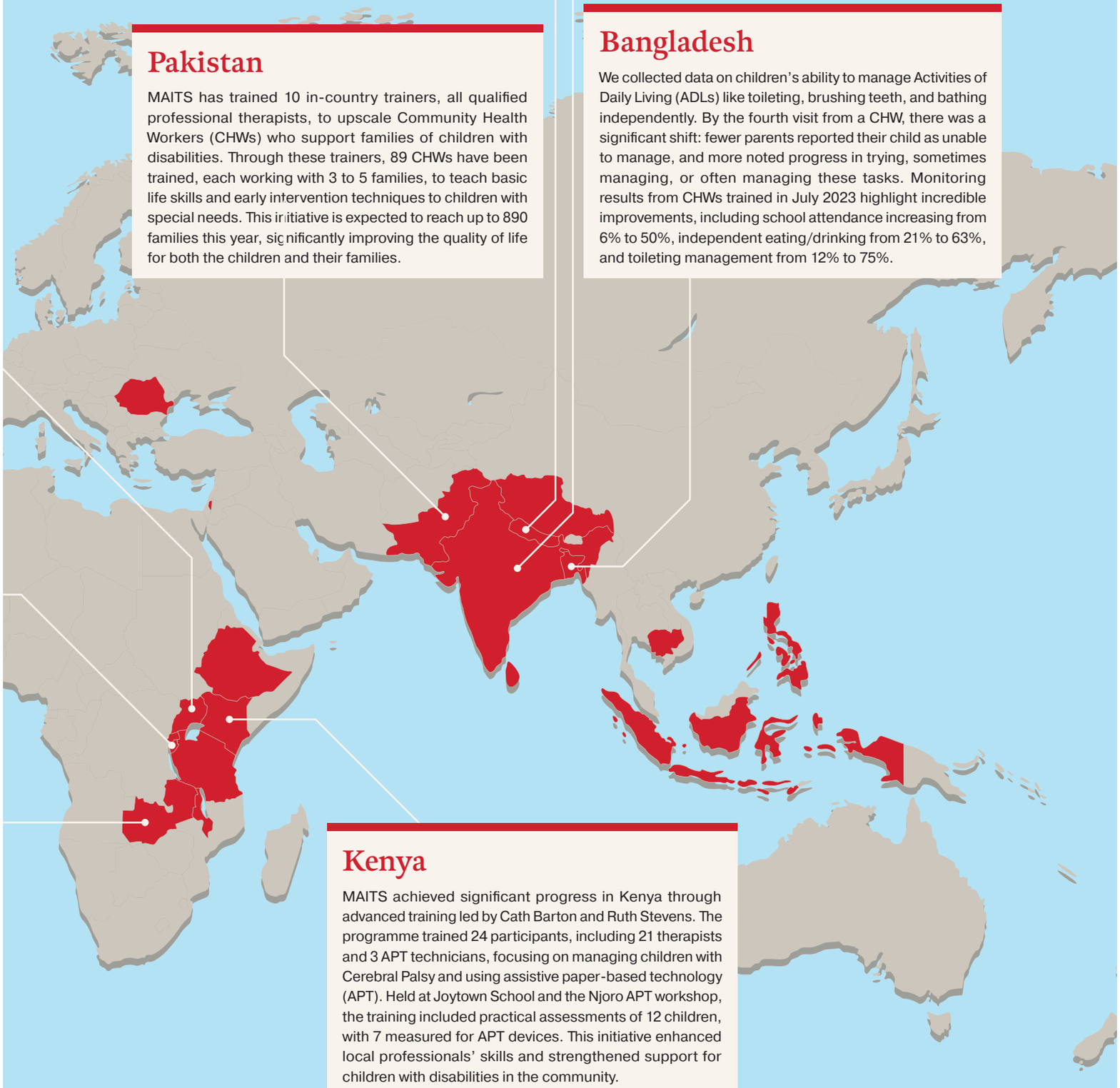
MAITS Master Trainer Shabnam Rangwala attended a regional partners meeting for the Children's Investment Fund Foundation (CIFF) in Delhi, where she engaged with professionals in the development sector focused on nutrition and child health in India.

Pakistan

MAITS has trained 10 in-country trainers, all qualified professional therapists, to upscale Community Health Workers (CHWs) who support families of children with disabilities. Through these trainers, 89 CHWs have been trained, each working with 3 to 5 families, to teach basic life skills and early intervention techniques to children with special needs. This initiative is expected to reach up to 890 families this year, significantly improving the quality of life for both the children and their families.

Bangladesh

We collected data on children's ability to manage Activities of Daily Living (ADLs) like toileting, brushing teeth, and bathing independently. By the fourth visit from a CHW, there was a significant shift: fewer parents reported their child as unable to manage, and more noted progress in trying, sometimes managing, or often managing these tasks. Monitoring results from CHWs trained in July 2023 highlight incredible improvements, including school attendance increasing from 6% to 50%, independent eating/drinking from 21% to 63%, and toileting management from 12% to 75%.



Kenya

MAITS achieved significant progress in Kenya through advanced training led by Cath Barton and Ruth Stevens. The programme trained 24 participants, including 21 therapists and 3 APT technicians, focusing on managing children with Cerebral Palsy and using assistive paper-based technology (APT). Held at Joytown School and the Njoro APT workshop, the training included practical assessments of 12 children, with 7 measured for APT devices. This initiative enhanced local professionals' skills and strengthened support for children with disabilities in the community.

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2024. The trustees have adopted the provisions of 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) (effective 1 January 2019).

PURPOSES & AIMS

Who we are

MAITS is an international disability charity working in low-resource settings around the world. Children born with disabilities such as cerebral palsy, autism and/or learning disabilities and their families are at the heart of everything we do. Our work involves developing the skills of those who support children with disabilities. Meeting the health, developmental and educational needs of children with special needs is a challenge in any setting but particularly for children living in low-income countries, where families often have no access to information, guidance or specialist services.

The mainstay of MAITS' work involves skilling community-based children and family services on meeting the needs of babies and children, by working through their caregivers. We have a network of partner organisations in Asia and Africa. The specialist disability staff from local partner organisations deliver MAITS training packages to front line health workers, teachers and community workers who in turn skill up families and caregivers. These packages are delivered following a 'Training of Trainer' model for capacity building. We also facilitate bespoke CPD training to healthcare and education staff on topics related to disability and mental health, which is delivered by professionals under our Small Grants Scheme.

All training is provided free of charge. MAITS helps to facilitate the training and provides grants to cover costs.



Vision

We envision a world in which children born with disabilities are able to access the health, development and education support they need to achieve their full potential.

Mission

To improve the life expectancy and quality of life of individuals born with disabilities, and the quality of life of their families, by improving access to appropriate child health, development and education support in low-resource areas of the world.

Strategic aims

To improve the lives of children born with disabilities in places with limited or no access to specialist child health, development and education services. We do this by strengthening the skills of the local health and education workforce, caregivers and families in how to support babies and children to survive and thrive.

Our work directly contributes to the Sustainable Development Goals 3, 4, 8 and 17[1] – marginalise the importance of health and wellbeing for all, access to education and promoting the social inclusion of persons with disabilities. We work through qualified healthcare practitioners with specialist skills in working with babies and children with neurodevelopmental conditions. Our trainers provide in-country training as well as remote training support where needed.

SDG 3 = End preventable deaths of newborns and children under 5 years of age, SDG 4 = guaranteeing equal and accessible education, SDG 8 = Promoting inclusive economic growth and employment. Sustainable Development Goals (who.int).

Where we have worked

We have worked in 23 countries, with a current focus on South Asia and Africa for our longer-term Training of Trainer (ToT) programmes.



Although we have worked in 23 countries, for the last 3 years we have focussed our efforts on projects in Asia and Africa, rolling out our Community Health Worker (CHW) Empowerment Programme and Appropriate Paper Based Technology. This year, we expanded our programme to Burundi.

For our Small Grants programmes, MAITS does not restrict the geographical areas in which training is delivered, enabling skill-sharing with those serving marginalised populations in any part of the globe.

Our Packages and Programmes

MAITS is prioritising Training of Trainer programmes to empower communities to develop skills and drive change locally, ensuring the widespread dissemination of essential expertise. Currently, MAITS offers two such programmes based on our training packages.

APPROPRIATE PAPER BASED TECHNOLOGY

In the year 2023-2024, MAITS continued its efforts to build a strong team in Nepal, Pakistan and Kenya focused on Appropriate Paper-Based Technology (APT). This included organising a return visit by trainers and trainees, further enhancing their expertise.

The impact of APT training at ACELP, one of our key regional partner organisations, has been significant and transformative. Previously dependent on expensive and heavy wood and laminate materials, ACELP has shifted to using APT techniques to craft therapy equipment and educational tools. Since attending the basic APT training in Nepal in October 2022, ACELP has expanded its product range to include lighter, more affordable equipment such as Cerebral Palsy chairs, standing frames, and rotating disc puzzles in various shapes.

The advanced APT training has further refined their skills, enabling them to produce a broader variety of APT materials tailored for children with disabilities. Initially, this training was provided to 6-8 colleagues, including teachers and therapists, and 10-12 special needs children have already begun receiving APT-based support under supervision. MAITS in partnership with ACELP has plans to extend this training to other organisations across Pakistan, including both urban and rural areas.

Annually, ACELP estimates that 25-40 clients will benefit from APT, with these numbers expected to grow as the programme continues. The ongoing production of custom-made equipment at ACELP serves not only the children in their care but also fulfils orders from other organisations. Their commitment to improving facilities and enhancing the capabilities of families with special needs children remains unwavering.

In April 2024, MAITS funded an APT training trip to Nepal for trainers Heather and Alan Angilley through our grants scheme. Along with 8 assistant trainers, they trained 22 individuals from 8 organisations in Kathmandu at Sundardhoka Saathi Sewa (SDSS). The six-day training covered the production, assembly, and finishing of stools, special chairs, standing frames, wedges, and toys.

MAITS also funded the return of four therapists and one carpenter from ACELP, Karachi, who had attended the basic APT training in Nepal in October 2022, to participate in the Train the Trainer course in April 2024 at SDSS.

Here is an excerpt from a testimonial by trainer Nazia about her experience:

"APT (Appropriate Paper-based Technology) is an amazing technology that recycles paper into useful therapeutic materials for children with special needs. After attending the basic APT course in October 2022 in Nepal, I completed the Training of the Trainer course in April 2024. Thanks to MAITS (Multi-Agency International Training and Support) for facilitating this wonderful training to serve the underserved. MAITS is doing amazing work

globally to empower families of children with special needs. Thanks to ACELP for always encouraging continuous development projects and training for better care for children.

The experience during this training was nothing short of amazing. Having 8-10 different organisations come together to share multiple ideas and thoughts was indeed a great learning experience.

The most satisfying moment in the training was seeing the big smile on the children's faces after they were comfortably positioned in their respective chairs and standing frames.

The most important thing I realised during this Training of the Trainer Course is that you learn more as a trainer/ teacher than as a student."





We have robust processes to ensure the quality of our programmes are maintained as they are rolled out.

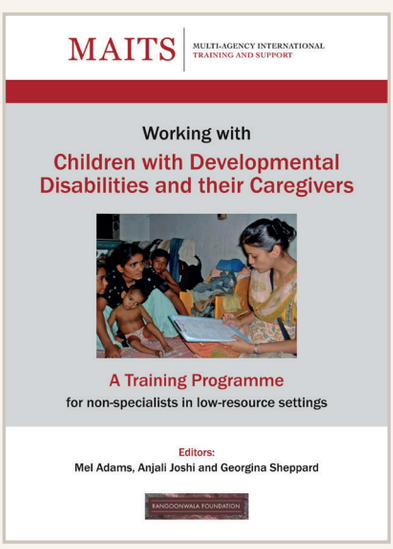
Potential trainers with the appropriate level of clinical expertise are trained on how to train others using the packages, through a combination of virtual and face-to-face learning. They are assessed throughout the process and only awarded certificates as MAITS trainers if they meet the criteria.

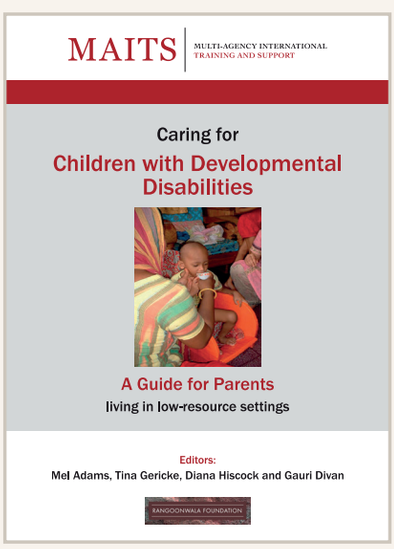
The roll-out of our programmes is facilitated by the organisations our trainers work for, who coordinate activities on the ground, release their staff to provide/attend the training and submit monitoring and evaluation data to us. MAITS provides overall co-ordination and pays for trainer and local costs.

SUPPORT FOR DISABLED CHILDREN THROUGH THE COMMUNITY HEALTH WORKER (CHW) EMPOWERMENT PROGRAMME

According to UNICEF, 1 in 10 children worldwide have a disability, the majority of whom live in developing countries where there is a scarcity of services for them. In response to this, MAITS has developed a capacity-building programme for Community Health Workers (CHWs). It comprises a toolkit for Community Health Workers and other non-specialists working directly with families (Keyworkers') to use with parents and caregivers, called 'Caring for Children with Developmental Disabilities: A Guide for Parents living in low-resource settings.' It helps parents to understand their child's special needs and learn techniques to support the child's health and development through the activities of everyday life. There is an accompanying 'Keyworker' training programme for those workers who will be using the parent package. The training is delivered by disability specialists trained by MAITS (MAITS Trainers).

Our Community Health Worker Empowerment Programme targets hard-to-reach families who have limited access to specialist therapists and therapy centres, and who rely on the skill and dedication of community workers to enhance the lives of their children with disabilities and therefore that of the family as well. The programme has been certified by the CPD UK certification service, and is being rolled out in Bangladesh, Sri Lanka, India, Pakistan, Burundi and Uganda through local Trainers - local healthcare staff who have experience of working with children with neurodevelopmental disabilities (e.g., Physios, OTs, Speech and Language Therapists) and have been through the MAITS ToT programme.





Keyworker training: Working with Children with Developmental Disabilities and their Caregivers

This is a 50 – 55 hours training programme equipping keyworkers who have little or no knowledge of developmental disability to provide basic guidance to families, using the MAITS Parent Guide.

The course aims to provide trainees with:

- An overview of childhood disabilities and their causes and impact
- An understanding of how to use daily activities to promote health, development and well-being
- The skills to be able to use the MAITS Guide for Parents and work effectively and respectfully with children with disabilities and their caregivers.

CHW Empowerment Programme – Pakistan

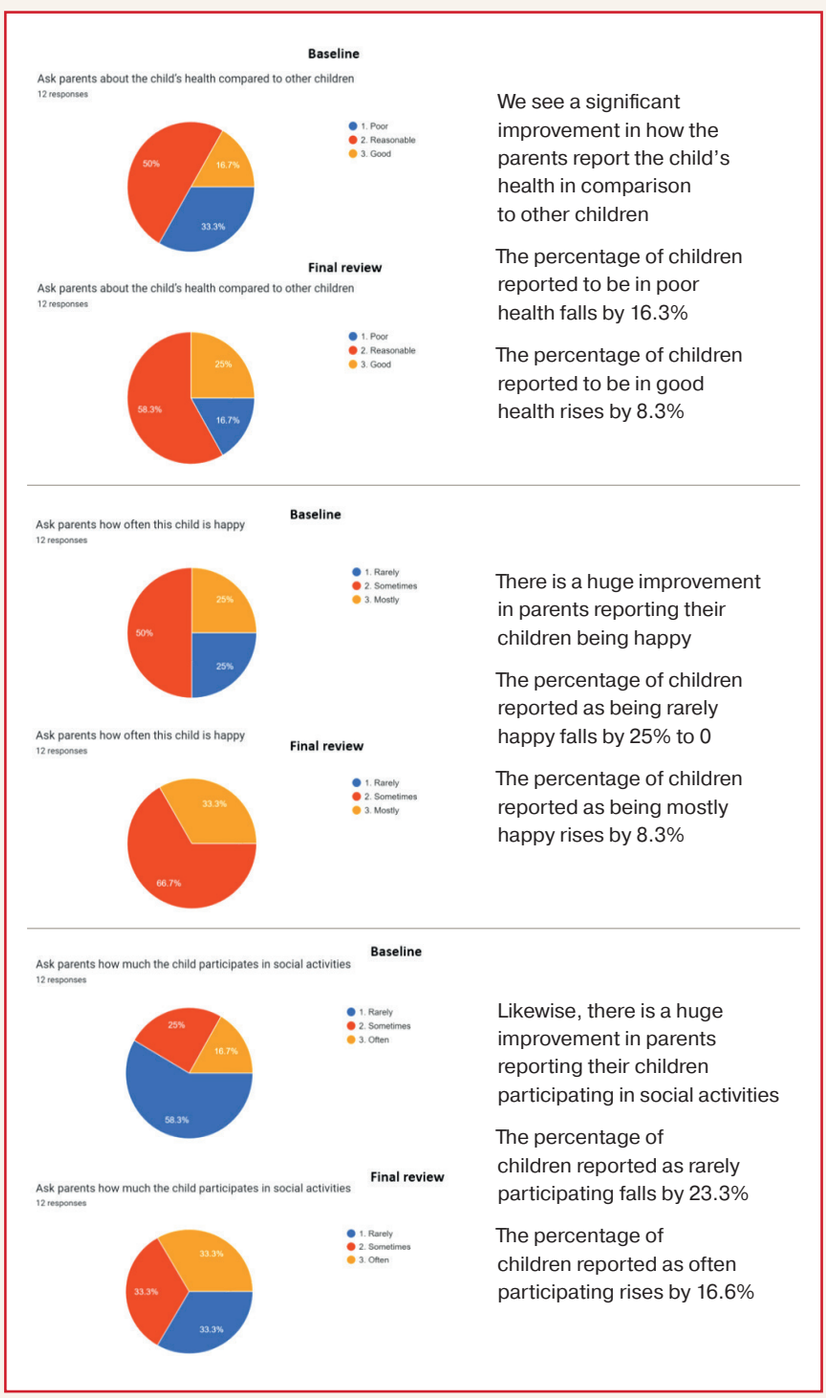
This year, MAITS has made significant progress in Pakistan through strategic partnerships and impactful training programmes. We have established a valuable collaboration with the University of Karachi (UoK), a prominent public institution known for its excellence in higher education and research. In February 2024, MAITS initiated a partnership with the Dean of the Education Department at UoK to integrate community-based rehabilitation into the curriculum for Special Education majors. This collaboration began with our expert Master Trainers conducting a curriculum review, followed by a successful week-long basic training in June 2024, which trained 16 individuals. This marks the first in a series of planned sessions under our memorandum of understanding.

In addition to UoK, MAITS has forged partnerships with IHRI, the Pakistan Memon Women's Association, and Ronaq e Islam School, focusing on providing capacity-building training to community-based workers and staff

in special schools across Karachi's underserved suburbs. These efforts are particularly aimed at marginalised communities, including Pashtuns and Balochs, who have historically faced limited access to support.

In Pakistan, MAITS has trained 10 in-country trainers, all qualified professional therapists, to upscale Community Health Workers (CHWs) who support families of children with disabilities. Through these trainers, 89 CHWs have been trained, each working with 3 to 5 families, to teach basic life skills and early intervention techniques to children with special needs. This initiative is expected to reach up to 890 families this year, significantly improving the quality of life for both the children and their families.

The data presented here includes a cohort of 12 CHWs trained at Marie Adelaide Laprosy Centre in March 2022. These efforts reflect MAITS' ongoing commitment to enhancing education, rehabilitation, and community support across Pakistan, fostering inclusive growth and empowering individuals in marginalised communities.












MAITS
Optimising positioning...


Collaboration with MAITS and CP

CHW Empowerment Programme – India

MAITS Master Trainer Shabnam Rangwala attended a regional partners meeting for the Children's Investment Fund Foundation (CIFF) in Delhi, where she engaged with professionals in the development sector focused on nutrition and child health in India. Despite being the only participant from a disability-focused organisation, Shabnam was able to introduce MAITS' resources during group discussions. She highlighted the Feeding Difficulties and Eating and Drinking Challenges training package and shared the CHW Training package, which sparked interest among the attendees.

Shabnam effectively positioned the MAITS resources as valuable tools that could be integrated into existing maternal and child health programmes. Dr. Hemang, Child Health and Development Director CIFF, India, encouraged other CIFF partners to consider incorporating MAITS resources into their training initiatives.

CHW Empowerment Programme – Bangladesh

Founded in 1979, the Centre for the Rehabilitation of the Paralysed (CRP) remains a beacon of hope for persons with disabilities in Bangladesh, offering comprehensive services including physiotherapy, occupational therapy, and vocational training.

Based in Savar, Bangladesh, CRP continues to expand its impact through the Community Health Worker (CHW) Empowerment Project delivered by MAITS. In October 2022, 15 Special Educators received MAITS Level 1 at the CRP, marking a pivotal moment in our efforts to enhance community healthcare capabilities. Subsequently, we received comprehensive data from 56 families, forming the basis of an insightful end-of-project report.

- February 2021: Training for therapists at CRP was conducted, led by Master Trainers Aasiya Sachwani, Ali Punjani, and Alexandra Hejazi. 15 Level 2 Trainers were successfully trained.
- CHW Training: These Level 2 Trainers subsequently trained 60 Community Health Workers (CHWs) in person. The training was initially delivered online, with top-up training provided online in March and April 2022.
- Impact on Children: Between September 2021 and November 2022, 120 children were visited by CHWs in their homes. The focus was on assessing how well these children were able to manage in 11 core areas known as Activities of Daily Living (ADLs).

We collected data on how well children are able to manage in ADLs, which include essential tasks like toileting, brushing teeth, and bathing independently. A comparison of the graphs shows a significant reduction in the number of parents reporting that their child is unable to manage these ADLs by the time the CHW has conducted four visits. Conversely, there is a notable increase in the number of parents reporting that their child is trying to manage, sometimes managing, or often managing these tasks.

We have received all monitoring and evaluation forms from the CHWs trained in July 2023. The results are incredible:

- At the first visit by the CHW to the family, 6% of parents reported their child goes go to school. By the final visit, **50% of parents report that their child is sometimes or often attending school**.
- At the first visit, 21% of parents report their child is managing to eat/drink independently. By the final visit, **63% of parents report their child is sometimes or often managing to eat/drink independently**.
- At the first visit, 12% of parents report their child is managing with toileting. By the final visit, **75% report that their child is sometimes or often managing toileting independently**.

Furthermore:

- At the first visit, 88% of parents reported their child to be in poor health in comparison to other children and 13% reported their child to be in good health. By the final visit, this had fallen to zero, and **67% reported their child to be in good health**.
- At the first visit, 88% of parents reported their child to be rarely or never happy. By the final visit, this had fallen to zero, and **56% reported their child to be mostly happy**.
- At the first visit, 75% of parents reported themselves to be not at all confident in how to help their child grow and develop. By the final visit, this had fallen to zero, and **69% of parents reported themselves to be mostly confident in helping their child grow and develop**.
- We are absolutely delighted that the CHWs have had such a positive impact on the lives of the children and families they are working with.

Future plans

At our partner organisation, CRP Bangladesh, we currently have:

- Two Level 3 Master Trainers (who can train trainers)
- Thirteen Level 2 Trainers (who can train Community Health Workers - CHWs)
- Eight Level 3 Trainers in Training (awaiting certification)
- One hundred and twenty trained CHWs (who work in their communities, visiting families)

We are planning future trainings to develop some of our L2 Trainers at CRP, Bangladesh into L3 Master Trainers. This will enable them to train more therapists as L2 Trainers. It will also develop the team of trainers at CRP, Bangladesh and allow expertise to be disseminated to their subcentres around the country as well as at their main centre in Savar.

Of particular note is the stark difference in how parents report their confidence in caring for their child. Many parents now feel more capable of helping their child grow and develop, and their overall outlook on caring for their child has improved markedly.



A parent's perspective on the impact of the training:

"I understand more now about my child's condition. Now she can do so many tasks by herself. She is going to school more often. If we try, we can achieve. He is now toileting and brushing teeth independently. Next, I want him to learn to bathe independently. I learned I need to show him any task several times and let him practice."

In July 2023, another 15 CHWs successfully completed Level 1 training, followed by additional cohorts in February and June 2024. This ongoing initiative underscores our commitment to empowering local healthcare providers with essential skills and knowledge.

In a significant stride, nine Level 2 Trainers attained certification this year, bolstering CRP's training infrastructure. Presently, CRP boasts two Level 3 Master Trainers and thirteen Level 2 Trainers, who collectively trained forty-five CHWs in 2024. This effort has directly benefited 900 families, affirming our dedication to fostering sustainable community health practices.

As we look to the future, our focus will remain on expanding the reach of our training programs and ensuring the long-term sustainability of the CHW project. Plans are underway to introduce advanced training modules that will enable CHWs to address more complex health issues within their communities. We are also exploring partnerships with local and international organisations to enhance resource availability and support systems for CHWs.

CHW Empowerment Programme – Burundi

The eight-day training, held from February 16 to 27, 2024, at the Health District Office of Bujumbura Mairie Nord, focused on childhood disability management and was led by four rehabilitation experts from Uganda and Burundi. Combining theoretical and practical sessions, participants were trained on child development, disability support, and community-based care.

The training faced a few minor challenges, including power cuts that hindered the projection of presentation slides, limiting the information available to participants. Additionally, there were logistical issues in managing payments, which required the unexpected inclusion of an accounting officer.

Despite these challenges, the training was successful and well-received. The 15 trainees from AGH, including clinical psychologists, physiotherapists, and health promotion technicians, are expected to benefit 300 children and families within one year. Participants gained valuable knowledge and skills, which they plan to integrate into their practices. The training concluded with assessments and certificate presentations, and participants made recommendations for more sessions, practical case studies, and integrating disability support into routine healthcare activities. The positive reception and active participation underscore the training's significant impact on improving care for children with disabilities in the community.



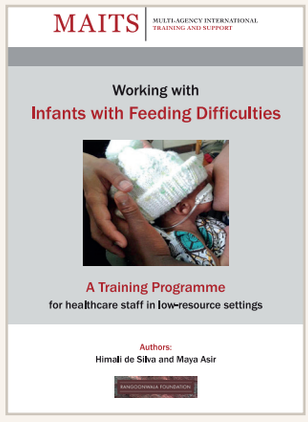


WORKING WITH INFANTS WITH FEEDING DIFFICULTIES

One million babies are born every year with a disability which is often associated with premature birth. All of these babies will need support with breastfeeding. In developing countries, 50% of babies born at 32 weeks die due to lack of support, including support to breastfeed.

MAITS' Infant Feeding programme was developed to address a global gap in the training of healthcare staff working with infants with feeding difficulties in low resource countries. It aims to reduce infant mortality and improve the health of babies with disabilities and those born prematurely, by enabling healthcare staff to support mothers to use simple feeding and caregiving techniques that can significantly improve their chance of survival and improve their quality of life. Previous pilots of our package in Malawi, Uganda and Sri Lanka achieved a significant increase in breastfeeding on the first day of birth, significant increases in exclusive breastfeeding on discharge from the neonatal unit and a reduction in mortality. Using our technique can mean the difference between life and death.

This is very hands-on training and needs to be delivered face-to-face. MAITS Trainers in Rwanda have been continuing to train staff on the ground using the MAITS infant feeding resources. One trainer (a senior nurse) explained that the MAITS Guide for Working with Infants with Feeding Difficulties has been adopted and integrated in the clinical and training protocol for staff at the Paediatric Development Clinic (PDC). Two of the trainers reported that the MAITS training had provided them with the knowledge, skills and confidence that enables them to train others as part of their day-to-day work. Our Master Trainers have been able to provide some support online using a case study model – watching videos of babies and meeting online with staff teams to discuss how they can support the mother and child.



Other MAITS Services

SKILL MATCHING AND SMALL GRANTS SCHEME

There are approximately 1 billion people in the world living with a disability. Almost 240 million of these are children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries where there are fewer skilled staff to support them.

MAITS provides a skill-matching service whereby we match health and education professionals from all over the world who have specialist skills in disability and are offering to share their skills for free, with organisations in low-and-middle income countries who are seeking training in a specific topic. Training includes skills-sharing to mental health workers who support caregivers of children with disabilities as well as teaching clinical supervision skills to speech and language therapists. MAITS trainers aim to enhance existing services by training workers in new skills and upgrading their existing skills. We provide skill-matching both through direct contact with our existing pool of trainers and through our online matching service.

MAITS provides small grants to enable training to take place. Since 2011, we have provided 197 grants to enable training for staff working in rehabilitation and special education settings in a range of topics.

In 2023/2024 we provided 8 more small grants to provide trainings in Zambia, Kenya, Burundi and Nepal. MAITS offered further 5 small grants to attend trainings in Nepal and Burundi. The trainers from Uganda, Pakistan, Nepal and the UK received small grants.

In February 2024, MAITS facilitated an experiential training on therapeutic art for 26 individuals working with young people with neurodevelopmental challenges in Zambia's Southern Province. Trainers Lesley Hill and Nicola Kennell trained Youth Champions from the Art Beyond Schools project in Livingstone and Kazungula. The training addressed neurodevelopmental challenges, stigma reduction, and the mental health impact of disabilities, with a focus on using art to promote agency and alleviate stress for both verbal and nonverbal youth. The interactive sessions, including role-playing, equipped participants with the skills and confidence to support children with various disabilities. Trainees reported significant gains and committed to ongoing mentoring to ensure sustainable practice.

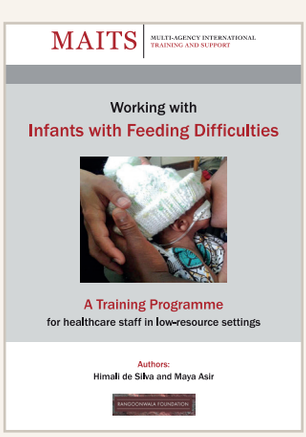
PRODUCTION OF TRAINING RESOURCES

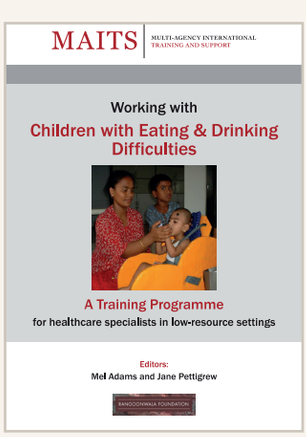
Due to a lack of resources for trainers and staff working with children with developmental disabilities in low- and middle-income countries, MAITS has produced a range of materials to bridge this gap.

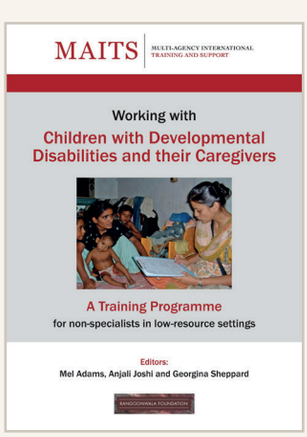
Our training packages have been accessed to date by individuals and organisations in over 40 countries around the world.

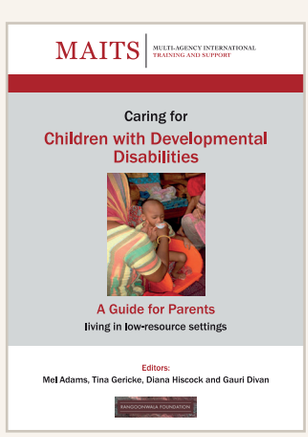
We have produced videos to accompany the CHW Empowerment Programme resources – to be used during training as well as with caregivers, accessible via smart phone or other suitable platforms depending on the context.

We have received endorsements for both the Infant Feeding programme, and the Guide for Parents on Caring for Children with Developmental Disabilities, both of which are included in the **USAID Disability Resource Bank**.









SUCCESS STORIES

CASE STUDY 1: Ahmed, a resilient 7-year-old boy facing a multitude of challenges due to hearing loss, visual impairment, seizures, and behavioural issues stemming from meningitis. Despite these obstacles, Ahmed's determination shines brightly.

Ahmed's mother, committed to providing him with the best possible care, sought assistance not only from the free government hospital but also from a compassionate MAITS Community Health Worker (CHW). This collaboration has been pivotal in Ahmed's journey toward holistic well-being.

Going beyond clinical support, the CHW serves as a guiding force for Ahmed's family. By imparting simple yet effective techniques, the CHW empowers Ahmed's mother to engage him in play and small household tasks, fostering his independence and growth.

Through their steadfast support and advocacy, the CHW ensures that Ahmed receives comprehensive care tailored to his needs. This collaborative effort underscores the transformative potential of community-based care and compassionate support.

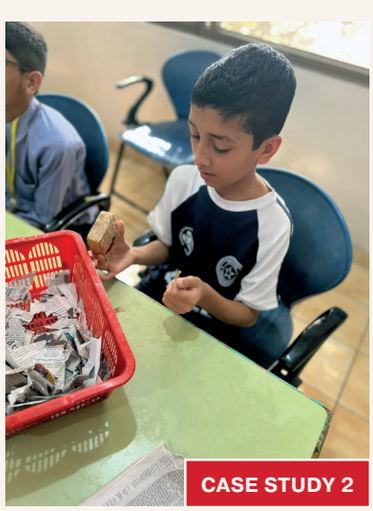
CASE STUDY 2: The APT "**trainers in training**" at ACELP are crafting staircases from cardboard for exercise and fine motor skills development while students are honing their coordination through toy-making.

ACELP, our valued partner since 2017, is eager to establish a fully functional APT workshop. This initiative will provide invaluable opportunities for skill-building and empowerment.

Furthermore, they're actively producing standing frames and positioning chairs using cardboard and glue for children attending their school, promoting inclusivity and accessibility in a cost effective and environmentally friendly manner.



CASE STUDY 1



CASE STUDY 2



CASE STUDY 2



CASE STUDY 2

WHAT WE DO: THE IMPACT OF OUR WORK

Theory of Change

How what MAITS does contributes to what we want to achieve

INPUT	ACTIVITIES	OUTPUTS	OUTCOMES	IMPACT
Funding and coordination of training programmes 	Life-saving training for staff working with disabled babies and children with feeding difficulties.	Strengthened capacity of professionals to provide a service to babies and children with feeding difficulties.	Hospital and clinic staff have the knowledge and skills to support children at risk of malnutrition and infection.	Increased breastfeeding and survival rates and subsequent health, development and well- being of babies and children with physical disability.
	Training on how to make low cost assistive devices and rehabilitation equipment from cardboard using innovative techniques.	Local production of disability equipment that is otherwise unavailable and/or unaffordable.	Individuals with disabilities have access to equipment that improves their health, development and independence.	Reduced disability experienced by the individual, leading to increased productivity, participation and quality of life for them and their families.
	Training non-specialist staff on basic techniques to promote positive care practices for children with disabilities through work with their families.	Non-specialist staff in community, education and care settings have the skills to support children with disabilities and teach this to their families.	Individuals with disabilities have access to improved care and support, where specialist services are scarce or non-existent.	Individuals with disabilities are enabled to reach their full potential, with good health and wellbeing, through improved access to family support, quality healthcare and education.
	Providing Continuous Professional Development training to healthcare and education staff on working with individuals with disabilities.	Healthcare and education professionals have the skills to provide a quality service to individuals with disabilities.	Individuals with disabilities have increased access to healthcare and education services that meet their needs.	
Skill-matching 	Providing a matching service for organisations seeking training and professionals offering to share their skills.	Staff working for organisations who provide a service to individuals with disabilities and their families receive training.	Local staff have improved knowledge and skills and are able to provide an enhanced service.	
Producing training resources 	Designing disability training programmes and resources where there is an unmet need.	Those caring for and working with people with disabilities in developing countries have access to resources that improve their knowledge and skills.	People with disabilities receive skilled care at home and from health and education services.	
Resource library 	Developing and maintaining an online library of freely available information documents and training resources.	A range of materials on disability are available in one place for anyone to access.	Students, practitioners, disability organisations and researchers have access to valuable information and resources, meeting an unmet need.	Professionals are able to share their knowledge and experience with each other and thereby improve the quality of their work to improve the lives of disabled people.

How our activities deliver public benefit

All our charitable activities focus on improving the quality of and access to therapeutic, health and educational services provided to individuals with disabilities in low- and middle-income countries. We do this by providing training to staff working in these sectors who have limited access to training and development.

In recent years, the emphasis of most internationally recognised organisations working in the disability sector has tended to focus on promoting rights rather than developing the technical skills of staff working with children with special needs and their families.

Although the WHO and other international bodies are beginning to bring health workers back into focus, this remains at the level of service-level guidelines rather than grass-roots clinical guidance. MAITS is therefore aiming to address this gap.

MAITS is also unique in the following:

- Its specific focus as an international charity on neurodevelopmental disabilities, including autism and learning disability as well as cerebral palsy.
- The range of disability and special needs workers that it supports.
- The innovative approach to working with babies and children taught through our training packages; focusing on easy-to-learn, low-cost techniques for caregivers which impact directly on life expectancy and quality of life.
- The way we use the 'Training of Trainer' (TOT) model in our programmes to upskill staff working at the grass roots level. This is not only disseminated through local therapists trained by MAITS but incorporates an ongoing system of quality assurance through regular supervision and support for the trainers and staff on the ground.

Who has used and benefitted from our services?

- Centre-based healthcare, education professionals, community-based family workers and students in clinical training in developing countries have benefitted from our services, through the enhancement of their professional skills.
- Individuals with disabilities and mental health challenges who have received a service from staff trained through MAITS have benefitted from a better quality and a greater range of interventions aimed at reducing the impact of their disability and improving their quality of life.
- Caregivers have benefitted both from the improvements in the functioning, health and wellbeing of the individual they care for, as a result of enhanced professional support, but have also benefitted from the new caregiving skills they have been taught and the emotional support they have received from the same.
- Professionals who have volunteered to provide training have benefitted from MAITS' services through the building of their own skills and knowledge. In leading to enhanced employment or further learning opportunities. As trainers, they have benefitted from increased access to resources and professional guidance and for some they have gained skills from working in a different context, which they have then taken back to their own workplace.

MAITS has 284 trainers on its register. The majority are Speech and Language Therapists, Occupational Therapists and Physiotherapists. Others include creative arts therapists, special educators, nurses and psychologists. 102 of our trainers are from low- and middle-income countries and we are proactively aiming to increase the numbers of these.

In addition, we have 22 Master Trainers, 32 Basic Level Trainers and 83 under Training in 6 different countries.

Since 2009, we have provided training to 7675 individuals in over 23 countries benefitting approximately 1,400,000 children with disabilities and their families.

* Figures are calculated based on average caseloads per trainee type (e.g. clinic-based therapist vs community worker etc.) per year, multiplied by every subsequent year following training, up to a maximum of 5 years following training (due to inevitable attrition). These estimated caseloads are based on data we collected from trainers over a period of 4 years) during which 57 organisations received training.









Financial Review

The charity has benefitted from the long-term support of its main donor, **the ZVM Rangoonwala Foundation**, who this year donated a generous £70,000. MAITS has been fortunate to have had the support of the ZVM Rangoonwala Foundation since its inception. This has provided us with a stable, ongoing source of funding. The focus of our recent fundraising strategy has been to diversify our funding sources, which we have been able to do. We have also had considerable support from volunteers and significant services 'in kind' in terms of office space and utilities.

This year MAITS received funding from **The CareTech Foundation** towards its Community Health Worker Empowerment Programme in Pakistan and Bangladesh. We have also been awarded a grant of £23,000 from EA Foundation for a two-year Community Health Worker programme in Pakistan to train a further 50 CHWs.

This year we have also been successful in raising funds through crowdfunding platforms, raising £2,214 through **GlobalGiving** and £2,500 from Individual Donors.

Investment Policy:

MAITS reviewed its reserves and investment policy in 2023 which has been signed off by the Board of Trustees. The policy is reviewed every two years. Currently, MAITS does not hold any short-term or long-term investments.

Reserves Policy:

The organisation is maintaining our reserves to cover three to six months' worth of running costs. The year ended with £51,332.00 of unrestricted reserves.

Plans for the year 24 -25

We will achieve our mission to improve access to family support, quality healthcare and education through delivering the following activities this year:

- Update MAITS' objectives with the Charity Commission and review the Memorandum of Articles of Association to ensure compliance and adherence to governance standards in England and Wales.
- Continue the growth of MAITS' Training of Trainer (ToT) programmes by collaborating with both current and new partners, emphasising sustainability, and empowering local communities to drive change and integrate programmes into existing structures.
- Review and update the five-year strategy and Theory of Change to guide future initiatives and ensure alignment with our long-term goals.
- Strengthen governance with improved due diligence and safeguarding, establish a Clinical Committee, enhance monitoring and evaluation systems, and submit the annual report within three months of year-end.
- Advance the Appropriate Paper-Based Technology (APT) and Infant Feeding Programmes by partnering with both new and existing organisations.
- Continuously update and improve the website to engage partners, donors, and other stakeholders effectively, ensuring it remains a dynamic and informative resource.
- Maintain high standards of programme quality through systematic support for partners, increased face-to-face visits, and regular supervision of trainers, while also providing continued training for health and education staff in low-resource settings.

Structure, Governance and Management

Governing Document:

MAITS is a charitable company limited by guarantee, incorporated on 11th September 2008 under the name of Multi-Agency International Training and Support. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

MAITS is currently undertaking a thorough review of its Memorandum of Articles of Association and Objects to ensure full compliance with the latest governance legislation in England and Wales. We are grateful to Allen & Overy Shearman for their exceptional pro bono services in drafting the new Articles of Association and providing valuable advice on the structure of our trust board and memberships. This critical work is expected to be completed in the second quarter of the next financial year.

Recruitment and Appointment of Management Committee:

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve until they stand down, or if they are absent for more than three consecutive meetings.

All members of the Management Committee give their time voluntarily and receive no benefits from the charity.

The Trustees sincerely thank Christina Gerick, who resigned from the MAITS Trust board in June 2024. Her clinical insights greatly enhanced our operations, and we deeply appreciate her dedication and contributions.

This year MAITS recruited two new trustees.

In June 2024, Monika Kapoor joined the MAITS Trust Board, bringing over twenty-five years of extensive experience across construction, manufacturing, and hospitality sectors. With seventeen years in the food service industry, including fifteen years in senior management roles, Monika excels in accounting and business administration. Her strong background in financial management and her ability to establish and maintain high operational standards through effective communication and internal systems development will significantly contribute to the Trust's mission and objectives.

Geraldine O'Grady rejoined the MAITS Trust Board in June 2024, bringing over 36 years of dedicated service in education to our team. Her journey began in London in 1986, where her passion for inclusive learning led her to specialise in teaching children with special needs. Geraldine spent over 25 years at Whitefield Schools and Centre, where she made significant contributions to the field of special education. Her unwavering commitment to inclusive education has been widely recognised, including a nomination for the prestigious Prime Minister's Point of Light Award in 2019.

Trustee Induction and Training:

Trustee induction and training for this period included:

- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing and the current financial position as set out in the latest published accounts.
- Plans and objectives.

Risk Management:

Systems are in place to monitor the recruitment of trainers; the health and safety of staff and volunteers and financial controls are in place through the scrupulous implementation of procedures for authorisation of all transactions and projects.

Key risks previously identified and mitigation update:

Need for more diversified funding –The trustees understand the risks involved with relying on single source of funding. MAITS is continually building its portfolio to attract external funding and begin to diversify our funding. We have also focused on building our reserves and strengthening our compliance, which puts us in a stronger position to build our donor base. This year we have successfully secured a grant from EA Foundation for the first time.

Risks around child and adult protection – at MAITS we take our safeguarding responsibilities very seriously and have stringent policies and procedures governing the recruitment and management of volunteers and staff. This includes trainers under the Small Grants scheme being interviewed and providing two references prior to the start date of their training; due diligence and vetting of the organisations that training is delivered to; and pre-departure security briefings for trainers who are travelling. We work with international organisations to train their staff who have already been vetted by their employers.

Risk of data protection issues – We have nominated our Director of Operations as the dedicated Data Controller within the team. This person has a Masters degree in HR and oversees all of our data protection systems. These include ensuring that there are non-disclosure agreements in relation to all sensitive data, protected servers and internet firewalls in place. The Data Controller ensures that private information and personal details are not shared with third parties. We carry out due diligence before hiring MAITS staff and trainers.

Financial risk – We have an anti-bribery and corruption policy and have all of our policies reviewed every two years.





Related Parties:

The charity is guided by international policy on disability, such as the Sustainable Development Goals, WHO guidelines, the United Nations Conventions on the Rights of the Child, and the United Nations Convention on the Rights of Persons with Disabilities. Our work particularly reflects policies advocating the equitable access to and use of quality services for vulnerable and marginalised populations and the current global shift from child survival to thriving and transformation.

MAITS does not have any offices overseas. We work through local partners. They identify the local need, and we provide support and resources to help them bring about change within their own communities. We share information on the support we can provide so that they can choose what might be most relevant to them and their needs.

The local partners we have been working with this year include:



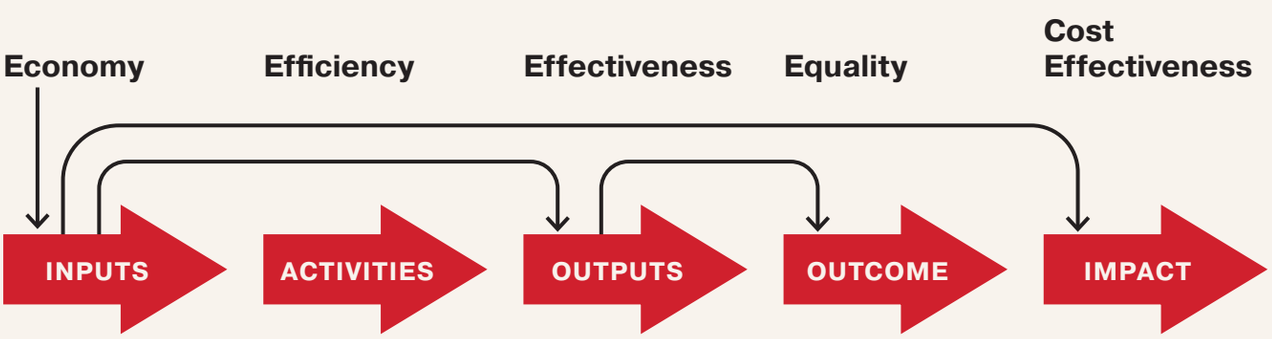
HOW MAITS REPRESENTS

Value for Money

MAITS is committed to the importance of Value for Money, which is vital in ensuring that funding provided by our donors is spent in a way that is accountable and that enables us to ensure that each pound is maximised to make the most difference to the lives of those we are seeking to serve. We take the responsibility of ensuring we are accountable for any funding awarded very seriously.

At MAITS, we view Value for Money in the broader sense of making a long-term difference to both individuals and the systems within the countries we work in. A key focus of our work is not just to provide training, but also to work closely with local counterparts from national and local government to the grass-roots level to build capacity and create change within communities. We do this by building skills and working within local structures so that local healthcare, education services and NGOs are better equipped to support the long-term development of the local healthcare system independently.

These are the keyways in which MAITS represents value for money:



Economy

Working free of charge – MAITS relies almost entirely on individuals and organisations working free of charge, which represents a significant saving in terms of salaries or consultancy fees.

Local Trainers – As we are relying more and more on the local Training of Trainer model to deliver our programmes, not only are there reduced travel expenses for our trainers, but there is a greater likelihood that increased skills developed within the workforce will stay within local communities, with the risk of 'brain drain' reduced.

Local organisations – Our local partners reduce our potential costs enormously. Apart from releasing their staff to deliver training as part of our ToT programmes, they also assist with logistics and hosting.

Efficiency

Being local and online – We have worked hard to improve the efficiency of our model. The most significant activities that have increased efficiency recently have been in relation to moving our ToT programme for the trainers of Community Health Workers to be delivered partly online, thereby reducing travel costs and time. Together with this is the new initiative to create accompanying audio-visual resources that can be used by trainers and Community Health Workers, again reducing the reliance on face-to-face training and support. Other significant efficiencies have been made through developing local teams of expert trainers and partnering with local organisations who assist with coordinating the training roll-out. The ToT model also means that ongoing supervision and support to the Community Health Workers who are trained can be provided locally.

Effectiveness

Monitoring, evaluation and adaptation – We monitor our products and services through rigorous evaluation activities and modify them as required to ensure that our training resources, programmes and approaches are as effective as possible. We do this through stakeholder feedback, observation of trainings, observations of practical trainee assessments as well as collecting data from the field on the impact of the interventions delivered by our trained community health workers. We are conducting an independent evaluation of the Community Health Worker Empowerment Programme by one of our Master Trainers as part of her master's in education in Canada. The CHW training programme has been modified to make it simpler and enhance the quality of the delivery of training. We also have plans to redevelop our website, in response to feedback, with the aim of enhancing our skill-sharing activities and promoting much-needed access to information.

Local professionals and organisations – It has become very clear to MAITS that the most effective trainers are those who understand the local context and speak the local language. It has therefore been hugely rewarding to focus our energy in recent times on building strong working relationships with local experts and organisations on the ground. MAITS will continue to prioritise this approach going forwards.

Equity

Strong commitment to some of the most vulnerable and marginalised members of society – People with disabilities and their families are the world's largest minority and they face stigma and discrimination. Our work focuses on assisting these people in achieving their right to access quality healthcare, education and support. This in turn provides the best opportunity for independence, the chance to earn a living and to participate in society as an equal citizen.

Do no harm – We ensure that we follow the 'do no harm' principle in our work by working within already existing service delivery frameworks in each country, following local protocols.

Cost Effectiveness

Contributions in kind – MAITS has benefitted from significant contributions in-kind, which means that our governance costs are only 6%. We have generous donations of office space, IT support and utilities.

Pro-bono/volunteer services – MAITS has benefitted from significant pro-bono and volunteer services. As well as our trainers, who provide the backbone of our work, we have also received pro-bono legal support, pro-bono graphic design work (including for this report), advice on measuring impact, and video-editing for training materials. We have also received support from interns on evaluation, fundraising and communications.

Low-cost support – We always negotiate for charity rates and source the best value quotes.

RESPONSIBILITIES OF THE

Management Committee

Company law requires the Management Committee to prepare financial statements for each financial year which gives a true and fair view of the state of the affairs of the charitable company 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 management committee 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 company will continue on that basis.

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

Members of the Management Committee

Members of the Management Committees, who are directors for the company law and trustees for the purpose of charity law, who served during the year and up to date of this report are set out on page 4.

In accordance with company law, as the company's directors, we certify that:

- Insofar as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- As the directors of the company, we have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

Maxwell's Chartered Accountants were appointed as the charitable company's auditors during the year.

This report has been prepared in accordance with the Statement of Recommended Practice: accounting and Reporting by charities (issued in March 2005) and in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by the Management Committee and signed on behalf by:

Meheen Dalamal

12/11/2024

MAITS'

Multi Agency International Training & Support

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2024

OBJECTIVES AND ACTIVITIES

Objectives and aims

The promotion and provision of education, training, support and assistance for those providing services for persons with special educational needs and the advancement of and research into the education and care of persons with special educational needs and securing the publication of any such research.

Public benefit

The trustees have had regard to The Charity Commission guidance on public benefit.

FINANCIAL REVIEW

Financial position

MAITS has very low overheads due to the fact that we work from donated office space. Alongside the office space, the benefactor who provides us with this space also covers the costs of the utilities, IT and incidentals such as stationery.

Our training and programme work is carried out, almost entirely free of charge, by extremely qualified volunteer therapists and teachers, meaning that whilst we have a modest budget, the actual value of the work we carry out extends far beyond the cost of our budget and because of this support we represent extremely good value for money.

In addition, all our communications materials, including our annual report and our leaflets are all produced completely free of charge on a pro-bono basis. The in-kind contributions for the office, the IT support and the free graphic design are factored into the accounts as in-kind contributions.

Reserves

MAITS has reserves of £51,331 which equates to approx. 7 months of our running costs. This is in line with standard practice in the sector, in order to ensure that we have sufficient funding so that in case of an emergency, we would be able to sustain operations for a reasonable amount of time without putting the organisation at risk.

Restricted and unrestricted funding

The vast majority of our income sources are restricted and only very small amounts of funding, such as donations through GlobalGiving and individual donors are unrestricted. We would like to build our unrestricted funding but recognise that the majority of our funding comes through trusts and foundations, which fund very specific projects.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

MAITS'

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06695839 (England and Wales)

Registered Charity number

1126268

Registered office

86/87 Wimpole Street
London
W1G 9RL

Trustees

M Dalamal	Chair
A Heathcoat-Amory	Vice Chair
Monica Kapoor	joined 23rd May 2024
Geraldine O'Grady	joined 23rd May 2024
Sunanda Mavillapalli	
D Huxford	

Independent Examiner

Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

Senior Management Team

Sadia Mirza	Director of Operations

Bankers

HSBC
18a Curzon Street
London
W1J 7LA

Approved by order of the board of trustees on 12/11/2024 and signed on its behalf by:

Meheen Dalamal

M Dalamal - Trustee

MAITS'

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

Independent examiner's report to the trustees of Multi Agency International Training and Support ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Ben Maxwell

H W G Maxwell FCA

Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

Date: 12/11/2024

MAITS' Financial Activities

Multi Agency International Training & Support (Company No. 06695839)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2024

	Unrestricted fund (£)	Restricted fund (£)	2024 Total funds (£)	2023 Total funds (£)
INCOME AND ENDOWMENTS FROM				
Donations and legacies	72,501	42,713	115,214	110,054
Investment income	934	–	934	446
Total	73,435	42,713	116,148	110,500
EXPENDITURE ON				
Charitable activities				
Programme delivery	68,665	36,239	104,904	143,404
Governance costs	6,999	46	7,045	4,408
Total	73,435	36,285	111,949	147,812
NET INCOME/(EXPENDITURE)	(2,229)	6,428	4,199	(37,312)
Transfers between funds	–	–	–	–
Net movement in funds	(2,229)	6,428	4,199	(37,312)
RECONCILIATION OF FUNDS				
Total funds brought forward	51,238	25,501	79,062	116,373
TOTAL FUNDS CARRIED FORWARD	53,561	31,929	83,261	79,061

MAITS' Financial Activities

BALANCE SHEET 30 JUNE 2024

	Unrestricted fund (£)	Restricted fund (£)	2024 Total funds (£)	2023 Total funds (£)
CURRENT ASSETS				
Debtors	–	8,500	8,500	5,100
Cash at bank	51,332	29,190	80,522	80,137
Total	51,332	37,690	89,022	85,237
CREDITORS				
Amounts falling due within one year	–	(5,761)	(5,761)	(6,176)
NET CURRENT ASSETS	51,332	31,929	83,261	79,061
TOTAL ASSETS LESS CURRENT LIABILITIES	51,332	31,929	83,261	79,061
NET ASSETS	51,332	31,929	83,261	79,061
FUNDS				
Unrestricted funds			51,332	53,561
Restricted funds			31,929	25,500
TOTAL FUNDS			83,261	79,061

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 12/11/2024 and were signed on its behalf by:

Monika Kapoor

M Kapoor – Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	**99,714**	94,554
In kind donated services - office and facilities	**15,000**	15,000
In kind donated services - IT services	**500**	500
	115,214	**110,054**

Donations during the year have been received from the following sources:-

	2024	2023
	£	£
Trust & Foundations:		
The Rangoonwala Foundation	70,000	65,000
CareTech Foundation	13,500	7,500
Ashworth Charitable Trust		2,600
The James & Grace Trust		1,000
The EA Foundation	**11,500**	
The Mathew Heathcoat-Amory Trust		7,000
The Barking & Dagenham Grant		500
Global Giving Crowd Funding Platform:		
Pakistan TOT programme	1,993	1,204
SriLanka TOT		223
Bangladesh TOT	222	479
Covid 19 response		46
Other donations	2,500	9,002
	99,715	94,554

We would like to thank all the partners who have provided accommodation, training venues and other contributions in-kind that made the training possible.

3. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	**934**	446

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs £	Totals £
Programme delivery	**78,271**	**26,633**	**104,904**
Governance costs	**864**	**6,181**	**7,045**
	78,103	**33,846**	**111,949**

5. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Examiner's remuneration	**1,100**	1,100

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2024 nor for the year ended 30 June 2023.

Trustees' expenses

Reimbursed expenses were paid to the trustees of nil (2023: nil).

7. STAFF COSTS

	2024 £	2023 £
Wages and salaries	**23,898**	25,827
	23,898	25,827

The average monthly number of employees during the year was as follows:

	2024	2023
Charitable Activities	**1**	2

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	24,503	85,552	110,055
Investment income	446	-	446
Total	24,949	85,552	110,501
EXPENDITURE ON			
Charitable activities			
Programme delivery	21,858	121,546	143,404
Governance costs	4,302	106	4,408
Total	26,160	121,652	147,812
NET INCOME/(EXPENDITURE)	(1,211)	(36,100)	(37,311)
Transfers between funds	3,534	(3,534)	-
Net movement in funds	2,323	(39,634)	(37,311)
RECONCILIATION OF FUNDS			
Total funds brought forward	51,238	65,135	116,373
TOTAL FUNDS CARRIED FORWARD	53,561	25,501	79,062

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	**8,500**	5,100

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Social security and other taxes	**(71)**	(33)
Other creditors	**4,332**	4,709
Accrued expenses	**1,500**	1,500
	5,761	6,176

11. MOVEMENT IN FUNDS

	At 1.7.23 £	Net movement in funds £	Transfers between funds £	At 30.6.24 £
Unrestricted funds				
General fund	**53,561**	**(2,229)**	**-**	**51,332**
Restricted funds				
General restricted funds	**25,501**	**6,428**	**-**	**31,929**
TOTAL FUNDS	**79,062**	**4,199**	**-**	**83,261**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**73,435**	**(75,664)**	**(2,229)**
Restricted funds			
General restricted funds	**42,713**	**(36,285)**	**6,428**
TOTAL FUNDS	**116,148**	**(111,949)**	**4,199**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

Comparatives for movement in funds

	At 1.7.22 £	Net movement in funds £	Transfers between funds £	At 30.6.23 £
Unrestricted funds				
General fund	51,238	(1,211)	3,534	53,561
Restricted funds				
General restricted funds	65,135	(36,100)	(3,534)	25,500
TOTAL FUNDS	**116,373**	**(37,311)**	**-**	**79,061**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	24,948	(26,160)	(1,212)
Restricted funds			
General restricted funds	85,552	(121,652)	(36,100)
TOTAL FUNDS	**110,500**	**(147,812)**	**(37,312)**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.22 £	Net movement in funds £	Transfers between funds £	At 30.6.24 £
Unrestricted funds				
General fund	51,238	(3,440)	3,535	51,333
Restricted funds				
General restricted funds	65,135	(29,672)	(3,535)	31,928
TOTAL FUNDS	**116,373**	**(33,112)**	**-**	**83,261**

11. MOVEMENT IN FUNDS – continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	98,383	(101,824)	(3,441)
Restricted funds			
General restricted funds	128,265	(151,937)	(29,672)
TOTAL FUNDS	**226,649**	**(259,761)**	**(33,112)**

12. RELATED PARTY DISCLOSURES

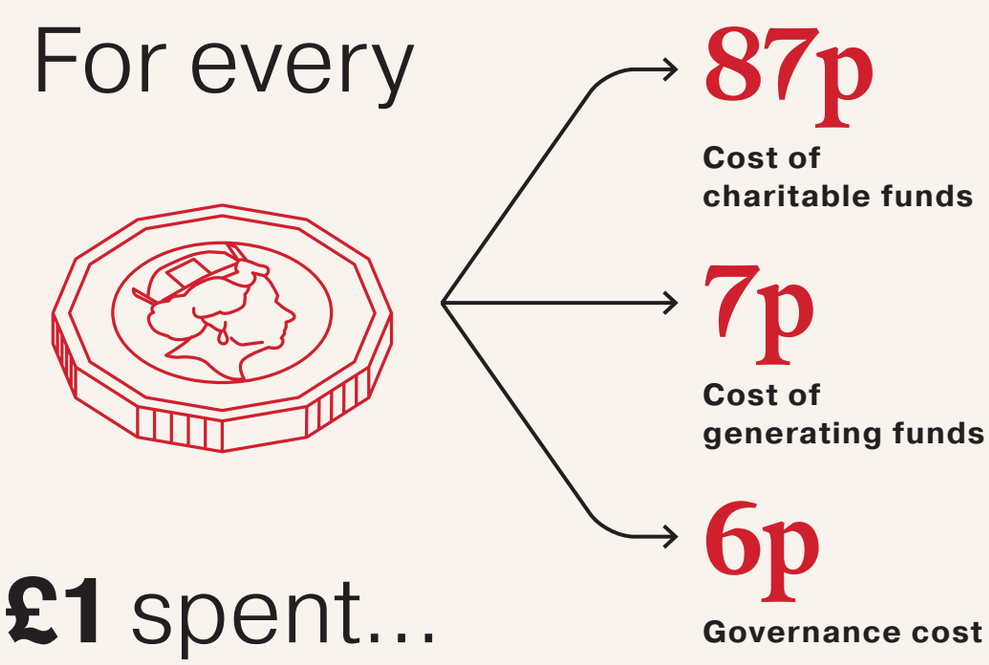
During the year donations of £70,000 (2023: £65,000) were received from The Rangoonwala Foundation.

MAITS Chairperson M. Dalamal is a trustee of The Rangoonwala Foundation as well.

HOW YOU CAN SUPPORT

MAITS' Work

- **Become a MAITS trainer** – if you are interested in becoming a MAITS trainer get in touch via https://maits.org.uk/my-account/ or contact us via info@maits.org.uk.
- **Pro bono work** – MAITS has received generous pro bono support including from law firms and graphic design companies, as well as for office space. We are always looking for additional offers of support from technical experts.
- **Other volunteering opportunities** – whether for fundraising, comms or other, please get in touch.
- **Donate** – send a cheque to our office in Wimpole Street or online at https://www.justgiving.com/m-a-i-t-s or get in contact to set up a direct debit.
- **Corporate giving, Trusts and Foundations** – please get in touch with our Director of Operations at sadia@maits.org.uk or 0207 258 8443





MAITS
86/87 Wimpole Street
London
W1G 9RL

+44 20 7258 8443

Charity number 1126268
Company number 06695839

info@maits.org.uk
www.maits.org.uk
www.facebook.com/MAITS.Charity/
twitter.com/maits_charity

MAITS
Global Disability Training

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

England & Wales - Charity number 1126268

Accounts

DocuSign Envelope ID: F5D5E367-93CC-4409-AB1A-C6EF75BA57C8

REGISTERED COMPANY NUMBER: 06695839 (England and Wales)
REGISTERED CHARITY NUMBER: 1126268

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

FOR

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

	Page
Report of the Trustees	1 to 18
Independent Examiner's Report	19
Statement of Financial Activities	20
Balance Sheet	21
Notes to the Financial Statements	22 to 27
Detailed Statement of Financial Activities	28

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2023. The trustees have adopted the provisions of 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) (effective 1 January 2019).

1. PURPOSES AND AIMS

1.1. Who we are:

MAITS is an international disability charity working in low-resource settings around the world. Children born with disabilities such as cerebral palsy, autism and/or learning disabilities and their families are at the heart of everything we do. Our work involves developing the skills of those who support them. Meeting the health, development and educational needs of children with special needs is a challenge in any setting but particularly for children living in low-income countries, where families often have no access to information, guidance or specialist services.

The mainstay of MAITS' work involves skilling up local center-based and community-based child and family services on meeting the needs of babies and children, by working through their caregivers. We have a network of partner organisations in Asia and Africa. The specialist disability staff from local partner organisations deliver MAITS training packages to front line health workers, teachers and community workers who in turn skill up families and caregivers. These packages are delivered following a 'Training of Trainer' model for capacity building. We also facilitate bespoke CPD training to healthcare and education staff on topics related to disability and mental health, which is delivered by professionals under our Small Grants scheme.

All training is provided free of charge. MAITS helps to facilitate the training and provides grants to cover costs.

1.2. Vision:

We envision a world in which children born with disabilities are able to access the health, development and education support they need to achieve their full potential.

1.3. Mission:

To improve the life expectancy and quality of life of individuals born with disabilities, and the quality of life of their families, by improving access to appropriate child health, development and education support in low-resource areas of the world.

1.4. Strategic aims:

To improve the lives of children born with disabilities in places with limited or no access to specialist child health, development and education services. We do this by strengthening the skills of the local health and education workforce, caregivers and families in how to support babies and children to survive and thrive.

Our work directly contributes to the **WHO** Sustainable Development Goals 3, 4 and 8 [1] – emphasising the importance of health and wellbeing for all, access to education and promoting the social inclusion of persons with disabilities. We work through qualified healthcare practitioners with specialist skills in working with babies and children with neurodevelopmental conditions. Our trainers provide in-country training as well as remote training support where needed.

[1] SDG 3 = End preventable deaths of newborns and children under 5 years of age, SDG 4 = guaranteeing equal and accessible education, SDG 8 = Promoting inclusive economic growth and employment. Sustainable Development Goals (who.int)

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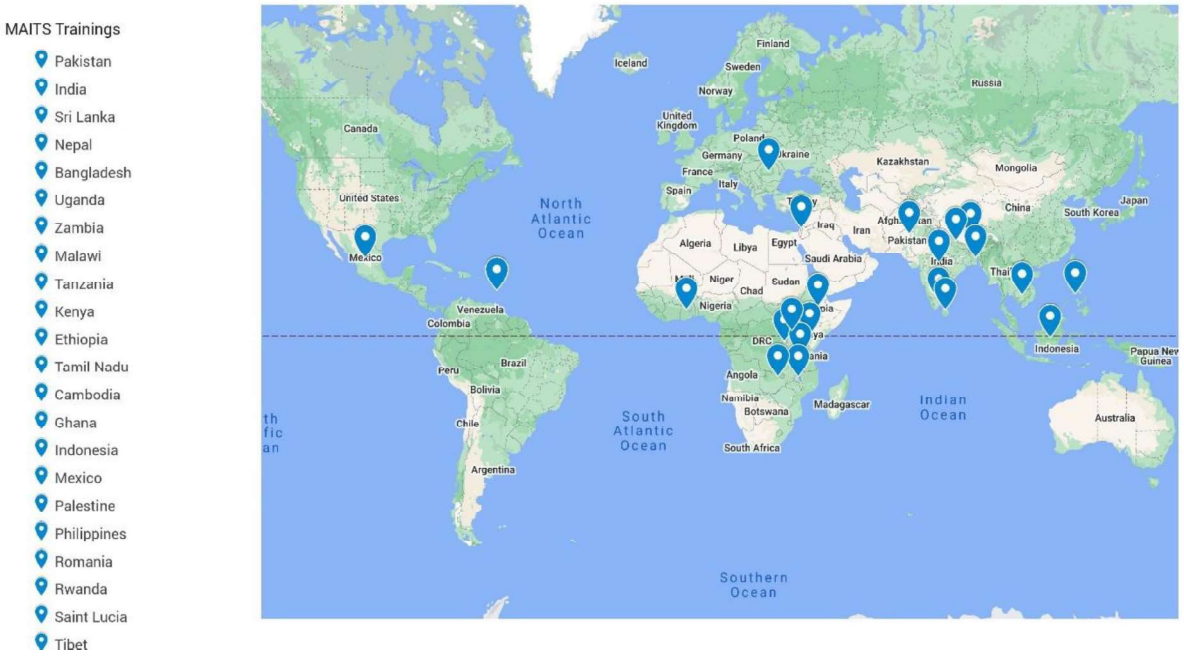
1.5. SWOT Analysis

Below is the SWOT analysis highlighting our strengths and position ourselves better for service delivery.



1.6. Where we have worked:

We have worked in 23 countries, with a current focus on South Asia and Africa for our larger Training of Trainer (ToT) programmes.



Although we have worked in 23 countries, for the last 2 years we have focussed our efforts on projects in Asia and Africa, rolling out our Community Health Worker (CHW) Empowerment Programme. This year, we expanded our programmes to Nepal and Burundi.
In Nepal, we delivered training on Appropriate Paper-based Technology (APT) to trainees from both Nepal and Pakistan. Further roll-out of our programmes in Sri Lanka have been put on hold for the time-being due to challenges on the ground.

For our Small Grants programmes, MAITS does not restrict the geographical areas in which training is delivered, enabling skill-sharing with those serving marginalised populations in any part of the globe.

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2. OUR SERVICES AND KEY ACHIEVEMENTS IN 2022-2023:

2.1. Our Packages and Programmes

MAITS is placing increasing emphasis on Training of Trainer programmes which allow the building of skills and capacity within communities so that they can create change from within, supporting the local dissemination of much needed expertise. MAITS currently offers two Training of Trainer programmes based on our packages.

This year, we also enabled APT (Appropriate Paper Based Technology) training. It was developed and delivered through our Grants Scheme, to follow a similar ToT programme structure.

In the month of October 2022, Heather and Alan Angilley spearheaded an Appropriate Paper-Based Technology (APT) training session in SGCP, Nepal. This week-long training was attended by four therapists from the organisation, as well as three therapists and a carpenter from ACELP in Pakistan. APT is a method that allows the creation of sustainable custom built equipment, including adapted furniture, walking aids, and therapy tools for children with disabilities, all at a low cost. One of its notable advantages is that it is tailored to the specific needs of each child, it ensures a precise fit and positioning, promoting optimal posture, body alignment, and increased participation in daily activities and learning.

The training session proved to be highly successful, and we are thrilled that therapists from SGCP Nepal and ACELP have acquired valuable skills in this significant technology. Below, you will find images from the training session.



We have a structure to training our trainers and ensuring that quality is maintained as our programmes are being rolled out.

Potential trainers with the appropriate level of clinical expertise are trained on how to train others using the packages, through a combination of virtual and face-to-face learning. They are assessed throughout the process and only awarded certificates as MAITS trainers if they meet the criteria.

The roll-out of our programmes is facilitated by the organisations our trainers work for, who coordinate activities on the ground, release their staff to provide/attend the training and submit monitoring and evaluation data to us. MAITS provides overall co-ordination and pays for trainer and local costs.

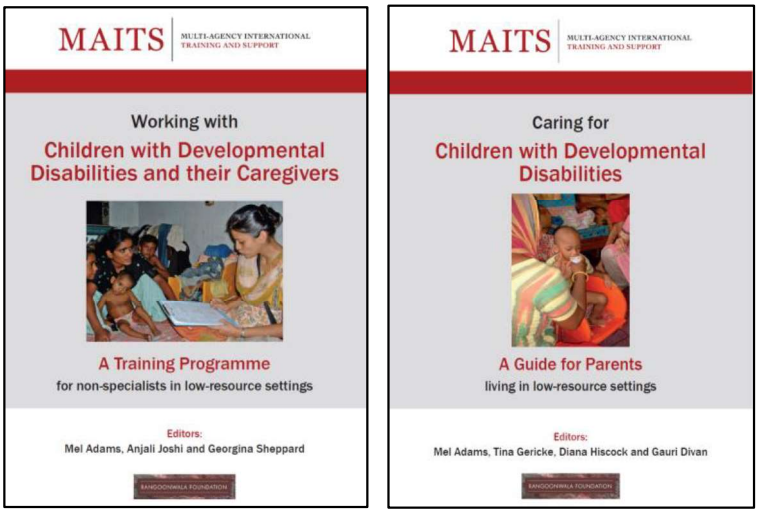
2.1.1 Support for disabled children through the Community Health Worker (CHW) Empowerment Programme

According to UNICEF, 1 in 10 children worldwide have a disability, the majority of whom live in developing countries where there is a scarcity of services for them. In response to this, MAITS has developed a capacity-building programme for CHWs. It comprises a toolkit for Community Health Workers and other non-specialists working directly with families ('Keyworkers') to use with parents and caregivers, called 'Caring for Children with Developmental Disabilities: A Guide for Parents living in low-resource settings.' It helps parents to understand their child's special needs and learn techniques to support the child's health and development through the activities of everyday life. There is an accompanying 'Keyworker' training programme for those workers who will be using the parent package. The training is delivered by disability specialists trained by MAITS ('MAITS Trainers').

Our Community Health Worker Empowerment Programme targets hard-to-reach families who have limited access to specialist therapists and therapy centres, and who rely on the skill and dedication of community workers to enhance the lives of their children with disabilities and therefore that of the family as well. The programme has been certified by the CPD certification service, and is being rolled out in Bangladesh, Sri Lanka, India, Pakistan and Uganda through local

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Trainers - local healthcare staff who have experience of working with children with neurodevelopmental disabilities (e.g., Physios, OTs, Speech and Language Therapists) and have been through the MAITS ToT programme.



Toolkit: Caring for Children with Developmental Disabilities - A Guide for Parents

This is a user-friendly toolkit to be used by Keyworkers directly with parents. The MAITS programme is unusual because it takes a very functional and holistic approach and is unique in the way that it divides the guidance up according to levels of severity of disability as well as type (cerebral palsy and/or intellectual disabilities and/or autism spectrum conditions). The Guide takes the parents through the activities of the day, showing ways to promote the child's health, development and well-being. The guidance includes physical support as well as communication, with the aim of developing functional skills rather than addressing the impairments themselves – that being the role of specialist therapists.

The Guide contains useful tools to aid assessment of the child's strengths and needs, make decisions with the family on what aspects of their care to focus on, and then provides easy tips on how to support the child to develop their skills. It also includes tools to monitor progress and reset goals.

There are pictures to illustrate the simple support messages and we are in the process of making videos to accompany the Guide.



The resource has been reviewed by an Italian scientific journal, SCIENZA RIABILITATIVA 2020; 22(4):27-36. This review acknowledges the simplicity and usefulness of the MAITS package. The reviewer, Sofia Bizzarri (Paediatric Physiotherapist) recommends the Parent Guide and states:

This is a very significant publication for those working in disadvantaged settings with the parents of children presenting with motor, cognitive and behavioural disabilities. It can be considered an essential guide for all professionals who are involved in CBHR experiences. After obtaining permission from the publishers, organizations and individuals are invited to copy, reproduce and adapt the contents of the manual, as well as translating them into other languages. Another aspect of the text deserves a mention. The authors call it a "work in progress" and professionals are invited to send their feedback with comments and suggestions to contribute to the contents of the next, revised edition. This invitation is an extra highlight, adding an original and dynamic opportunity of active participation. In conclusion this manual is highly recommended. It is easily available, free of charge, by sending the compiled request form to MAITS via email. The accompanying training program text and two similar books on feeding difficulties can be acquired the same way.

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Keyworker training: Working with Children with Developmental Disabilities and their Caregivers

This is a 50 – 55 hours training programme equipping keyworkers who have little or no knowledge of developmental disability to provide basic guidance to families, using the MAITS Parent Guide.

The course aims to provide trainees with:

- An overview of childhood disabilities and their causes and impact
- An understanding of how to use daily activities to promote health, development and well-being
- The skills to be able to use the MAITS Guide for Parents and work effectively and respectfully with children with disabilities and their caregivers

Accompanying videos

This year we launched training videos to accompany MAITS resources. The videos are available in English and Urdu and provide guidance to parents about caring for their children who are developing slowly or differently from other children. These videos strengthen the accessibility and quality of the programme.

CHW Empowerment Programme - Pakistan

This year, MAITS partnered with HANDS (Karachi), Step to Walk (Hyderabad), Aga Khan Welfare Centre (Karachi), Donya Special School (Chitral), Marie Adelaide Leprosy Centre (MALC) along with continuing to work with our long-standing partners ACELP Institute of Child Development and Ziauddin University. Through these partnerships MAITS has trained 6 Level 2 Trainers and 68 Community Health Workers. The Community Health Workers (CHWs) had a little or no prior knowledge of working with children with neurodevelopmental disabilities and are now trained to a level to offer early intervention services. The CHWs have started visiting families with children with special needs and are teaching them how to keep their child healthy and learn basic life skills. The children are happier and developing a level of independence, which is not only improving their quality of life but that of the entire family. We have estimated our reach to 680 families this year. This estimation is based on each trained individual reaching out to 10 families in a year. We have received case studies and observations of 148 children who have previously benefitted from our programme.

CHW Empowerment Programme – India

This year, we partnered with Deepika Physiotherapy and Child Development Centre in Pune along with continuing our projects at Tamahar Centre for Children with Developmental Disabilities, Akshadha Foundation, Shristi Special Academy and Diya Foundation. Through this programme we trained 11 L2 Trainers who have in turned trained 24 Community Health Workers in Bangalore. The project has now completed and MAITS has received success stories from 55 disabled children who received support from MAITS trained CHWs.

We are very grateful to The Hinduja Foundation, India for funding £7,500 to cover the expenses of this programme.

Case study

During Sadia's visit to Pakistan in August 2022, she met with Subhan, a 12-year-old boy with cerebral palsy; he lives in Landhi, Karachi with his parents and 3 siblings. Subhan and his mother are supported by Shoaib, a very enthusiastic Community Health Worker from Marie Adelaide Leprosy Centre - MALC.
After receiving training from MAITS, Shoaib taught positioning techniques to Subhan's mother. Just within 3 months of training, Subhan can now stand without any aid.
Subhan loves to hold the Pakistani flag and play with his siblings.





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CHW Empowerment Programme – Bangladesh

MAITS Technical Lead, Dr. Mel Adams conducted a visit to Bangladesh in October 2022. This has been a great opportunity to speak to the families that have received support from MAITS trained community health workers. A representative from our partner organisation CRP Bangladesh accompanied Mel to meet other potential partner organisations. Mel met with BRAC, LAMB hospital and CDD in Bangladesh to discuss potential trainings by MAITS to their staff members. This would mean that MAITS will be able to reach furthermore families in Bangladesh by training more community health workers.

MAITS has continued to build on the excellent relationship that has been formed with CRP Bangladesh. Over the last two years MAITS has trained therapists from the CRP Bangladesh on the MAITS Packages and have subsequently reached approximately 300 families in need of support.

In December 2022, MAITS offered additional training to 15 more therapists from CRP Bangladesh in order from them to reach more CHWS and families in need in their community. This training was led by one of MAITS's most experienced and respected Master Trainers who travelled from India, as well as three therapists from the CRP who were wanting to become MAITS Level 3 (Master) Trainers. These three CRP therapists started working with MAITS in February 2021. Since then, they have trained and worked with dozens of CHWs and families in their community using the MAITS guides. Following the training in December they have now qualified as MAITS Level 3 trainers. This means they were able to themselves train therapists (rather than just Community Health Workers) and in turn it is hoped more families will benefit from the MAITS guides.

CHW Empowerment Programme – Burundi

Association pour la Gestion du Handicap (AGH) contacted MAITS for training on our Working with and Caring for Children with Developmental Disabilities resources. AGH employs a motivated team of healthcare professionals working with families and communities to improve the lives of children with disabilities locally. Key issues for them are breaking down barriers, fighting stigma and creating a support structure for the families and children.

Setting up the CHW programme involves translating the two resources into French (being verified by French-speaking clinical experts) and sourcing French-speaking trainers to start the first phase of the training. The Guide for Parents has already been translated into French by generous funding of £2,600 received from The Ashworth Foundation.

CHW Empowerment Programme – Georgia

A parent-led Georgian disability organisation, Consort Georgia, approached MAITS at the Dubai Expo in October 2022.

We are supporting the request of providing training to Speech & Language Therapists & Occupational Therapists on child feeding difficulties, so that they can roll out the MAITS package to others in the region. This request will be fulfilled through our small grants programme.

We will also be offering remote support sessions providing practical guidance on the management of specific cases, to enable the ongoing development of the therapists' clinical skills.

CHW Empowerment Programme – UK Focused Project



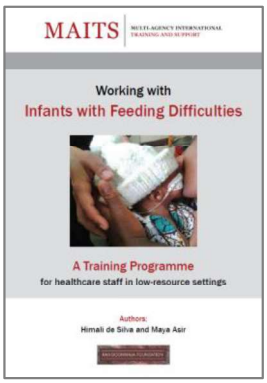
MAITS offered a taster session to parents in the London borough of Barking and Dagenham, the most ethnically diverse boroughs in the city. This was our first contact with families who have a child or children developing slowly or differently and may not be accessing services and support. The taster session was funded by Barking & Dagenham Council.

We aimed to gauge interest in further sessions, which would take the form of facilitated parent support groups, led by a qualified Occupational Therapist with experience of working in diverse communities together with a local community link worker. We would use the MAITS resources to provide additional information, whilst signposting to statutory services where these exist. We will be making contact with local service providers to discuss how MAITS can be complementary to their work.

2.1.2 Working with Infants with Feeding Difficulties

One million babies are born every year with a disability which is often associated with premature birth. All of these babies will need support with breastfeeding. In developing countries, 50% of babies born at 32 weeks die due to lack of support, including support to breastfeed.

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MAITS' Infant Feeding programme was developed to address a global gap in the training of healthcare staff working with infants with feeding difficulties in low resource countries. It aims to reduce infant mortality and improve the health of babies with disabilities and those born prematurely**.** It does this by enabling healthcare staff to support mothers to use simple feeding and caregiving techniques that can significantly improve their chance of survival and improve their quality of life. Previous pilots of our package in Malawi, Uganda and Sri Lanka achieved a significant increase in breastfeeding on the first day of birth, significant increases in exclusive breastfeeding on discharge from the neonatal unit and a reduction in mortality. Using our technique can mean the difference between life and death.

This is a very hands-on training and needs to be delivered face-to-face. MAITS Trainers in Rwanda have been continuing to train staff on the ground using the MAITS infant feeding resources. One trainer (a senior nurse) explained that the MAITS Guide for Working with Infants with Feeding Difficulties has been adopted and integrated in the clinical and training protocol for staff at the Paediatric Development Clinic (PDC). Two of the trainers reported that the MAITS training had provided them with the knowledge, skills and confidence that enables them to train others as part of their day-to-day work. Our Master Trainers have been able to provide some support online using a case study model – watching videos of babies and meeting online with staff teams to discuss how they can support the mother and child.

2.2 Skill-matching

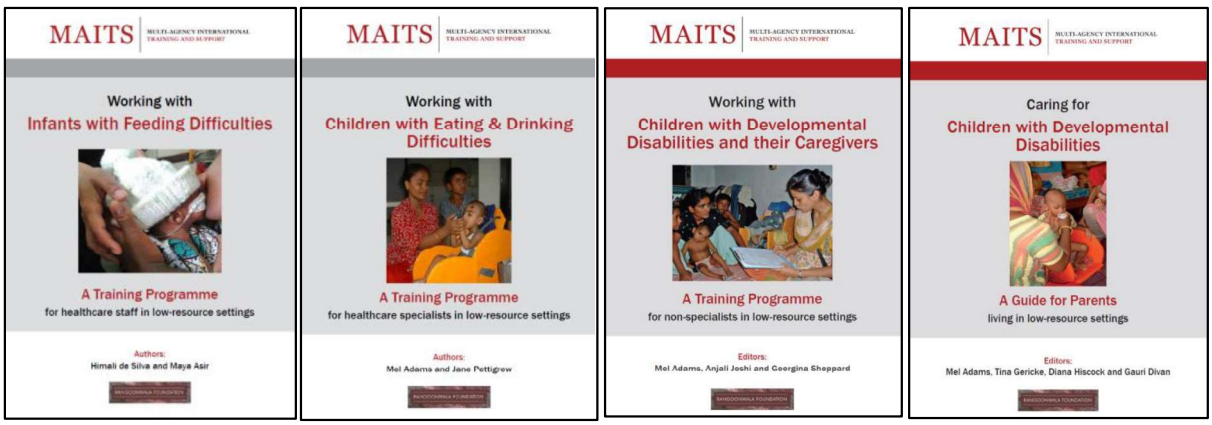
There are approximately 1 billion people in the world living with a disability. Almost 240 million of these are children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries where there are fewer skilled staff to support them.

MAITS provides a skill-matching service whereby we match health and education professionals from all over the world who have specialist skills in disability work and are offering to share their skills for free, with organisations in low-and-middle income countries who are seeking training in a specific topic. Training has included skills-sharing to health workers who support caregivers of children with disabilities as well as teaching clinical supervision skills to speech and language therapists. MAITS trainers aim to enhance existing services by training workers in new skills and upgrading their existing skills. We provide skill-matching both through direct contact with our existing pool of trainers and through our online matching service.

MAITS provides small grants to enable training to take place. Since 2011, we have provided 184 grants to enable training for staff working in rehabilitation and special education settings in a range of topics.

In 2022/2023 we provided 20 more small grants to provide trainings in Zambia, Kenya, India, Pakistan, Nepal and Ghana.

2.3 Production of training resources



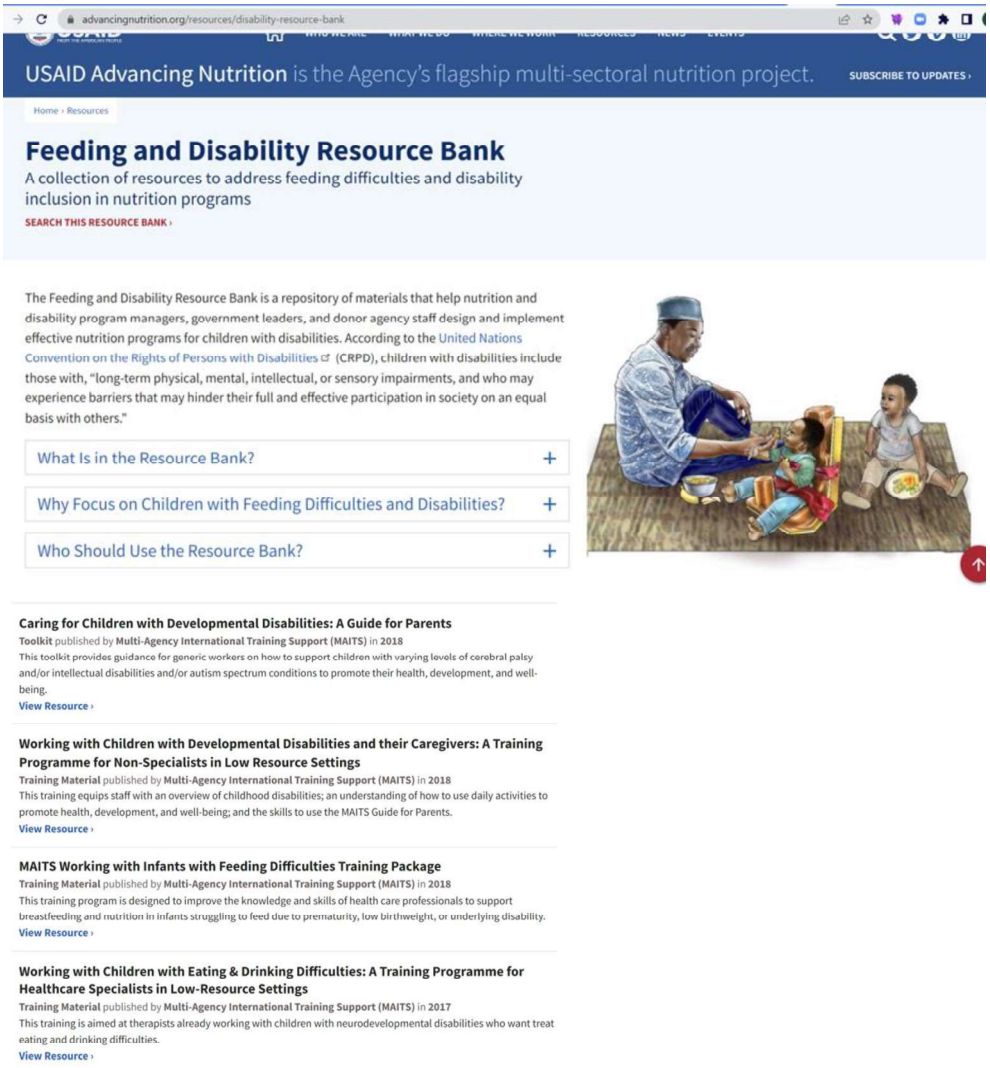
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Due to a lack of resources for trainers and staff working with children with developmental disabilities in low- and middle-income countries, MAITS has produced a range of materials to bridge this gap.

Our training packages have been accessed to date, by individuals and organisations in over 40 countries around the world.

We have produced videos to accompany the CHW Empowerment Programme resources – to be used during training as well as with caregivers, accessible via smart phone or other suitable platforms depending on the context.

We have received endorsements for both the Infant Feeding programme, and the Guide for Parents on Caring for Children with Developmental Disabilities, both of which are included in the [USAID Disability Resource Bank.](#)



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3. OUR THEORY OF CHANGE

Input	Activities	Outputs	Outcomes	Impact
Funding and coordination of training programmes	Life-saving training for staff working with disabled babies and children with feeding difficulties.	Strengthened capacity of professionals to provide a service to babies and children with feeding difficulties.	Hospital and clinic staff have the knowledge and skills to support children at risk of malnutrition and infection.	Increased breastfeeding and survival rates and subsequent health, development and well-being of babies and children with physical disability
	Training on how to make low cost assistive devices and rehabilitation equipment from cardboard using innovative techniques	Local production of disability equipment that is otherwise unavailable and/or unaffordable.	Individuals with disabilities have access to equipment that improves their health, development and independence.	Reduced disability experienced by the individual, leading to increased productivity, participation and quality of life for them and their families.
	Training non-specialist staff on basic techniques to promote positive care practices for children with disabilities through work with their families.	Non-specialist staff in community, education and care settings have the skills to support children with disabilities and teach this to their families.	Individuals with disabilities have access to improved care and support, where specialist services are scarce or non-existent.	Individuals with disabilities are enabled to reach their full potential, with good health and wellbeing, through improved access to family support, quality healthcare and education.
	Providing Continuous Professional Development training to healthcare and education staff on working with individuals with disabilities.	Healthcare and education professionals have the skills to provide a quality service to individuals with disabilities.	Individuals with disabilities have increased access to healthcare and education services that meet their needs.	
Skill-matching	Providing a matching service for organisations seeking training and professionals offering to share their skills.	Staff working for organisations who provide a service to individuals with disabilities and their families receive training.	Local staff have improved knowledge and skills and are able to provide an enhanced service.	
Producing training resources	Designing disability training programmes and resources where there is an unmet need.	Those caring for and working with people with disabilities in developing countries have access to resources that improve their knowledge and skills.	People with disabilities receive skilled care at home and from health and education services	
Resource library	Developing and maintaining an online library of freely available information documents and training resources.	A range of materials on disability are available in one place for anyone to access.	Students, practitioners, disability organisations and researchers have access to valuable information and resources, meeting an unmet need.	Professionals are able to share their knowledge and experience with each other and thereby improve the quality of their work to improve the lives of disabled people.

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4. HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT

All our charitable activities focus on improving the quality of and access to therapeutic, health and educational services provided to individuals with disabilities in low- and middle-income countries. We do this by providing training to staff working in these sectors who have limited access to training and development.

In recent years, the emphasis of most internationally recognised organisations working in the disability sector has tended to focus on promoting rights rather than developing the technical skills of staff working with children with special needs and their families.

Although the WHO and other international bodies are beginning to bring health workers back into focus, this remains at the level of service-level guidelines rather than grass-roots clinical guidance. MAITS is therefore aiming to address this gap.

MAITS is unique in the following:

- Its specific focus as an international charity on neurodevelopmental disabilities, including autism and learning disability as well as cerebral palsy.
- The range of disability and special needs workers that it supports.
- The innovative approach to working with babies and children taught through our training packages; focusing on easy-to-learn, low-cost techniques for caregivers which impact directly on life expectancy and quality of life.
- The way we use the 'Training of Trainer' (TOT) model in our programmes to upskill staff working at the grass roots level. This is not only disseminated through local therapists trained up by MAITS but incorporates an ongoing system of quality assurance through regular supervision and support for the trainers and staff on the ground.

Who has used and benefitted from our services?

- Centre-based healthcare, education professionals, community-based family workers and students in clinical training in developing countries have benefitted from our services, through the enhancement of their professional skills.
- Individuals with disabilities and mental health challenges who have received a service from staff trained through MAITS have benefitted from a better quality and a greater range of interventions aimed at reducing the impact of their disability and improving their quality of life.
- Caregivers have benefitted both from the improvements in the functioning, health and wellbeing of the individual they care for, as a result of enhanced professional support, but have also benefitted from the new caregiving skills they have been taught and the emotional support they have received from the same.
- Professionals who have volunteered to provide training have benefitted from MAITS' services through the building of their own skills and knowledge. In leading to enhanced employment or further learning opportunities. As trainers, they have benefitted from increased access to resources and professional guidance and for some they have gained skills from working in a different context, which they have then taken back to their own workplace.

MAITS has 284 trainers on its register. The majority are Speech and Language Therapists, Occupational Therapists and Physiotherapists. Others include creative arts therapists, special educators, nurses and psychologists. 102 of our trainers are from low- and middle-income countries and we are proactively aiming to increase the numbers of these.

In addition, we have 15 Master Trainers, 25 Basic Level Trainers and 88 Trainers in Training in 6 different countries.

Since 2009, we have provided training to 7379 individuals in over 23 countries benefitting approximately 1,400,000* children with disabilities and their families.

** Figures are calculated based on average caseloads per trainee type (e.g. clinic-based therapist vs community worker etc.) per year. The estimated caseloads are based on data we collected from our trainees over a period of 4 years (2009-2013) during which 57 organisations received training. We are continually collecting caseload data from each individual we train to assure that our formulae are still valid.*

Our current beneficiary numbers are based on the following estimates:
I = Institutional setting: each caregiver or teacher works with 10 students with the specific impairment been trained on for 1 year = 10 per year
CBR = Community setting: each community worker works with 5 families where child with disabilities per quarter = 20 per year
H = Hospital inpatient unit: each nurse works with 3 cases per week > x 50 = 150 per year

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5. FINANCIAL REVIEW

The charity has benefitted from the long-term support of its main donor, **the ZVM Rangoonwala Foundation,** who this year donated a generous £65,000. MAITS has been fortunate to have had the support of the ZVM Rangoonwala Foundation since its inception. This has provided us with a stable, ongoing source of funding. The focus of our recent fundraising strategy has been to diversify our funding sources, which we have been able to do. We have also had considerable support from volunteers and significant services 'in kind' in terms of office space and utilities.

This year MAITS received funding from **The CareTech Foundation** towards its Community Health Worker Empowerment Programme in Pakistan and Bangladesh. We also received a contribution of £7,000 from The Mathew Heathcoat-Amory Trust for our ongoing programme in Uganda.

This year we have also been successful in raising funds through crowdfunding platforms, raising £1,952 through **GlobalGiving** and £9,002 from Individual Donors.

5.1. Investment Policy:

MAITS has recently reviewed its reserves and investment policy which has been signed off by the Board of Trustees.

5.2. Reserves Policy:

The organisation is maintaining our reserves to cover three to six months' worth of running costs. The year ended with £53,560.90 of unrestricted reserves.

6. PLANS FOR THE YEAR 2023 – 2024

We will achieve our mission to improve access to family support, quality healthcare and education through delivering the following activities this year:

- Continuing the expansion of MAITS' Training of Trainer (ToT) programmes in collaboration with current and new partners, with a strong focus on promoting sustainability. This involves empowering local communities to drive change from within and integrating our programmes into existing structures whenever possible.
- Advancing the reach of Appropriate Paper-Based Technology (APT) and Infant Feeding Programmes in new regions and with both new and existing partners.
- Enhancing our digital presence, including a comprehensive revamp of our charity website and continued emphasis on our social media presence.
- Developing additional resources, such as audio-visual materials, to support trainers and community workers in making information more accessible.
- Ensuring the ongoing quality of our programmes through systematic support for our partners and increased face-to-face visits and meetings to supervise our trainers.
- Continuing to provide access for health and education staff working in low-resource settings to receive training on disability and mental health. This is facilitated through our matching service and Small Grants scheme.
- Strengthening our financial position by securing a long-term funding partner.

6.1. Our operational focus:

- Expanding and modifying our methods of delivering training whilst maintaining quality and effectiveness.
- Continuing to diversify our funding streams in order to future-proof our organisation and expand our reach.
- Strengthening our monitoring and evaluation processes and focusing on proving our social impact.

6.2. Challenges:

Funding in the non-profit sector has diverted towards more immediate global threats and challenges, including cost of living crisis, natural disaster relief and relief within global conflict zones.

6.3 Opportunities:

Disability continues to be a focus in the development sector, with the introduction of disability into the "UN Sustainable Development Goals[2]" and the "Leave No-one Behind Agenda[3]". With the Grand Bargain[4], there is a greater commitment than ever to gear funding towards and improve the capacity of local NGOs and partners.
MAITS' emphasis has been on building the capacity of local partners in the field and responding to need, as identified by local partners. Local partnerships are a key priority within our strategy and we want to move towards ensuring that there is buy-in for the MAITS' model at a strategic level wherever we work.

[2] https://sdgs.un.org/goals
[3] https://unsdg.un.org/2030-agenda/universal-values/leave-no-one-behind
[4] https://interagencystandingcommittee.org/grand-bargain

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7. STRUCTURE, GOVERNANCE AND MANAGEMENT

7.1. Governing Document:

MAITS is a charitable company limited by guarantee, incorporated on 11th September 2008 under the name of Multi-Agency International Training and Support. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

7.2. Recruitment and Appointment of Management Committee:

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve until they stand down, or if they are absent for more than three consecutive meetings.

All members of the Management Committee give their time voluntarily and received no benefits from the charity.

7.3. Trustee Induction and Training:

Trustee induction and training for this period included:

- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing and the current financial position as set out in the latest published accounts.
- Plans and objectives.

7.4. Risk Management:

Systems are in place to monitor the recruitment of trainers; the health and safety of staff and volunteers and financial controls are in place through the scrupulous implementation of procedures for authorisation of all transactions and projects.

Key risks previously identified and mitigation update:

Need for more diversified funding –MAITS is continually building its portfolio to attract external funding and begin to diversify our funding. We have also focused on building our reserves and strengthening our compliance, which puts us in a stronger position to build our donor base.

Risks around child and adult protection – at MAITS we take our safeguarding responsibilities very seriously and have stringent policies and procedures governing the recruitment and management of volunteers and staff. This includes trainers under the Small Grants scheme being interviewed and providing two references prior to the start date of their training; due diligence and vetting of the organisations that training is delivered to; and pre-departure security briefings for trainers who are travelling. We work with international organisations to train their staff who have already been vetted by their employers. MAITS Safeguarding policy along with other associated policies as listed below were reviewed in March 2023.

- Safeguarding Policy – Now includes Online safeguarding and Ethical content collection
- Disclosure of Malpractice in the workplace – Whistleblowing Policy
- Complaints Policy
- Code of conduct
- Equality, diversity and inclusion – NEW Policy

Risk of data protection issues – We have nominated our Director of Operations as the dedicated Data Controller within the team. This person has a Masters degree in HR and oversees all of our data protection systems. These include ensuring that there are non-disclosure agreements in relation to all sensitive data, protected servers and internet firewalls in place. The Data Controller ensures that private information and personal details are not shared with third parties. We carry out due diligence before hiring MAITS staff and trainers.

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Financial risk – We have an anti-bribery and corruption policy and have all of our policies reviewed every two years.

7.5. Related Parties:

The charity is guided by international policy on disability, such as the Sustainable Development Goals, WHO guidelines, the United Nations Conventions on the Rights of the Child, and the United Nations Convention on the Rights of Persons with Disabilities. Our work particularly reflects policies advocating the equitable access to and use of quality services for vulnerable and marginalised populations and the current global shift from child survival to thriving and transformation.

MAITS does not have any offices overseas. We work through local partners. They identify the local need, and we provide support and resources to help them bring about change within their own communities. We share information on the support we can provide so that they can choose what might be most relevant to them and their needs.

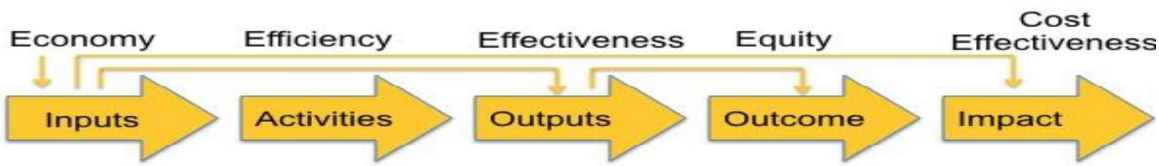
The local partners we have been working with this year include:

8. HOW MAITS REPRESENTS VALUE FOR MONEY

MAITS is committed to the importance of Value for Money, which is vital in ensuring that funding provided by our donors is spent in a way that is accountable and that enables us to ensure that each pound is maximised to make the most difference to the lives of those we are seeking to serve. We take the responsibility of ensuring we are accountable for any funding awarded very seriously.

At MAITS, we view Value for Money in the broader sense of making a long-term difference to both individuals and the systems within the countries we work in. A key focus of our work is not just to provide training, but also to work closely with local counterparts from national and local government to the grass-roots level to build capacity and create change within communities. We do this by building skills and working within local structures so that local healthcare, education services and NGOs are better equipped to support the long-term development of the local healthcare system independently.

These are the keyways in which MAITS represents value for money:



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8.1. Economy

Working free of charge - MAITS relies almost entirely on individuals and organisations working free of charge, which represents a significant saving in terms of salaries or consultancy fees.

Local Trainers - As we are relying more and more on the local Training of Trainer model to deliver our programmes, not only are there reduced travel expenses for our trainers, but there is a greater likelihood that increased skills developed within the workforce will stay within local communities, with the risk of 'brain drain' reduced.

Local organisations - Our local partners reduce our potential costs enormously. Apart from releasing their staff to deliver training as part of our ToT programmes, they also assist with logistics and hosting.

8.2. Efficiency

Being local and online - We have worked hard to improve the efficiency of our model. The most significant activities that have increased efficiency recently have been in relation to moving our ToT programme for the trainers of Community Health Workers to be delivered partly online, thereby reducing travel costs and time. Together with this is the new initiative to create accompanying audio-visual resources that can be used by trainers and Community Health Workers, again reducing the reliance on face-to-face training and support. Other significant efficiencies have been made through developing local teams of expert trainers and partnering with local organisations who assist with coordinating the training roll-out. The ToT model also means that ongoing supervision and support to the Community Health Workers who are trained can be provided locally.

8.3. Effectiveness

Monitoring, evaluation and adaptation - We monitor our products and services through rigorous evaluation activities and modify them as required to ensure that our training resources, programmes and approaches are as effective as possible. We do this through stakeholder feedback, observation of trainings, observations of practical trainee assessments as well as collecting data from the field on the impact of the interventions delivered by our trained community health workers. We are conducting an independent evaluation of the Community Health Worker Empowerment Programme by one of our Master Trainers as part of her master's in education from Yorkville University in Canada. The CHW training programme has been modified to make it simpler and enhance the quality of the delivery of training. We also have plans to redevelop our website, in response to feedback, with the aim of enhancing our skill-sharing activities and promoting much-needed access to information.

Local professionals and organisations - It has become very clear to MAITS that the most effective trainers are those who understand the local context and speak the local language. It has therefore been hugely rewarding to focus our energy in recent times on building strong working relationships with local experts and organisations on the ground. MAITS will continue to prioritise this approach going forwards.

We are committed to some **of the most vulnerable and marginalized members of society -** People with disabilities and their families are the world's largest minority and they face stigma and discrimination. Our work focuses on assisting these people in achieving their right to access quality healthcare, education and support. This in turn provides the best opportunity for independence, the chance to earn a living and to participate in society as an equal citizen.

Do no harm - We aim to follow the 'do no harm' principle in our work by working within already existing service delivery frameworks in each country, and follow local protocols.

8.4. Cost Effectiveness

Contributions in kind - MAITS has benefitted from significant contributions in-kind, which means that our governance costs are only 10%. We have generous donations of office space, IT support and utilities.

Pro-bono/volunteer services - MAITS has benefitted from significant pro-bono and volunteer services. As well as our trainers, who provide the backbone of our work, we have also received pro-bono legal support, pro-bono graphic design work (including for this report), advice on measuring impact, and video-editing for training materials. We have also received support from interns on evaluation, fundraising and communications.

Low-cost support - We always negotiate for charity rates and source the best value quotes.

9. RESPONSIBILITIES OF THE MANAGEMENT COMMITTEE

Company law requires the Management Committee to prepare financial statements for each financial year which gives a true and fair view of the state of the affairs of the charitable company 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 management committee should follow best practice and:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent; and

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- Prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

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

9.1. Members of the Management Committee

Members of the Management Committees, who are directors for the company law and trustees for the purpose of charity law, who served during the year and up to date of this report are set out on page 4.

In accordance with company law, as the company's directors, we certify that:

- Insofar as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- As the directors of the company, we have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

9.2. Auditors

Maxwell's Chartered Accountants were appointed as the charitable company's auditors during the year.

This report has been prepared in accordance with the Statement of Recommended Practice: accounting and Reporting by charities (issued in March 2005) and in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by the Management Committee on DATE and signed on behalf by:

DocuSigned by:
Meheen Dalamal
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12/15/2023

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2023. The trustees have adopted the provisions of 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) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The promotion and provision of education, training, support and assistance for those providing services for persons with special educational needs and the advancement of and research into the education and care of persons with special educational needs and securing the publication of any such research.

Public benefit

The trustees have had regard to The Charity Commission guidance on public benefit.

FINANCIAL REVIEW

Financial position

MAITS has very low overheads due to the fact that we work from donated office space. Alongside the office space, the benefactor who provides us with this space also covers the costs of the utilities, IT and incidentals such as stationery.

Our training and programme work is carried out, almost entirely free of charge, by extremely qualified therapists and teachers, meaning that whilst we have a modest budget, the actual value of the work we carry out extends far beyond the cost of our budget and because of this support we represent extremely good value for money.

In addition, all our communications materials, including our annual report and our leaflets are all produced completely free of charge on a pro-bono basis. The in-kind contributions for the office, the IT support and the free graphic design are factored into the accounts as in-kind contributions.

Reserves

MAITS has reserves of £53,561 which equates to approximately 7-months of our running costs. This is in line with standard practice in the sector, in order to ensure that we have sufficient funding so that in case of an emergency, we would be able to sustain operations for a reasonable amount of time without putting the organisation at risk.

Restricted and unrestricted funding

The vast majority of our income sources are restricted and only very small amounts of funding, such as donations through Go Raise retail platform and Amazon Smile are unrestricted. We would like to build our unrestricted funding but recognise that the majority of our funding comes through trusts and foundations, which fund very specific projects.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06695839 (England and Wales)

Registered Charity number

1126268

Registered office

86/87 Wimpole Street
London
W1G 9RL

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2023

Trustees

M Dalamal	Chair
A Heathcoat-Amory	Vice Chair
Stuart Robertson	Treasurer (Resigned on 11 September 2023)
C Gericke	
O Donnelly	
D Huxford	
Sunanda Mavillapalli	(Appointed 1 May 2023)

Independent Examiner

Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

Senior Management Team

Sadia Mirza	Director of Operations
Dr Melanie Adams	Technical Advisor

Bankers

HSBC
18a Curzon Street
London
W1J 7LA

Approved by order of the board of trustees on 12/15/2023 and signed on its behalf by:

DocuSigned by:
Meheen Dalamal
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M Dalamal - Trustee

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INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

Independent examiner's report to the trustees of Multi Agency International Training and Support ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2023.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

H W G Maxwell FCA

Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

Date: .....

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2023

	Notes	Unrestricted fund £	Restricted fund £	**2023 Total funds £**	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**24,502**	**85,552**	**110,055**	127,676
Investment income	3	**446**	**-**	**446**	15
Total		**24,948**	**85,552**	**110,501**	127,691
EXPENDITURE ON					
Charitable activities	4				
Programme delivery		**21,858**	**121,546**	**143,404**	91,978
Governance costs		**4,302**	**106**	**4,408**	4,698
Total		**26,160**	**121,652**	**147,812**	96,676
NET INCOME/(EXPENDITURE)		**(1,211)**	**(36,100)**	**(37,311)**	31,015
Transfers between funds	11	**3,534**	**(3,534)**	**-**	**-**
Net movement in funds		**2,323**	**(39,635)**	**(37,312)**	31,015
RECONCILIATION OF FUNDS					
Total funds brought forward		**51,238**	**65,135**	**116,373**	85,358
TOTAL FUNDS CARRIED FORWARD		**53,561**	**25,500**	**79,062**	116,373

The notes form part of these financial statements

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

BALANCE SHEET
30 JUNE 2023

	Notes	Unrestricted fund £	Restricted fund £	**2023 Total funds £**	2022 Total funds £
CURRENT ASSETS					
Debtors	9		**5,100**	**5,100**	19,000
Cash at bank		**53,561**	**26,576**	**80,137**	105,412
		53,561	**31,676**	**85,237**	124,412
CREDITORS					
Amounts falling due within one year	10		**(6,176)**	**(6,176)**	(8,039)
NET CURRENT ASSETS		**53,561**	**25,501**	**79,062**	116,373
TOTAL ASSETS LESS CURRENT LIABILITIES		**53,561**	**25,501**	**79,061**	116,373
NET ASSETS		**53,561**	**25,501**	**79,062**	116,373
FUNDS	11				
Unrestricted funds				**53,561**	51,238
Restricted funds				**25,501**	65,135
TOTAL FUNDS				**79,062**	116,373

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 12/15/2023 and were signed on its behalf by:

DocuSigned by:
Meheen Dalamal
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Meheen Dalamal - Trustee

The notes form part of these financial statements

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	**94,555**	112,176
In kind donated services - office and facilities	**15,000**	15,000
In kind donated services - IT services	**500**	500
	110,055	127,676

Donations during the year have been received from the following sources:-

	2023	**2022**
	£	**£**
Trust & Foundations:		
The Rangoonwala Foundation	65,000	76,036
HCD Memorial		4,935
Ashworth Charitable Trust	**2,600**	
Barking & Dagenham Grant	**500**	
Hinduja Foundation India		7,500
The Fore Trust		578
CareTech Foundation	7,500	5,499
The James & Grace Trust	**1,000**	

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2. DONATIONS AND LEGACIES - continued

The Mathew Heathcoat-Amory Trust	**7,000**	
The British Asian Trust		4,000
Global Giving Crowd Funding Platform:		
Pakistan TOT programme	1204	12,966
Infant feeding		16
SriLanka TOT	**223**	141
Uganda		15
Bangladesh TOT	**479**	133
Covid 19 response	**47**	75
Other donations	9,002	282
	94,555	112,176

We would like to thank all the partners who have provided accommodation, training venues and other contributions in-kind that made the training possible.

3. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	**446**	15

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs	Totals
	£	£	£
Programme delivery	**117,283**	**26,121**	**143,404**
Governance costs	**106**	**4,302**	**4,408**
	117,389	**30,423**	**147,812**

5. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Examiner's remuneration	**1,100**	1,100

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6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2023 nor for the year ended 30 June 2022.

Trustees' expenses

Reimbursed expenses were paid to the trustees of nil (2022: nil).

7. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	25,827	22,323
	25,827	22,323

The average monthly number of employees during the year was as follows:

	2023	2022
Charitable Activities	2	2

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted fund	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	15,782	111,894	127,676
Investment income	15	-	15
Total	15,797	111,894	127,691
EXPENDITURE ON			
Charitable activities			
Programme delivery	16,974	75,004	91,978
Governance costs	4,698	-	4,698
Total	21,672	75,004	96,676
NET INCOME/(EXPENDITURE)	(5,875)	36,890	31,015
Transfers between funds	36,890	(36,890)	-
Net movement in funds	31,015	-	31,015
RECONCILIATION OF FUNDS			
Total funds brought forward	20,223	65,135	85,358
TOTAL FUNDS CARRIED FORWARD	51,238	65,135	116,373

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9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	5,100	-
Prepayments and accrued income	-	19,000
	5,100	19,000

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Social security and other taxes	(33)	(558)
Other creditors	4,708	7,097
Accrued expenses	1,500	1,500
	6,176	8,039

11. MOVEMENT IN FUNDS

	At 1.7.22	Net movement in funds	Transfers between funds	At 30.6.23
	£	£	£	£
Unrestricted funds				
General fund	51,238	(1,212)	3,534	53,561
Restricted funds				
General restricted funds	65,135	(36,100)	(3,534)	25,501
TOTAL FUNDS	116,373	(37,311)	-	79,062

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	24,949	(26,160)	(1,211)
Restricted funds			
General restricted funds	85,552	(121,652)	(36,100)
TOTAL FUNDS	110,501	(147,812)	(37,311)

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11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.21 £	Net movement in funds £	Transfers between funds £	At 30.6.22 £
Unrestricted funds				
General fund	20,223	(5,875)	36,890	51,238
Restricted funds				
General restricted funds	65,135	36,890	(36,890)	65,135
TOTAL FUNDS	85,358	31,015	-	116,373

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	15,797	(21,672)	(5,875)
Restricted funds			
General restricted funds	111,894	(75,004)	36,890
TOTAL FUNDS	127,691	(96,676)	31,015

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.21 £	Net movement in funds £	Transfers between funds £	At 30.6.23 £
Unrestricted funds				
General fund	20,223	(7,086)	40,424	53,561
Restricted funds				
General restricted funds	65,135	790	(40,424)	25,501
TOTAL FUNDS	85,358	(6,297)	-	79,062

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11. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	40,746	(47,832)	(7,086)
Restricted funds			
General restricted funds	197,446	(196,656)	790
TOTAL FUNDS	238,192	(244,488)	(6,296)

Transfers between funds

During the year most of our donations received were to fund specific programmes including overheads costs. At the end of the year the funds were transferred from restricted to unrestricted to cover the administrative costs as per the grant terms and conditions.

12. RELATED PARTY DISCLOSURES

During the year donations of £65,000 (2022: £76,036) were received from The Rangoonwala Foundation. MAITS Chairperson M. Dalamal is a trustee of The Rangoonwala Foundation as well.

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MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**94,555**	112,176
In kind donated services - office and facilities	**15,000**	15,000
In kind donated services - IT services	**500**	500
	110,055	127,676
Investment income		
Deposit account interest	**446**	15
Total incoming resources	**110,501**	127,691
EXPENDITURE		
Charitable activities		
Wages	**25,827**	22,323
Programme delivery expenditure	**70,872**	38,174
Travelling	**-**	137
Office and facilities - donated	**15,000**	15,000
Fundraising costs	**5,179**	-
Printing & Stationery	**216**	107
Sundries	**295**	333
	117,389	76,074
Support costs		
Management		
Insurance	**690**	1,330
Computer & IT expenses	**1,728**	1,445
Consultancy	**24,847**	14,507
Bank Charges	**440**	381
Legal & Professional	**48**	35
Accountancy	**706**	772
Conference costs and subscriptions	**864**	1,032
	29,323	19,502
Governance costs		
Examiner's remuneration	**1,100**	1,100
Total resources expended	**147,812**	96,676
Net (expenditure)/income	**(37,311)**	31,015

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

England & Wales - Charity number 1126268

Accounts

REGISTERED COMPANY NUMBER: 06695839 (England and Wales)
REGISTERED CHARITY NUMBER: 1126268

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

FOR

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

WEDNESDAY
ABJBC369
A34 21/12/2022 #291
COMPANIES HOUSE

Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2022

	Page
Report of the Trustees	1 to 17
Independent Examiner's Report	18
Statement of Financial Activities	19
Balance Sheet	20
Notes to the Financial Statements	21 to 26
Detailed Statement of Financial Activities	27

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2022. The trustees have adopted the provisions of 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) (effective 1 January 2019).

1. PURPOSES AND AIMS

1.1. Who we are:

MAITS is an international disability charity working in low-resource settings around the world. Children born with disabilities such as cerebral palsy, autism and/or learning disabilities and their families are at the heart of everything we do. Our work involves developing the skills of those who support them. Meeting the health, development and educational needs of children with special needs is a challenge in any setting but particularly for children living in low-income countries, where families often have no access to information, guidance or specialist services.

The mainstay of MAITS' work involves skilling up local centre-based and community-based child and family services on meeting the needs of babies and children, by working through their caregivers. We have a network of partner organisations in different regions whose specialist disability staff deliver MAITS training packages to front line health workers, teachers and community workers who in turn skill up families and caregivers. These packages are delivered following a 'Trainer of Trainer' model of capacity building. We also facilitate bespoke CPD training to healthcare and education staff on specific topics related to disability and mental health, which is delivered by specialists under our Small Grants scheme.

All training is provided free of charge. MAITS helps to facilitate the training and provides grants to cover costs.

1.2. Vision:

We envision a world in which children born with disabilities are able to access the health, development and education support they need to achieve their full potential.

1.3. Mission:

To improve the life expectancy and quality of life of individuals born with disabilities, and the quality of life of their families, by improving access to appropriate child health, development and education support in low-resource areas of the world.

1.4. Strategic aims:

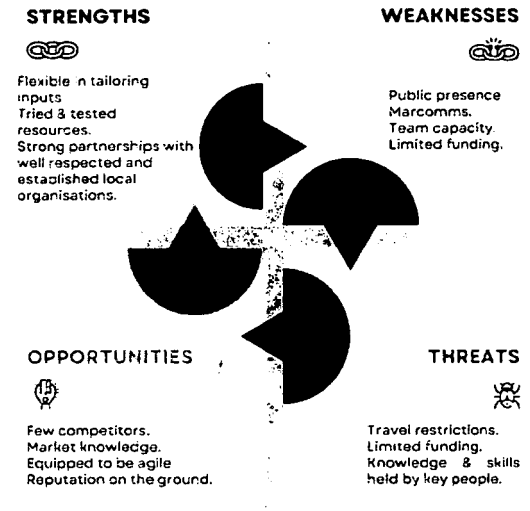
To improve the lives of children born with disabilities in areas of the world with limited or no access to specialist child health, development and education services by strengthening the skills of the local health and education workforce, caregivers and families in how to support these babies and children to survive and thrive.

Our work directly contributes to the Sustainable Development Goals 3, 4 and 8 [1] – emphasising the importance of health and wellbeing for all, access to education and promoting the social inclusion of persons with disabilities. We work through qualified healthcare practitioners with specialist skills in working with babies and children with neurodevelopmental conditions. Our trainers provide in-country training as well as remote training support.

[1] SDG 3 = End preventable deaths of newborns and children under 5 years of age, SDG 4 = guaranteeing equal and accessible education, SDG 8 = Promoting inclusive economic growth and employment. Sustainable Development Goals (who.int)

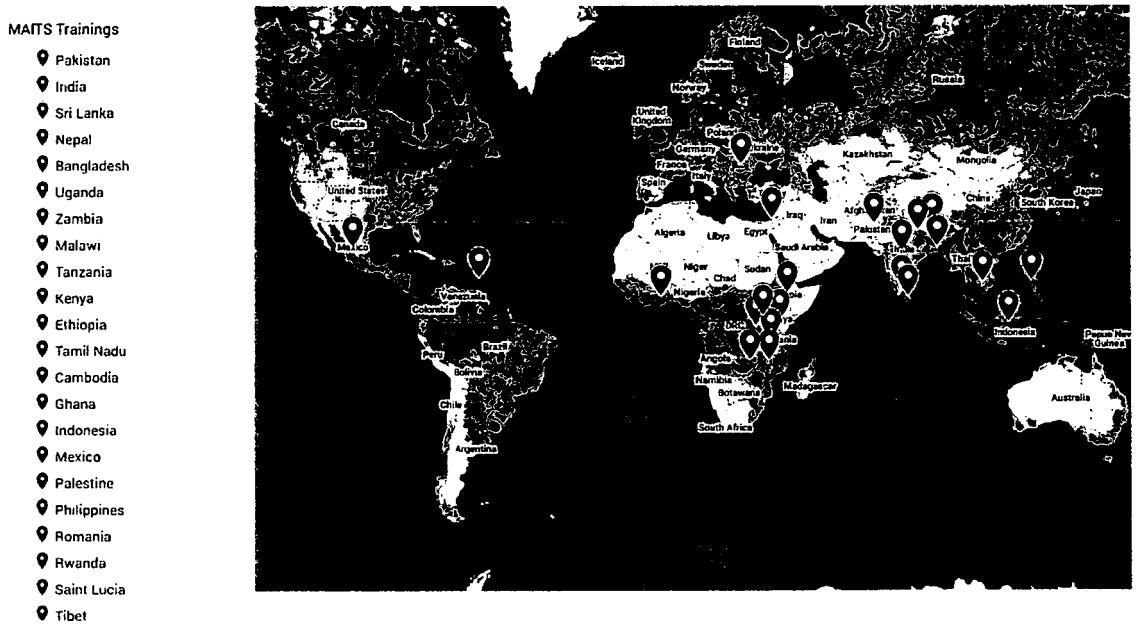
1.5. SWOT Analysis

We have conducted a SWOT analysis to understand our strengths and position ourselves better for service delivery.



1.6. Where we have worked:

We have worked in 23 countries, with a current focus on South Asia and Africa for our larger Trainer of Trainer (ToT) programmes.



Although we have worked in 23 countries, for the last 2 years we have focussed our efforts on our project work in India, Pakistan, Bangladesh, Uganda and Sri Lanka, rolling out our Community Health Worker (CHW) Empowerment Programme. This year, we will be expanding this programme to Nepal and Burundi. In Nepal, training is also being delivered on Appropriate Paper-based Technology (APT) to trainees from both Nepal and Pakistan, and in India and Bangladesh we have plans to provide training on Infant Feeding. Further roll-out of our programmes in Sri Lanka have been put on hold for the time-being due to difficulties on the ground.

For our Small Grants programmes, MAITS does not restrict the geographical areas in which training is delivered, enabling skill-sharing with those serving marginalised populations in any part of the globe.

2. OUR SERVICES AND KEY ACHIEVEMENTS IN 2021-2022:

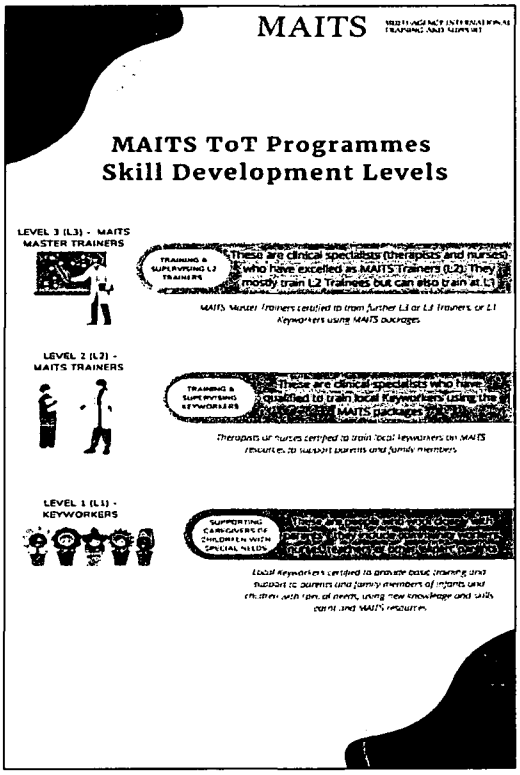
2.1. Our Packages and Programmes

MAITS is placing increasing emphasis on Trainer of Trainer programmes which allow the building of skills and capacity within communities so that they can create change from within, supporting the local dissemination of much needed expertise. MAITS currently offers two Training of Trainer programmes based on our packages. This year, we are looking to enable the APT training, developed and delivered through our Grants Scheme, to follow a similar programmatic structure for roll-out.

We have a structure to training our trainers and ensuring that quality is maintained as our programmes are being out.

Potential trainers with the appropriate level of clinical expertise are trained on how to train others using the packages, through a combination of online and face-to-face learning. They are assessed throughout the process and only awarded certificates as MAITS trainers if they meet the criteria.

Our Infant Feeding and Community Health Worker Empowerment programmes build capacity at the following levels:



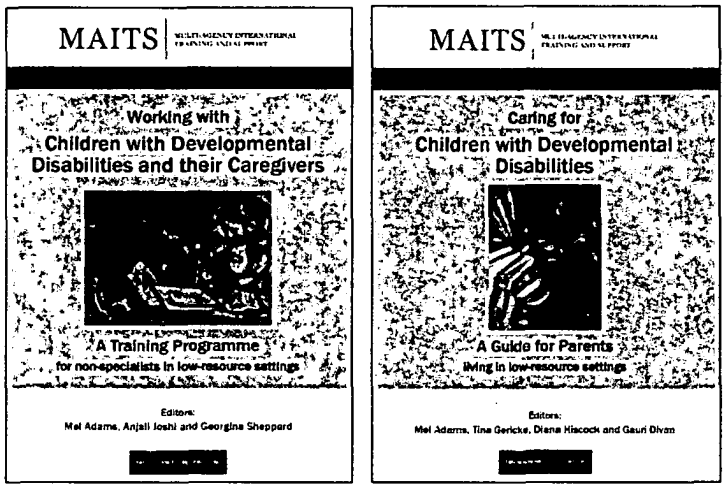
The roll-out of our programmes is facilitated by the organisations our trainers work for, who coordinate activities on the ground, release their staff to provide/attend the training and submit monitoring and evaluation data to us. MAITS provides overall co-ordination and pays for trainer and local costs.

2.1.1 Support for disabled children through the Community Health Worker (CHW) Empowerment Programme

According to UNICEF, 1 in 10 children worldwide have a disability, the majority of whom live in developing countries where there is a scarcity of services for them. In response to this, MAITS has developed a capacity-building programme for CHWs. It comprises a toolkit for Community Health Workers and other non-specialists working directly with families ('Keyworkers') to use with parents and caregivers, called 'Caring for Children with Developmental

Disabilities: A Guide for Parents living in low-resource settings'. It helps parents to understand their child's special needs and learn techniques to support the child's health and development through the activities of everyday life. There is an accompanying 'Keyworker' training programme for those workers who will be using the parent package. The training is delivered by disability specialists trained by MAITS ('MAITS Trainers').

Our Community Health Worker Empowerment Programme targets hard-to-reach families who have limited access to specialist therapists and therapy centres, and who rely on the skill and dedication of community workers to enhance the lives of their children with disabilities and therefore that of the family as well. The programme has been certified by the CPD certification service, and is being rolled out in Bangladesh, Sri Lanka, India, Pakistan and Uganda through local Trainers - local healthcare staff who have experience of working with children with neurodevelopmental disabilities (e.g. Physios, OTs, Speech and Language Therapists) and have been through the MAITS ToT programme.

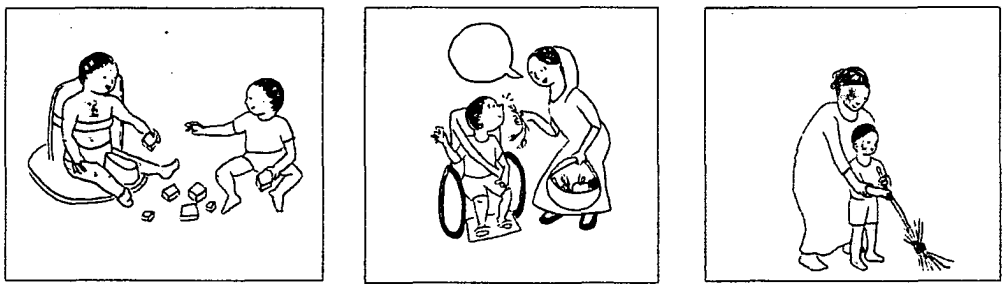


Toolkit: Caring for Children with Developmental Disabilities - A Guide for Parents

This is a user-friendly toolkit to be used by Keyworkers directly with parents. The MAITS programme is unusual because it takes a very functional and holistic approach and is unique in the way that it divides the guidance up according to levels of severity of disability as well as type (cerebral palsy and/or intellectual disabilities and/or autism spectrum conditions). The Guide takes the parents through the activities of the day, showing ways to promote the child's health, development and well-being. The guidance includes physical support as well as communication, with the aim of developing functional skills rather than addressing the impairments themselves – that being the role of specialist therapists.

The Guide contains useful tools to aid assessment of the child's strengths and needs, make decisions with the family on what aspects of their care to focus on, and then provides easy tips on how to support the child to develop their skills. It also includes tools to monitor progress and reset goals.

There are pictures to illustrate the simple support messages and we are in the process of making videos to accompany the Guide.



The resource has been reviewed by an Italian scientific journal, SCIENZA RIABILITATIVA 2020; 22(4):27-36. This review acknowledges the simplicity and usefulness of the MAITS package. The reviewer, Sofia Bizzarri (Paediatric Physiotherapist) recommends the Parent Guide and states:

This is a very significant publication for those working in disadvantaged settings with the parents of children presenting with motor, cognitive and behavioural disabilities. It can be considered an essential guide for all professionals who are involved in CBHR experiences. After obtaining permission from the publishers, organizations and individuals are invited to copy, reproduce and adapt the contents of the manual, as well as translating them into other languages. Another aspect of the text deserves a mention. The authors call it a "work in progress" and professionals are invited to send their feedback with comments and suggestions to contribute to the contents of the next, revised edition. This invitation is an extra highlight, adding an original and dynamic opportunity of active participation. In conclusion this manual is highly recommended. It is easily available, free of charge, by sending the compiled request form to MAITS via email. The accompanying training program text and two similar books on feeding difficulties can be acquired the same way.

Keyworker training: Working with Children with Developmental Disabilities and their Caregivers

This is a 7–8 day training programme equipping keyworkers who have little or no knowledge of developmental disability to provide basic guidance to families, using the MAITS Parent Guide.

The course aims to provide trainees with:

- An overview of childhood disabilities and their causes and impact
- An understanding of how to use daily activities to promote health, development and well-being
- The skills to be able to use the MAITS Guide for Parents and work effectively and respectfully with children with disabilities and their caregivers

Accompanying videos

We have been working hard this year to create a video that will accompany both resources above and strengthen the accessibility and quality of the programme.

CHW Empowerment Programme - Pakistan

This year, MAITS partnered with Al Umeed Rehabilitation Association (AURA) and Marie Adelaide Laprosy Centre (MALC) along with continuing to work with our long-standing partners ACELP Institute of Child Development and Ziauddin University. Through these partnerships MAITS has trained 10 Level 2 Trainers who have further trained 84 Community Health Workers. The Community Health Workers (CHWs) had a little or no prior knowledge of working with children with neurodevelopmental disabilities and are now trained to a level to offer early intervention services. The CHWs have started visiting families with children with special needs and are teaching them how to keep their child healthy and learn basic life skills. The children are happier and developing a level of independence, which is not only improving their quality of life but that of the entire family. We are aiming to reach approximately 1,800 families in a year's time. This estimation is based on each trained individual reaching out to 20 families in a year.

CHW Empowerment Programme – Sri Lanka

In Sri Lanka, MAITS partnered with the disability organisation in Sri Lanka, CP Lanka. We successfully delivered the first phase of L2 training to CP Lanka staff in early 2021, where we trained 21 therapists through our adapted online programme (necessitated by travel restrictions caused by Covid-19). The training was delivered online by three MAITS Master Trainers. This was considered a huge achievement as face-to-face training is the usual gold standard. The training resources were translated into the local language and 280 CHWs, locally referred to as 'social development workers' in four provinces were subsequently trained. In total, approximately 1,120 families have been reached so far.

CHW Empowerment Programme – India

This year, we partnered with Tamahar Centre for Children with Developmental Disabilities in Bangalore who helped bring three other organisations in the region to join the programme. These organisations are Akshadha Foundation, Shristi Special Academy and Diya Foundation. Through this programme we trained 11 L2 Trainers who have in turned trained 24 Community Health Workers in Bangalore. The CHWs have now conducted their first visit to the families of children with special needs to assess their requirements and set goals to focus on in the next three visits.

We are very grateful to The Hinduja Foundation, India for funding £7,500 to cover the expenses of this programme.

CHW Empowerment Programme – Uganda

The training with Kyaninga Child Development Centre (KCDC) originally took place online in October 2020 in the height of Covid lockdown, training 21 therapists as MAITS L2 Trainers. Since this time, KCDC have been working with Village Health Teams (VHTs) in their community. The families have appreciated the new knowledge and skills they have gained from the VHTs, but there have been reports of lack of weighing scales, height boards and middle arm circumference tapes in the local communities in order to take baseline and follow-up measures of the children's nutritional status. MAITS is providing support for the acquisition of this equipment so the VHTs have all the resources they require to serve these children. There has also been the challenge of staff turnover at KCDC but fortunately there are enough staff trained on the MAITS programmes to keep the work going. We have received several case studies from the KCDC and have picked out one to illustrate the success of the programme, below.

Case study

AG is a 3-year old Ugandan girl with cerebral palsy (CP) and severe malnutrition caused by vomiting when she eats (a common problem associated with CP). Currently she is being seen by a KCDC (Kyaninga Child Development Centre, Uganda) therapist, with follow-up support from the VHT (Village Health Team) who have been trained on the MAITS resources.

At the initial interview with the CHT worker, the mother reported limited support from the husband, especially with regards to giving her transport money to take the child to the outreach centre for therapy and treatment for her malnutrition and recurrent chest infections. Consequently, AG was regressing in her milestones. She scored 1 out of 5 on her ability in all activities of daily living. She weighed 5.7kg.

During the follow up interview, the mother was found in the garden with AG and her younger sibling, who plays with AG when their mother is busy digging and planting ground nuts (peanuts). The mother reported the following:



"AG has improved greatly and is much happier because she no longer gets chest infections, diarrhoea and skin wounds. She also likes playing now - reaching for objects while being supported to sit up, and she laughs. She enjoys mealtimes - she's no longer vomiting and distressed - something she was unable to do before. I now spend less on medication and can use the money to get nutritious food for my child and transport to the outreach for regular therapy.

I was sometimes scared to go out with AG but now I carry her on my back wherever I go, like when I got to the market, to church or to visit friends. AG can now turn her head to look at things around her and enjoys play time with her brothers and sisters.

Taking care of her has become much easier because feeding has improved, there's no more vomiting and she's no longer refusing to eat, so mealtimes don't take as long. There are no more chest infections and her weight is now 7.2kg.

The VHT visits have made a difference in my child's life, mine and the whole family's, because the advice I get from the VHT has helped me in learning how to take care of my child and I also get corrected if I perform any recommended activity in a wrong way.
My husband is more supportive now - he provides for AG and sometimes helps out in taking care of her, like with playing and washing her, because when the VHT worker comes to visit, he also talks to my husband and encourages him to not give up and to continue supporting AG."

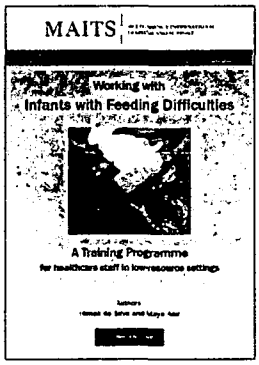
CHW Empowerment Programme – Bangladesh

In 2021, 15 therapists from the CRP Bangladesh received the first phase of L2 training online. Following video assessments of the trainees, it was decided that top-up training should be delivered to better equip the trainees to train and support CHWs on the programme. Two one-hour online sessions were given by MAITS' clinical training consultant, Dr. Mel Adams, accompanied by Master Trainers Alexandra Hejazi and Ali Punjani. The L2 Trainers have since trained 60 CHWs who are supporting 240 families. We have also been able to identify three therapists from the first L2 batch to pursue their journey with MAITS to becoming Master Trainers (Level 3) by the end of 2022 by assisting in the training of 10 more L2 Trainers ready to roll the programme out further in 2023.



2.1.2 Working with Infants with Feeding Difficulties

One million babies are born every year with a disability which is often associated with premature birth. All of these babies will need support with breastfeeding. In developing countries, 50% of babies born at 32 weeks die due to lack of support, including support to breastfeed.



MAITS' Infant Feeding programme was developed to address a global gap in the training of healthcare staff working with infants with feeding difficulties in low resource countries. It aims to reduce infant mortality and improve the health of babies with disabilities and those born prematurely, by enabling healthcare staff to support mothers to use simple feeding and caregiving techniques that can significantly improve their chance of survival and improve their quality of life. Previous pilots of our package in Malawi, Uganda and Sri Lanka achieved a significant increase in breastfeeding on the first day of birth, significant increases in exclusive breastfeeding on discharge from the neonatal unit and a reduction in mortality. Using our technique can mean the difference between life and death.

This is a very hands-on training and needs to be delivered face-to-face. Whilst being unable to train more trainers in new locations due to Covid travel restrictions we do know that our MAITS Trainers in Rwanda have been continuing to train staff on the ground using the MAITS infant feeding resources. One trainer (a senior nurse) explained that the MAITS Guide for Working with Infants with Feeding Difficulties has been adopted and integrated in the clinical and training protocol for staff at the Paediatric Development Clinic (PDC). Two of the trainers reported that the MAITS training had provided them with the knowledge, skills and confidence that enables them to train others as part of their day-to-day work. Our Master Trainers have been able to provide some support online using a case study model – watching videos of babies and meeting online with staff teams to discuss how they can support the mother and child.

2.2 Skill-matching

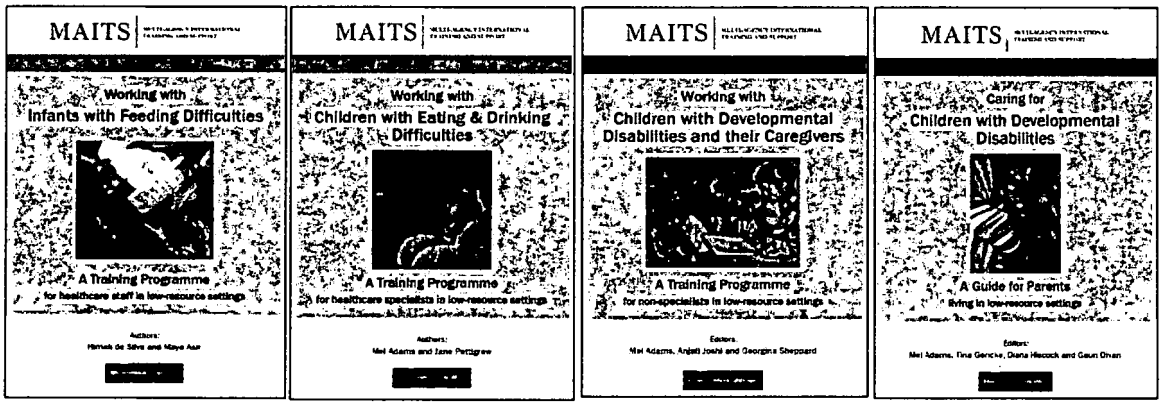
There are approximately 1 billion people in the world living with a disability. Almost 240 million of these are children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries where there are fewer skilled staff to support them.

MAITS provides a skill-matching service whereby we match health and education professionals from all over the world who have specialist skills in disability work and are offering to share their skills for free, with organisations in low-and-middle income countries who are seeking training in a specific topic. Training has included skills-sharing to mental health workers who support caregivers of children with disabilities as well as teaching clinical supervision skills to speech and language therapists. MAITS trainers aim to enhance existing services by training workers in new skills and upgrading their existing skills. We provide skill-matching both through direct contact with our existing pool of trainers and through our online matching service.

MAITS provides small grants to enable training to take place. Since 2011, we have provided 164 grants to enable training for staff working in rehabilitation and special education settings in a range of topics.

In 2021/2022 we provided 5 more small grants to provide trainings in Zambia, Kenya, Uganda and Ghana

2.3 Production of training resources



Due to a lack of resources for trainers and staff working with children with developmental disabilities in low- and middle-income countries, MAITS has produced a range of materials to bridge this a gap.

Our training packages have been accessed to date, by individuals and organisations in over 40 countries around the world.

We are currently working on producing videos to accompany the CHW Empowerment Programme resources – to be used during training as well as with caregivers, accessible via smart phone or other suitable platforms depending on the context.

We have received endorsements for both the Infant Feeding programme, and the Guide for Parents on Caring for Children with Developmental Disabilities, both of which are soon to be included in the USAID Disability Resource Bank.

3. OUR THEORY OF CHANGE

Input	Activities	Outputs	Outcomes	Impact
Funding and coordination of training programmes 	Life-saving training for staff working with disabled babies and children with feeding difficulties.	Strengthened capacity of professionals to provide a service to babies and children with feeding difficulties.	Hospital and clinic staff have the knowledge and skills to support children at risk of malnutrition and infection.	Increased breastfeeding and survival rates and subsequent health, development and well-being of babies and children with physical disability
	Training on how to make low cost assistive devices and rehabilitation equipment from cardboard using innovative techniques	Local production of disability equipment that is otherwise unavailable and/or unaffordable.	Individuals with disabilities have access to equipment that improves their health, development and independence.	Reduced disability experienced by the individual, leading to increased productivity, participation and quality of life for them and their families.
	Training non-specialist staff on basic techniques to promote positive care practices for children with disabilities through work with their families.	Non-specialist staff in community, education and care settings have the skills to support children with disabilities and teach this to their families.	Individuals with disabilities have access to improved care and support, where specialist services are scarce or non-existent.	Individuals with disabilities are enabled to reach their full potential, with good health and wellbeing, through improved access to family support, quality healthcare and education.
	Providing Continuous Professional Development training to healthcare and education staff on working with individuals with disabilities.	Healthcare and education professionals have the skills to provide a quality service to individuals with disabilities.	Individuals with disabilities have increased access to healthcare and education services that meet their needs.	
Skill-matching 	Providing a matching service for organisations seeking training and professionals offering to share their skills.	Staff working for organisations who provide a service to individuals with disabilities and their families receive training.	Local staff have improved knowledge and skills and are able to provide an enhanced service.	
Producing training resources 	Designing disability training programmes and resources where there is an unmet need.	Those caring for and working with people with disabilities in developing countries have access to resources that improve their knowledge and skills.	People with disabilities receive skilled care at home and from health and education services	
Resource library 	Developing and maintaining an online library of freely available information documents and training resources.	A range of materials on disability are available in one place for anyone to access.	Students, practitioners, disability organisations and researchers have access to valuable information and resources, meeting an unmet need.	Professionals are able to share their knowledge and experience with each other and thereby improve the quality of their work to improve the lives of disabled people.

4. HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT

All our charitable activities focus on improving the quality of and access to therapeutic, health and educational services provided to individuals with disabilities in low- and middle-income countries. We do this by providing training to staff working in these sectors who have limited access to training and development.

In recent years, the emphasis of most internationally recognised organisations working in the disability sector has tended to focus on promoting rights rather than developing the technical skills of staff working with children with special needs and their families.

Although the WHO and other international bodies are beginning to bring health workers back into focus, this remains at the level of service-level guidelines rather than grass-roots clinical guidance. MAITS is therefore aiming to address this gap.

MAITS is unique in the following:

- Its specific focus as an international charity on neurodevelopmental disabilities, including autism and learning disability as well as cerebral palsy.
- The range of disability and special needs workers that it supports.
- The innovative approach to working with babies and children taught through our training packages; focusing on easy-to-learn, low-cost techniques for caregivers which impact directly on life expectancy and quality of life.
- The way we use the 'Training of Trainer' (TOT) model in our programmes to upskill staff working at the grass roots level. This is not only disseminated through local therapists trained up by MAITS but incorporates an ongoing system of quality assurance through regular supervision and support for the trainers and staff on the ground.

Who has used and benefitted from our services?

- Centre-based healthcare, education professionals, community-based family workers and students in clinical training in developing countries have benefitted from our services, through the enhancement of their professional skills.
- Individuals with disabilities and mental health challenges who have received a service from staff trained through MAITS have benefitted from a better quality and a greater range of interventions aimed at reducing the impact of their disability and improving their quality of life.
- Caregivers have benefitted both from the improvements in the functioning, health and wellbeing of the individual they care for, as a result of enhanced professional support, but have also benefitted from the new caregiving skills they have been taught and the emotional support they have received from the same.
- Professionals who have volunteered to provide training have benefitted from MAITS' services through the building of their own skills and knowledge. In leading to enhanced employment or further learning opportunities. As trainers, they have benefitted from increased access to resources and professional guidance and for some they have gained skills from working in a different context, which they have then taken back to their own workplace.

MAITS has 285 trainers on its register. The majority are Speech and Language Therapists, Occupational Therapists and Physiotherapists. Others include creative arts therapists, special educators, nurses and psychologists. 111 of our trainers are from low- and middle-income countries and we are proactively aiming to increase the numbers of these.

Since 2009, we have provided training to 7181 individuals in over 23 countries benefitting approximately 1,400,000 children with disabilities and their families.

** Figures are calculated based on average caseloads per trainee 'type' (e.g. clinic based therapist vs community worker etc.) per year. We have multiplied the number of children benefitting by every subsequent year following training, up to a maximum of 5 years. This takes into account the reduction in impact of any one specific CPD course to a person's practice over time, as they acquire additional skills and experience. For practitioners implementing MAITS programmes, the 5 year cut-off takes into account inevitable attrition and the lack therefore of guaranteed sustained participation of any one practitioner in the delivery of MAITS programmes. These estimated caseloads are based on data we collected from trainers over a period of 4 years (2009-2013) during which 57 organisations received training.*

5. FINANCIAL REVIEW

The charity has benefitted from the long-term support of its main donor, **the ZVM Rangoonwala Foundation,** who this year donated a generous £70,000. MAITS has been fortunate to have had the support of the ZVM Rangoonwala Foundation since its inception. This has provided us with a stable, ongoing source of funding. The focus of our recent fundraising strategy has been to diversify our funding sources, which we have been able to do. We have also had considerable support from volunteers and significant services 'in kind' in terms of office space and utilities.

This year MAITS received funding from **The CareTech Foundation** towards its Community Health Worker Empowerment Programme in Pakistan and Sri Lanka. We also received a generous contribution of £7,500 from the Hinduja Foundation, India to our partner Tamahar Trust in India for MAITS programme.

This year we have also been successful in raising funds through crowdfunding platforms, raising £10,394 through **GlobalGiving** and £282 through **Facebook**.

5.1. Investment Policy:

The charity does not have any investments currently.

5.2. Reserves Policy:

The organisation is working on building our reserves to cover three to six months' worth of running costs and **ZVMRF** has granted a further reserve for us (worth £10,000) in the year 2021 – 2022.

6. PLANS FOR THE YEAR 2022 – 2023

We will achieve our mission to improve access to family support, quality healthcare and education through delivering the following activities this year:

- The continued roll-out of MAITS' Trainer of Trainer (ToT) programmes through current and new partnerships, focusing on promoting sustainability, with local communities leading change from within and embedding our programmes into existing structures where possible.
- The further development and rollout of Appropriate Paper-Based Technology (APT) and Infant Feeding Programmes within new territories and with new/existing partners.
- Developing our digital presence, including an overhaul of our charity website and continued emphasis on our social media presence.
- Developing additional resources (. e.g., audio-visual materials) to assist trainers and community workers to make information accessible.
- Ensuring the ongoing quality of our programmes through the systematic support of our partners and supervision of our trainers through more face-to-face visits and meetings.
- The continued provision of access for health and education staff working in low-resource settings to training on disability and mental health, facilitated through our matching service and Small Grants scheme.
- Explore the need for resources for staff to support adults with acquired neurological impairments in the community.

6.1. Our operational focus:

- Expanding and modifying our methods of delivering training whilst maintaining quality and effectiveness.
- Continuing to diversify our funding streams in order to future-proof our organisation and expand our reach.
- Strengthening our monitoring and evaluation processes and focussing on proving our social impact.

6.2. Challenges:

Funding in the non-profit sector has diverted towards more immediate global threats and challenges, including Covid-19, natural disaster relief and relief within global conflict zones.

6.3 Opportunities:

Disability continues to be a priority in the development sector, with the introduction of disability into the "UN Sustainable Development Goals[2]" and the "Leave No-one Behind Agenda[3]". With the Grand Bargain[4], there is a greater commitment than ever to gear funding towards and improve the capacity of local NGOs and partners.
MAITS' emphasis has been on building the capacity of local partners in the field and responding to need, as identified by local partners. Local partnerships are a key priority within our strategy and we want to move towards ensuring that there is buy-in for the MAITS' model at a strategic level wherever we work.

[2] https://sdgs.un.org/goals
[3] https://unsdg.un.org/2030-agenda/universal-values/leave-no-one-behind
[4] https://interagencystandingcommittee.org/grand-bargain

7. STRUCTURE, GOVERNANCE AND MANAGEMENT

7.1. Governing Document:

MAITS is a charitable company limited by guarantee, incorporated on 11th September 2008 under the name of Multi-Agency International Training and Support. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

7.2. Recruitment and Appointment of Management Committee:

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve until they stand down, or if they are absent for more than three consecutive meetings.

All members of the Management Committee give their time voluntarily and received no benefits from the charity.

7.3. Trustee Induction and Training:

Trustee induction and training for this period included:

- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing and the current financial position as set out in the latest published accounts.
- Plans and objectives.

7.4. Risk Management:

Systems are in place to monitor the recruitment of trainers; the health and safety of staff and volunteers and financial controls are in place through the scrupulous implementation of procedures for authorisation of all transactions and projects.

Key risks previously identified and mitigation update:

Need for more diversified funding –MAITS has successfully managed to attract external funding and begun to diversify our funding. We have also focused on building our reserves and strengthening our compliance, which puts us in a stronger position to build our donor base.

Risks around child and adult protection – at MAITS we take our safeguarding responsibilities very seriously and have stringent policies and procedures governing the recruitment and management of volunteers and staff. This includes trainers under the Small Grants scheme being interviewed and providing two references prior to the start date of their training; due diligence and vetting of the organisations that training is delivered to; and pre-departure security briefings for trainers who are travelling. We work with international organisations to train their staff who have already been vetted by their employers. We also have a safeguarding policy that we review every two years.

Risk of data protection issues – We have nominated our Director of Operations as the dedicated Data Controller within the team. This person has a Masters degree in HR and oversees all of our data protection systems. These include ensuring that there are non-disclosure agreements in relation to all sensitive data, protected servers and internet firewalls in place. The Data Controller ensures that private information and personal details are not shared with third parties. We carry out due diligence before hiring MAITS staff and trainers.

Financial risk – We have an anti-bribery and corruption policy and have all of our policies reviewed every two years.

7.5. Related Parties:

The charity is guided by international policy on disability, such as the Sustainable Development Goals, WHO guidelines, the United Nations Conventions on the Rights of the Child, and the United Nations Convention on the Rights of Persons

with Disabilities. Our work particularly reflects policies advocating the equitable access to and use of quality services for vulnerable and marginalised populations and the current global shift from child survival to thriving and transformation.

MAITS does not have any offices overseas. We work through local partners. They identify the local need and we provide support and resources to help them bring about change within their own communities. We share information on the support we can provide so that they can choose what might be most relevant to them and their needs.

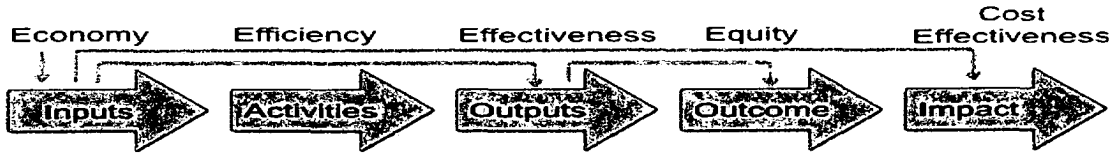
The local partners we have been working with this year include:

8. How MAITS represents value for money

MAITS is committed to the importance of Value for Money, which is vital in ensuring that funding provided by our donors is spent in a way that is accountable and that enables us to ensure that each pound is maximised to make the most difference to the lives of those we are seeking to serve. We take the responsibility of ensuring we are accountable for any funding awarded very seriously.

At MAITS, we view Value for Money in the broader sense of making a long-term difference to both individuals and the systems within the countries we work in. A key focus of our work is not just to provide training, but also to work closely with local counterparts from national and local government to the grass-roots level to build capacity and create change within communities. We do this by building skills and working within local structures so that local healthcare, education services and NGOs are better equipped to support the long-term development of the local healthcare system independently.

These are the keyways in which MAITS represents value for money:



8.1. Economy

Working free of charge - MAITS relies almost entirely on individuals and organisations working free of charge, which represents a significant saving in terms of salaries or consultancy fees.

Local Trainers - As we are relying more and more on the local Trainer of Trainer model to deliver our programmes, not only are there reduced travel expenses for our trainers, but there is a greater likelihood that increased skills developed within the workforce will stay within local communities, with the risk of 'brain drain' reduced.

Local organisations - Our local partners reduce our potential costs enormously. Apart from releasing their staff to deliver training as part of our ToT programmes, they also assist with logistics and hosting.

8.2. Efficiency

Being local and online - We have worked hard to improve the efficiency of our model. The most significant activities that have increased efficiency recently have been in relation to moving our ToT programme for the trainers of Community Health Workers to be delivered partly online, thereby reducing travel costs and time. Together with this is the new initiative to create accompanying audio-visual resources that can be used by trainers and Community Health Workers, again reducing the reliance on face-to-face training and support. Other significant efficiencies have been made through developing local teams of expert trainers and partnering with local organisations who assist with coordinating the training roll-out. The ToT model also means that ongoing supervision and support to the Community Health Workers who are trained can be provided locally.

8.3. Effectiveness

Monitoring, evaluation and adaptation - We monitor our products and services through rigorous evaluation activities and modify them as required to ensure that our training resources, programmes and approaches are as effective as possible. We do this through stakeholder feedback, observation of trainings, observations of practical trainee assessments as well as collecting data from the field on the impact of the interventions delivered by our trained community health workers. We have plans for an independent evaluation of the Community Health Worker Empowerment Programme to be conducted by one of our Master Trainers as part of her master's in education in Canada. Some modifications made to the CHW ToT programme this year have included reducing the number of attendees at online training sessions, adding activities to make the sessions more interactive, commissioning the development of additional audio-visual resources to overcome the current limitations on face-to-face training, reviewing our criteria to qualify as a MAITS trainer and formalising the supervision and support structure for all trainers and community health workers using the MAITS resources. We also have plans to redevelop our website, in response to feedback, with the aim of enhancing our skill-sharing activities and promoting much-needed access to information.

Local professionals and organisations - It has become very clear to MAITS that the most effective trainers are those who understand the local context and speak the local language. It has therefore been hugely rewarding to focus our energy in recent times on building strong working relationships with local experts and organisations on the ground. MAITS will continue to prioritise this approach going forwards.

8.4. Equity

Strong commitment to some of the most vulnerable and marginalised members of society - People with disabilities and their families are the world's largest minority and they face stigma and discrimination. Our work focuses on assisting these people in achieving their right to access quality healthcare, education and support. This in turn provides the best opportunity for independence, the chance to earn a living and to participate in society as an equal citizen.

Do no harm - We ensure that we follow the 'do no harm' principle in our work by working within already existing service delivery frameworks in each country, following local protocols.

8.5. Cost Effectiveness

Contributions in kind - MAITS has benefitted from significant contributions in-kind, which means that our governance costs are only 10%. We have generous donations of office space, IT support and utilities.

Pro-bono/volunteer services - MAITS has benefitted from significant pro-bono and volunteer services. As well as our trainers, who provide the backbone of our work, we have also received pro-bono legal support, pro-bono graphic design work (including for this report), advice on measuring impact, and video-editing for training materials. We have also received support from interns on evaluation, fundraising and communications.

Low-cost support - We always negotiate for charity rates and source the best value quotes.

9. Responsibilities of the Management Committee

Company law requires the Management Committee to prepare financial statements for each financial year which gives a true and fair view of the state of the affairs of the charitable company 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 management committee 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 company will continue on that basis.

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

9.1. Members of the Management Committee

Members of the Management Committees, who are directors for the company law and trustees for the purpose of charity law, who served during the year and up to date of this report are set out on page 4.

In accordance with company law, as the company's directors, we certify that:

- Insofar as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- As the directors of the company, we have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

9.2. Auditors

Maxwell's Chartered Accountants were appointed as the charitable company's auditors during the year.

This report has been prepared in accordance with the Statement of Recommended Practice: accounting and Reporting by charities (issued in March 2005) and in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by the Management Committee on DATE and signed on behalf by:

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2022. The trustees have adopted the provisions of 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) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The promotion and provision of education, training, support and assistance for those providing services for persons with special educational needs and the advancement of and research into the education and care of persons with special educational needs and securing the publication of any such research.

Public benefit

The trustees have had regard to The Charity Commission guidance on public benefit.

FINANCIAL REVIEW

Financial position

MAITS has been benefiting from donated office space. Alongside the office space, the benefactor who provides us with this space also covers the costs of the utilities, IT and incidentals such as stationery. The charity is grateful for this invaluable contribution

Our training and programme work is carried out, almost entirely free of charge, by extremely qualified volunteer therapists and teachers, meaning that whilst we have a modest budget, the actual value of the work we carry out extends far beyond the cost of our budget and because of this support we represent extremely good value for money.

In addition, all our communications materials, including our annual report and our leaflets are all produced completely free of charge on a pro-bono basis. The in-kind contributions for the office, the IT support and the free graphic design are factored into the accounts as in-kind contributions.

Reserves

MAITS has reserves of £51,238 which equates to approximately 5 months of our running costs. This is in line with standard practice in the sector, in order to ensure that we have sufficient funding so that in case of an emergency, we would be able to sustain operations for a reasonable amount of time without putting the organisation at risk. However, MAITS reserves policy targets the reserves to be maintained at 6 months hence we are working to build our reserves accordingly.

Restricted and unrestricted funding

The vast majority of our income sources are restricted and only very small amounts of funding, such as donations through Go Raise retail platform and Amazon Smile are unrestricted. We would like to build our unrestricted funding, but recognise that the majority of our funding comes through trusts and foundations, which fund very specific projects.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06695839 (England and Wales)

Registered Charity number

1126268

Registered office

86/87 Wimpole Street
London
W1G 9RL

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022

Trustees

M Dalamal	Chair
A Heathcoat-Amory	Vice Chair
Stuart Robertson	Treasurer
C Gericke	
O Belcher	
D Huxford	

Independent Examiner
Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

Senior Management Team

Sadia Mirza	Director of Operations
Dr Melanie Adams	Technical Advisor

Bankers
HSBC
18a Curzon Street
London
W1J 7LA

Approved by order of the board of trustees on 13/12/22 and signed on its behalf by:

Mcheen Dalamal

M Dalamal - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

Independent examiner's report to the trustees of Multi Agency International Training and Support ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2022.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

H W G Maxwell FCA
ICAEW
Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

Date: .....

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2022

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**15,782**	**111,894**	**127,676**	132,105
Investment income	3	**15**	**-**	**15**	5
Total		**15,797**	**111,894**	**127,691**	132,110
EXPENDITURE ON					
Charitable activities	4				
Programme delivery		**16,974**	**75,004**	**91,978**	104,292
Governance costs		**4,698**	**-**	**4,698**	10,241
Total		**21,672**	**75,004**	**96,676**	114,533
NET INCOME/(EXPENDITURE)		**(5,875)**	**36,890**	**31,015**	17,577
Transfers between funds	11	**36,890**	**(36,890)**	**-**	-
Net movement in funds		**31,015**	**-**	**31,015**	17,577
RECONCILIATION OF FUNDS					
Total funds brought forward		**20,223**	**65,135**	**85,358**	67,781
TOTAL FUNDS CARRIED FORWARD		**51,238**	**65,135**	**116,373**	85,358

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

BALANCE SHEET
30 JUNE 2022

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
CURRENT ASSETS					
Debtors	9	**19,000**	-	**19,000**	-
Cash at bank		**37,723**	**67,689**	**105,412**	89,212
		56,723	**67,689**	**124,412**	89,212
CREDITORS					
Amounts falling due within one year	10	**(5,485)**	**(2,554)**	**(8,039)**	(3,854)
NET CURRENT ASSETS		**51,238**	**65,135**	**116,373**	85,358
TOTAL ASSETS LESS CURRENT LIABILITIES		**51,238**	**65,135**	**116,373**	85,358
NET ASSETS		**51,238**	**65,135**	**116,373**	85,358
FUNDS	11				
Unrestricted funds				**51,238**	20,223
Restricted funds				**65,135**	65,135
TOTAL FUNDS				**116,373**	85,358

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

.....
S C Robertson - Trustee

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

BALANCE SHEET
30 JUNE 2022

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
CURRENT ASSETS					
Debtors	9	**19,000**	-	**19,000**	-
Cash at bank		**37,723**	**67,689**	**105,412**	89,212
		56,723	**67,689**	**124,412**	89,212
CREDITORS					
Amounts falling due within one year	10	**(5,485)**	**(2,554)**	**(8,039)**	(3,854)
NET CURRENT ASSETS		**51,238**	**65,135**	**116,373**	85,358
TOTAL ASSETS LESS CURRENT LIABILITIES		**51,238**	**65,135**	**116,373**	85,358
NET ASSETS		**51,238**	**65,135**	**116,373**	85,358
FUNDS	11				
Unrestricted funds				**51,238**	20,223
Restricted funds				**65,135**	65,135
TOTAL FUNDS				**116,373**	85,358

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2022.

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The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 29th November 2022 and were signed on its behalf by:

.....
S C Robertson - Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	**112,176**	116,605
In kind donated services - office and facilities	**15,000**	15,000
In kind donated services - IT services	**500**	500
	127,676	132,105

Donations during the year have been received from the following sources:-

	2022	2021
	£	£
Trust & Foundations:		
The Rangoonwala Foundation	76,036	75,000
HCD Memorial	4,935	24,000
Hinduja Foundation India	**7,500**	
The Fore Trust	578	

2. DONATIONS AND LEGACIES - continued

CareTech Foundation	5,499	
The Grace Trust		1,500
The Mathew Heathcoat-Amory Trust		3,000
The British Asian Trust	**4,000**	8,000
Global Giving Crowd Funding Platform:		
Pakistan TOT programme	12,966	4,798
Infant feeding	16	24
SriLanka TOT	**141**	
Uganda	**15**	
Bangladesh TOT	**133**	
Covid 19 response	**75**	
Other donations	282	
Other small donations:		283
	112,176	116,605

We would like to thank all the partners who have provided accommodation, training venues and other contributions in-kind that made the training possible.

3. INVESTMENT INCOME

	2022	2021
	£	£
Deposit account interest	**15**	5

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs	Totals
	£	£	£
Programme delivery	**75,641**	**16,337**	**91,978**
Governance costs	**433**	**4,265**	**4,698**
	76,074	**20,602**	**96,676**

5. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Examiner's remuneration	**1,100**	1,100

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2022 nor for the year ended 30 June 2021.

Trustees' expenses

Reimbursed expenses were paid to the trustees of nil (2021: nil).

7. STAFF COSTS'

	2022	2021
	£	£
Wages and salaries	22,323	42,842
Other pension costs	-	40
	22,323	42,882

The average monthly number of employees during the year was as follows:

	2022	2021
Charitable Activities	2	2

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted fund	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	15,783	116,322	132,105
Investment income	5	-	5
Total	15,788	116,322	132,110
EXPENDITURE ON			
Charitable activities			
Programme delivery	18,107	86,185	104,292
Governance costs	10,241	-	10,241
Total	28,348	86,185	114,533
NET INCOME/(EXPENDITURE)	(12,560)	30,137	17,577
Transfers between funds	10,918	(10,918)	-
Net movement in funds	(1,642)	19,219	17,577
RECONCILIATION OF FUNDS			
Total funds brought forward	21,865	45,916	67,781

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted fund £	Total funds £
TOTAL FUNDS CARRIED FORWARD	20,223	65,135	85,358

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Prepayments and accrued income	19,000	-

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Social security and other taxes	(558)	-
Other creditors	7,097	2,554
Accrued expenses	1,500	1,300
	8,039	3,854

11. MOVEMENT IN FUNDS

	At 1.7.21 £	Net movement in funds £	Transfers between funds £	At 30.6.22 £
Unrestricted funds				
General fund	20,223	(5,875)	36,890	51,238
Restricted funds				
General restricted funds	65,135	36,890	(36,890)	65,135
TOTAL FUNDS	85,358	31,015	-	116,373

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	15,797	(21,672)	(5,875)
Restricted funds			
General restricted funds	111,894	(75,004)	36,890
TOTAL FUNDS	127,691	(96,676)	31,015

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.20 £	Net movement in funds £	Transfers between funds £	At 30.6.21 £
Unrestricted funds				
General fund	21,865	(12,560)	10,918	20,223
Restricted funds				
General restricted funds	45,916	30,137	(10,918)	65,135
TOTAL FUNDS	67,781	17,577	-	85,358

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	15,788	(28,348)	(12,560)
Restricted funds			
General restricted funds	116,322	(86,185)	30,137
TOTAL FUNDS	132,110	(114,533)	17,577

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.20 £	Net movement in funds £	Transfers between funds £	At 30.6.22 £
Unrestricted funds				
General fund	21,865	(18,435)	47,808	51,238
Restricted funds				
General restricted funds	45,916	67,027	(47,808)	65,135
TOTAL FUNDS	67,781	48,592	-	116,373

11. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	31,585	(50,020)	(18,435)
Restricted funds			
General restricted funds	228,216	(161,189)	67,027
TOTAL FUNDS	259,801	(211,209)	48,592

Transfers between funds

During 2018 most of our donations received were to fund specific programmes and accordingly have been shown as restricted funds. To ensure the successful delivery of these programmes the Trustees have allocated £44,378 from the general to the restricted fund.

12. RELATED PARTY DISCLOSURES

During the year donations of £76,036 (2021: £75,000) were received from The Rangoonwala Foundation. MAITS Chairperson M. Dalamal is a trustee of The Rangoonwala Foundation as well.

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**112,176**	116,605
In kind donated services - office and facilities	**15,000**	15,000
In kind donated services - IT services	**500**	500
	127,676	132,105
Investment income		
Deposit account interest	**15**	5
Total incoming resources	**127,691**	132,110
EXPENDITURE		
Charitable activities		
Wages	**22,323**	42,842
Pensions	**-**	40
Programme delivery expenditure	**38,174**	28,153
Web Development & Advertising	**-**	30
Travelling	**137**	96
Office and facilities - donated	**15,000**	15,000
Printing & Stationery	**107**	87
Sundries	**333**	113
	76,074	86,361
Support costs		
Management		
Insurance	**1,330**	2,520
Computer & IT expenses	**1,445**	1,139
Consultancy	**14,507**	15,150
Bank Charges	**381**	556
Legal & Professional	**35**	6,176
Accountancy	**772**	638
Conference costs and subscriptions	**1,032**	893
	19,502	27,072
Governance costs		
Examiner's remuneration	**1,100**	1,100
Total resources expended	**96,676**	114,533
Net income	**31,015**	17,577

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

England & Wales - Charity number 1126268

Accounts

REGISTERED COMPANY NUMBER: 06695839 (England and Wales)
REGISTERED CHARITY NUMBER: 1126268

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

FOR

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

	Page
Report of the Trustees	3 to 18
Independent Examiner's Report	19
Statement of Financial Activities	20
Balance Sheet	21
Notes to the Financial Statements	22 to 27
Detailed Statement of Financial Activities	28

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2021. The trustees have adopted the provisions of 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) (effective 1 January 2019).

1. PURPOSES AND AIMS

1.1. Who we are:

MAITS is an international disability charity working in low-resource settings around the world. Children with disabilities and their families are at the heart of everything we do. Our work involves developing the skills of those who support them. Meeting the health, development and education needs of children with special needs is a challenge in any setting but particularly so for children living in low-income countries, where families often have no access to information, guidance or specialist services. MAITS provides support to these families by skilling up the local centre-based and community-based child and family services on meeting the needs of babies and children born with disabilities such as cerebral palsy, autism and/or learning disabilities.

We have a network of partner organisations in different regions whose specialist disability staff deliver MAITS training packages to front line health workers, teachers and community workers who in turn skill up families and caregivers. These packages are delivered following a 'Trainer of Trainer' model of capacity building. We also facilitate bespoke training to healthcare and education staff on specific topics related to disability and mental health, which is delivered by specialists under our Small Grants scheme. All training is provided free of charge. MAITS helps to facilitate the training and provides grants to cover costs.

1.2. Vision:

We envision a world in which children born with disabilities are fully able to access the health, development and education support they need to achieve their full potential.

1.3. Mission:

To improve the life expectancy and quality of life of individuals born with disabilities, and the quality of life of their families, by improving access to appropriate child health, development and education support in low-resource areas of the world.

1.4. Strategic aims:

To improve the lives of children born with disabilities in areas of the world with limited or no access to specialist child health, development and education services by strengthening the skills of the local health and education workforce, caregivers and families in how to support these babies and children to survive and thrive.

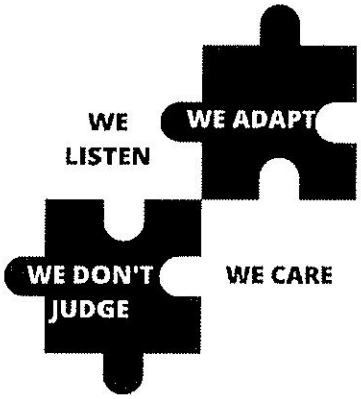
Our work directly contributes to the Sustainable Development Goals 3, 4 and 8 [1] – emphasising the importance of health and wellbeing for all, access to education and promoting the social inclusion of persons with disabilities. We work through qualified healthcare practitioners with specialist skills in working with babies or children with neurodevelopmental conditions. Our trainers provide in-country training as well as remote training support, especially in times such as the COVID pandemic.

[1] SDG 3 = End preventable deaths of newborns and children under 5 years of age, SDG 4 = guaranteeing equal and accessible education, SDG 8 = Promoting inclusive economic growth and employment. Sustainable Development Goals (who.int)

1.5. MAITS Values:

MAITS requested our key stakeholders this year to share their views on the values exhibited by our staff and through our programmes. We received 22 responses from various stakeholders and collated these. The four most highly rated attributes, illustrated in the image below have now become recognized as our core organisational core values.

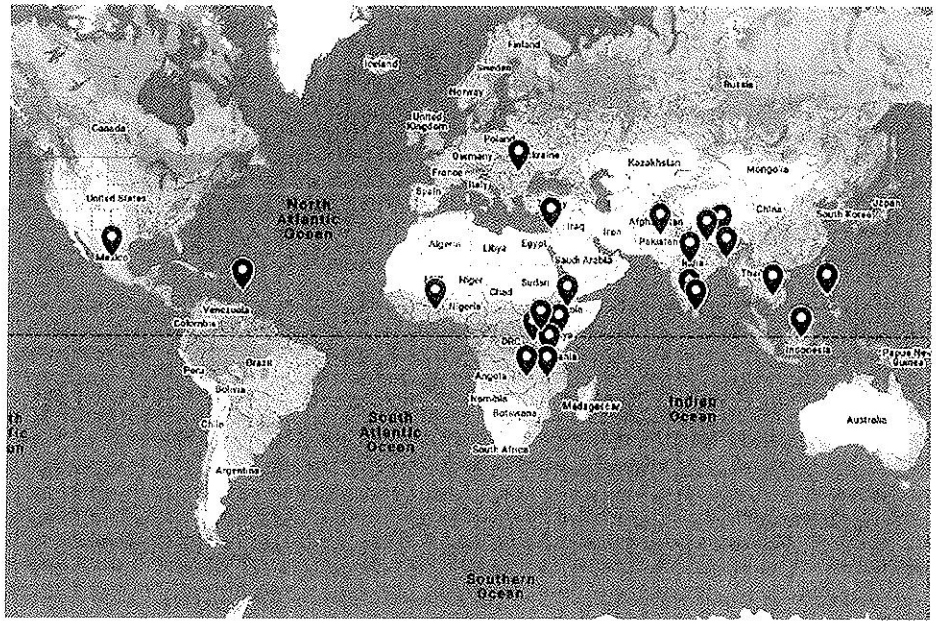
MAITS MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT



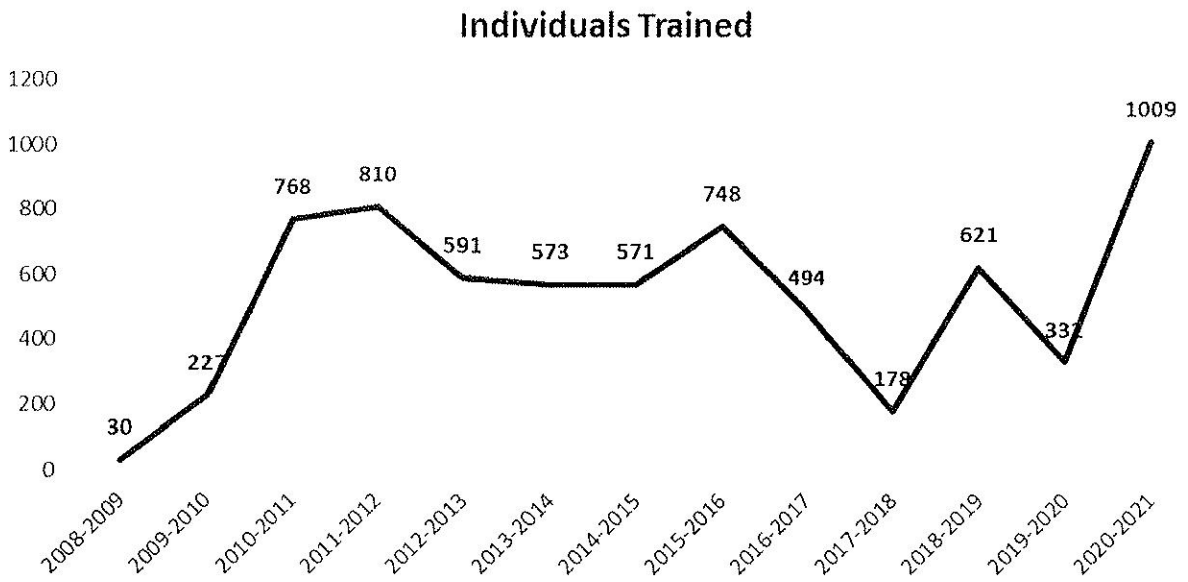
1.6. Where we have worked:

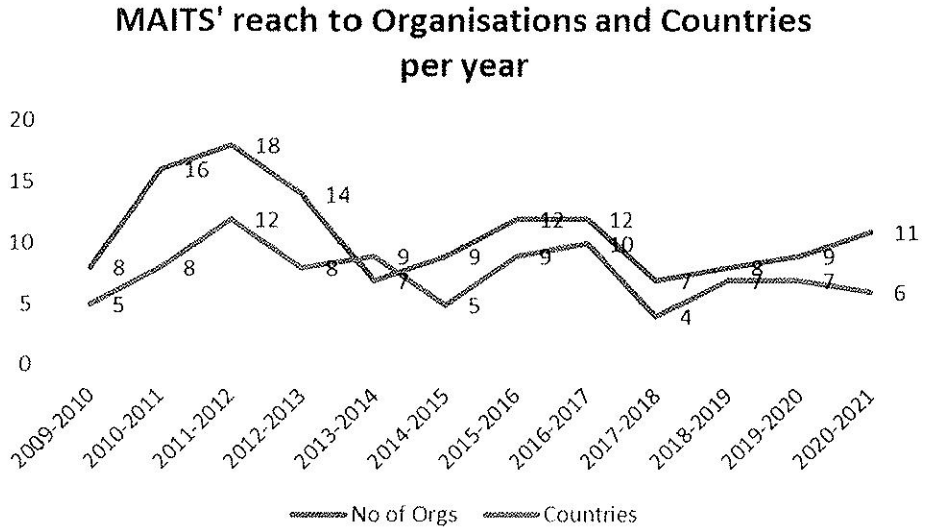
We have worked in 23 countries, with a current focus on South Asia and Africa for our larger Trainer of Trainer programmes.

MAITS Trainings
- Pakistan
- India
- Sri Lanka
- Nepal
- Bangladesh
- Uganda
- Zambia
- Malawi
- Tanzania
- Kenya
- Ethiopia
- Tamil Nadu
- Cambodia
- Ghana
- Indonesia
- Mexico
- Palestine
- Philippines
- Romania
- Rwanda
- Saint Lucia
- Tibet



For our Small Grants programmes, MAITS does not restrict the geographical areas in which training is delivered, enabling skill-sharing with those serving marginalised populations in any part of the globe.



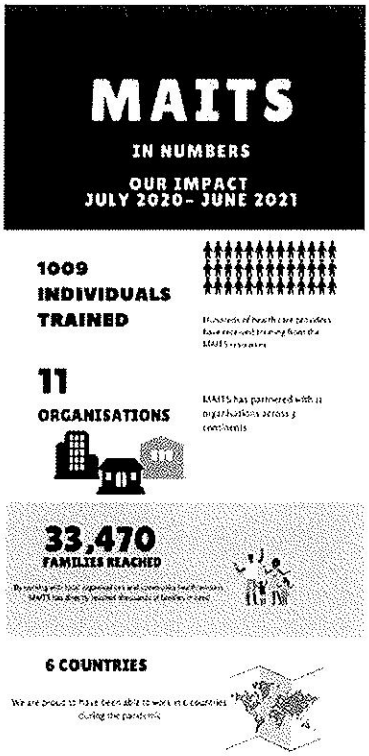


This chart shows the number of international disability organisations that MAITS work with and the number of countries we worked in very year.

2. OUR SERVICES AND KEY ACHIEVEMENTS IN 2020-2021:

2.1. Funding and coordination of MAITS' training programmes

MAITS is placing increasing emphasis on Trainer of Trainer programmes which allow the building of skills and capacity within communities so that they can create change from within, supporting local dissemination of much needed expertise.



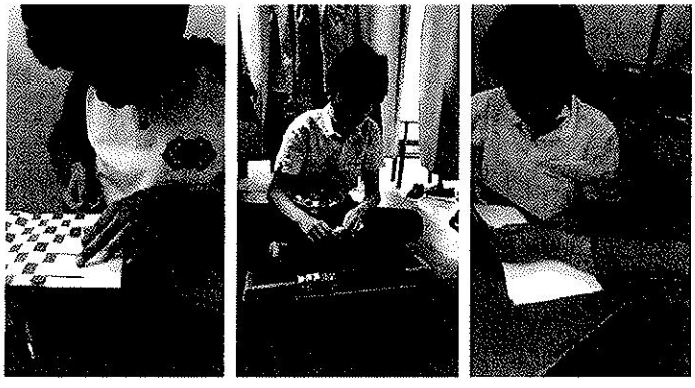
2.1.1 Support for disabled children through the Community Health Worker (CHW) Empowerment Programme

According to UNICEF, 1 in 10 children worldwide **have a disability, the majority of whom live in developing countries where there is a scarcity of services for them.** In response to this, MAITS has developed a resource, 'Caring for Children with Developmental Disabilities: A guide for parents living in low-resource settings', for Community Health Workers and other non-specialists to use with parents and caregivers. It helps parents to understand their child's special needs and learn techniques to support the child's health and development through the activities of everyday life. There is an accompanying training programme for those workers who will be using the parent package, which is delivered to them by disability specialists trained up by MAITS ('MAITS Trainers').

Despite the COVID restrictions, MAITS has been working extensively in India, Pakistan, Bangladesh, Uganda and Sri Lanka to improve the quality of lives of families for whom access to support has been even more challenging than in usual times due to difficulties with travel and the recent shift of healthcare priorities.

2.1.2 CHW Empowerment Programme - Pakistan

This year, MAITS partnered with ACELP Institute of Child Development, Ziauddin University, Indus Hospital, Al Rozan Association for Special Children and URAAN for a one-year programme. Through this programme MAITS has trained 14 Trainers who have further trained 65 Community Health Workers: 50 in Hyderabad and 15 in Karachi. The Community Health Workers (CHWs) had a little or no prior knowledge of working with children with neurodevelopmental disabilities and are now trained to a level to offer early intervention services. The CHWs have started visiting families with children with special needs to teach them basic life skills to give them some level of independence, and in turn improve the quality of life of the entire family. We are aiming to reach 325 families through the training in one year.



MAITS Master Trainer, Aen Ul Huda, shared the story of Ahmed who is a 10 year old boy with Autism Spectrum Condition and is supported by a team of professionals at ACELP Institute of Child Development.

He has undertaken a successful journey, from inattention to attention towards complex tasks (vocational programme), from non-compliance to compliance in activities with multiple people in multiple settings, and from snatching things to requesting.

Aen Ul Huda from ACELP says, *"This is a huge achievement for our champ Ahmed! He's been helped through a team of professionals to achieve his potential by structuring his routine and making his life meaningful."*

According to his Mum, Ms Rabiya, "*He surprised us during the pandemic when sessions were made online and he participated well in them where even typical kids were struggling. It gives me so much satisfaction when I see him going to school all relaxed, wearing a smile on his face.*"

2.1.3 CHW Empowerment Programme – Sri Lanka

In Sri Lanka, MAITS partnered with the CP Lanka Foundation to deliver the Community Health Worker Empowerment Programme in 4 regions of the country; Northern Province, Southern Province, Central Province and North-Western Province, to train 18 therapists as MAITS Trainers. These trainers were trained online through 1-2 hour sessions delivered over the course of two weeks by a multidisciplinary team of MAITS Master Trainers from Canada, India and Pakistan.

In order to reach out to the communities at the grass root level, we translated the Parent Guide into Sinhala and Tamil with the help of our local partner organisation. The 18 therapists will train 90 Community Health Workers spread over 4 provinces to reach out to children with special needs and their families. The training of the Community Health Workers was put on hold due to in-country COVID restrictions, as this level of training is more suited to face-to-face training. Through this programme, MAITS aims to improve the lives of 450 families in Sri Lanka.

2.1.4 CHW Empowerment Programme – India

Our partner in Sri Lanka introduced MAITS to Satya Special School in South India. MAITS had previously funded APT (Appropriate Paper-based Technology) training at Satya Special School and considered the organisation a good fit to disseminate our Community Health Worker programme in their region. This year, MAITS partnered with Satya Special School to train 12 of their therapists to become MAITS Trainers. Through this programme, Satya Special School committed to train 60 Anganwadi Workers (government community health workers) in South India, using the Tamil translation of the resources, who will benefit 300 families with children with special needs in their community. The training was delayed due to the Anganwadi Workers' participation in the COVID vaccination programme; the training resumed in October 2021.

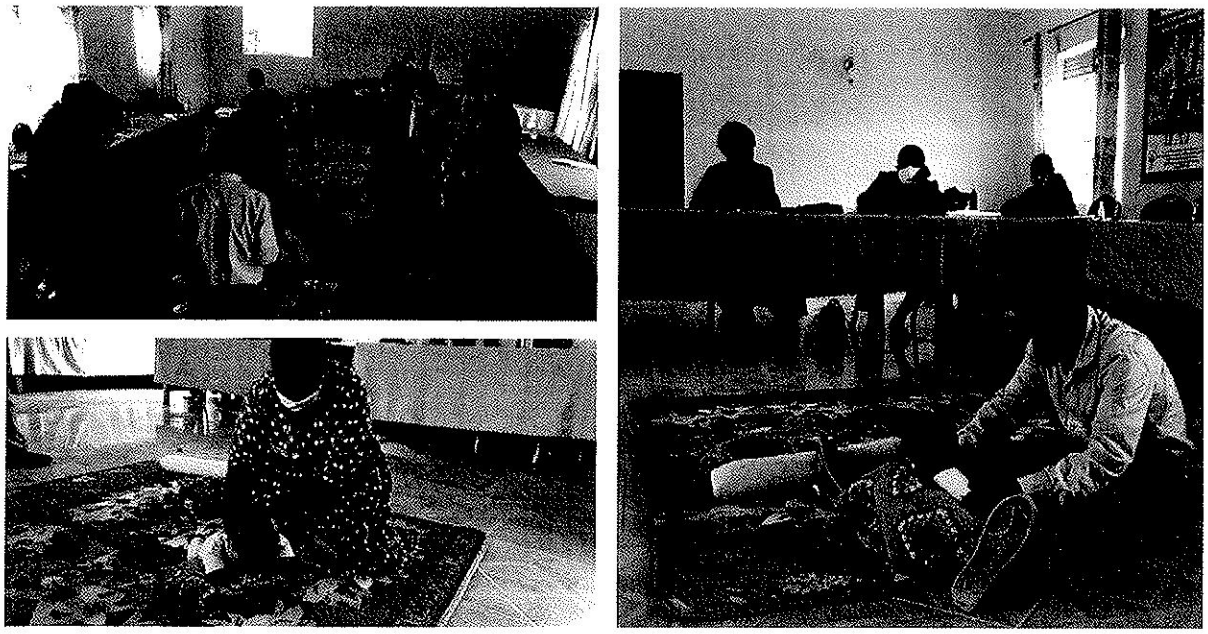
2.1.5 CHW Empowerment Programme – Uganda

In 2020, MAITS trained 21 therapists at the Kyaninga Child Development Centre in Uganda to become MAITS Trainers. These 21 therapists were trained online through sessions spread over two weeks and conducted by a multidisciplinary team of Master Trainers from Pakistan. The same team of Master Trainers is assigned to visit Kyaninga to deliver a bespoke programme on Sensory Integration to the therapists when travel restrictions are lifted.

So far, the Kyaninga therapists have trained 61 Village Health Workers on the first part of the training package. The training was paused because of COVID curfews and has been scheduled to resume in October 2021. Through this training the VHTs will be able to help 450 families with children with special needs in the first year following training.

Mary Ochaki, a Village Health Worker (VHT) from Fort Portal who was recently trained at Kyaninga Child Development Centre, shares her belief around disability:

"Children with disabilities must fit in the community with others. To my knowledge every child and family is different. The training has really helped us understand about disability."



Kalyegira, VHT from Kaguma says:

"I have learnt a lot about identifying disabilities. This training has been so very helpful and capacity building. I promise to go on to change the lives of many in our community."

2.1.6 CHW Empowerment Programme - Bangladesh

In 2020, MAITS also partnered with the renowned CRP (Centre for the Rehabilitation of the Paralysed) to roll out our Community Health Worker Empowerment Programme in Bangladesh. MAITS has trained 15 therapists from the CRP to become MAITS Trainers. Since then, they have successfully trained 45 CHWs who have now started home visits and have collected baseline information from 43 children with special needs. We aim to reach over 200 families in one year.

In summary, MAITS has this year trained 80 healthcare professionals to become MAITS Trainers who in turn have trained 321 Community Health Workers working with families in desperate need of guidance on how to care for their child with special needs.

Our Community Health Worker Empowerment Programme is currently focused on the capacity building of professionals and caregivers living mainly in South Asia and East Africa. The aim is to develop enough local expertise to enable the continued cascade of knowledge and skills, and thus the delivery of this essential early intervention work to more and more children and families in their own homes.

2.1.7 MAITS Package for Infant Feeding Difficulties

One million babies are born every year with a disability which is often associated with premature birth. All of these babies will need support with breastfeeding.

In developing countries, 50% of babies born at 32 weeks die due to lack of support, including support to breastfeed.
MAITS' Infant Feeding programme aims to reduce infant mortality and improve the health of babies with disabilities and those born prematurely, by enabling healthcare staff to support mothers to use simple feeding and caregiving techniques that can significantly improve their chance of survival and improve their quality of life.
Previous pilots of our package in Malawi, Uganda and Sri Lanka achieved the goal of exclusive breastfeeding with 100% success. Using our techniques, 60% of the babies started feeding within minutes; meaning the difference between life and death.
This is a very hands-on training and needs to be delivered face-to-face. Whilst being unable to train more trainers in new locations due to Covid travel restrictions we do know that our MAITS Trainers in Rwanda have been continuing to train staff on the ground using the MAITS infant feeding resources. One trainer (a senior nurse) explained that the MAITS Guide for Working with Infants with Feeding Difficulties has been adopted and integrated in the clinical and training protocol for staff at the Paediatric Development Clinic (PDC). Two of the trainers reported that the MAITS training had provided them with the knowledge, skills and confidence that enables them to train others as part of their day-to-day work.

We are making plans to resume dissemination of the Infant Feeding training, based on local requests, once Covid restrictions have reduced.

2.2 Skill-matching

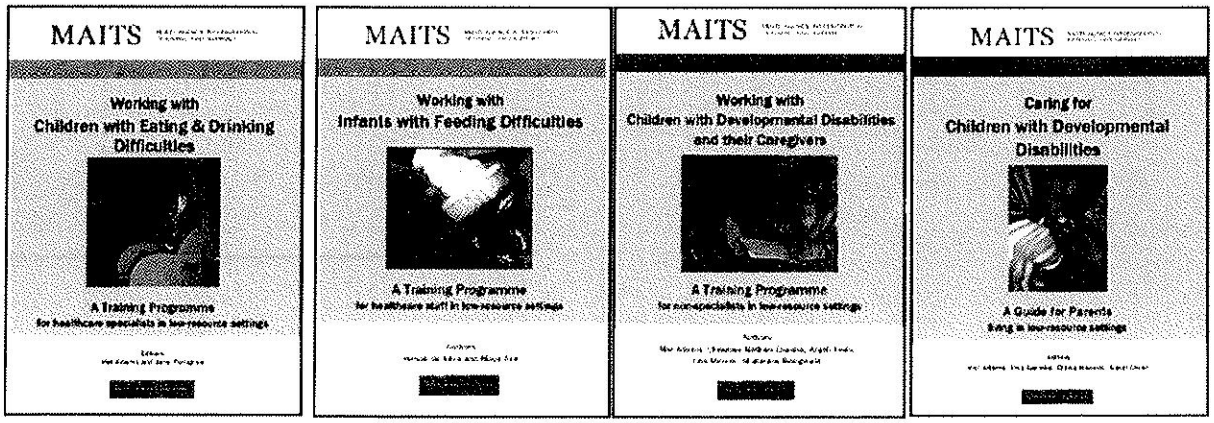
There are approximately 1 billion people in the world living with a disability. Almost 240 million of these are children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries where there are fewer skilled staff to support them.

MAITS provides a skill-matching service whereby we match health and education professionals from all over the world who have with specialist skills in disability work and offering to share their skills for free, with organisations in low-and-middle income countries who are seeking training in a specific topic. Topics are varied and have included skills-sharing to mental health workers who support caregivers of children with disabilities. MAITS trainers aim to enhance existing services by training workers in new skills and upgrading their existing skills. We provide skill-matching both through direct contact with our existing pool of trainers and through our online matching service.

MAITS provides small grants to enable training to take place. Since 2011, we have provided 159 grants to enable training for 4378 staff working in rehabilitation and special education settings in a range of topics, including the making of low-cost equipment to promote learning and independence.

In 2020/2021 we approved 4 more small grants. These have been which have been deferred to 2022 due to current risks to the health and safety of the visiting trainers.

2.3 Production of training resources



Due to a lack of resources for trainers and staff working with children with developmental disabilities in low- and middle-income countries. MAITS has produced a range of materials to bridge this a gap.

Our training packages have been accessed, to date, by more than 326 individuals and organisations in over 40 countries around the world.

We have received endorsements for both the Infant Feeding programme, which MSF would like to include in their resource library, and the Guide for Parents on Caring for Children with Developmental Disabilities, which has been reviewed in the scientific journal of the Italian Association for Physiotherapists (Associazione Italiana di Fisioterapia; October 2020).

This review acknowledges the simplicity and usefulness of the MAITS package. The reviewer, Sofia Bizzarri (Paediatric Physiotherapist) recommends the Parent Guide and states, "This is a very significant publication for those working in disadvantaged settings with the parents of children presenting with motor, cognitive and behavioural disabilities. It can be considered an essential guide for all professionals who are involved in CBHR experiences. After obtaining permission from the publishers, organisations and individuals are invited to copy, reproduce and adapt the contents of the manual, as well as translating them into other languages."

As for the application of the resource, the reviewer suggests that "The manual format will be particularly useful to all working with disabled children in low resource settings (nurses, social and health assistants, educators, community workers), contexts in which the Community Based Rehabilitation model is indicated. It should be of interest to the international Specialist Interest Groups "Physiotherapists Without Borders" and "Paediatric Physiotherapy". The reviewer goes on to say "In this sense, the manual was recently used by paediatric physiotherapists from Florence, Italy for a

training project held for local rehabilitation and community workers in Aleppo, Syria. Several contents can serve as a valuable Parent Education resource for paediatric rehabilitation therapists working in western countries".

RECENSIONE

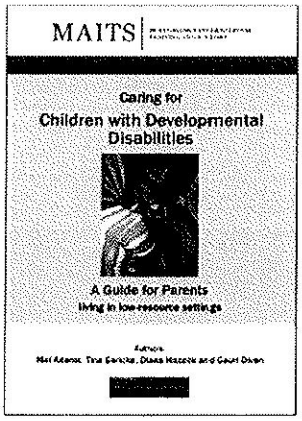
CARING FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES
A Guide for Parents Living in Low-Resource Settings

IL SUPPORTO ABILITATIVO AI BAMBINI CON DISORDINI DELLO SVILUPPO
Una guida per i genitori in contesti disagiati

Mel Adams[1], Tina Gericke[2], Diana Hiscock[3] e Gauri Divan[4]

Published by Multi-Agency International Training and Support (MAITS) London, UK. 2017, pp 286
Available free online, www.maits.org.uk, Section "Resources"

[1]Speech & Language Therapist, Trainer and Researcher in Disability & International Development.
[2]Occupational Therapist, Council Member, International Affairs, Council of Occupational Therapists for European Countries (COTEC)
[3]Physiotherapist, Technical Coordinator, *Healthy Environments*
[4]Pediatrician, Director, Child Development Group Non-governmental Organization, Sangath

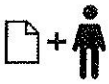


CO-AUTHORS

Co-authors of the book are a group of qualified health professional volunteers from all over the world, who are experienced in education and specialists in Community-Based Rehabilitation (CBR): *Percy Cardozo, Jasmina Cherquit, Sheila Christopher, Justine Glynn-Jones, Clare Grimbles, Claire Leadbeater, Tara Lowmeer, Jane Pettigrew, Helen Richenter, Vivek Vajaratkar, Jennifer Warwick, Moira Pook and Rachel Warner.*

CONTRIBUTORS

Hanne Bjørgaas, Mark Conlon, Nayanalie Dassanayake, Abigail Davies, Sue Fry, Anjali Joshi, Laura McClelland, Geraldine O'Grady, Joe Mintu, Roelie Wolting and staff at Self-Help Group CP (SGCP), Nepal.

Input	Activities	Outputs	Outcomes	Impact
Funding and coordination of training programmes 	Life-saving training for staff working with disabled babies and children with feeding difficulties.	Strengthened capacity of professionals to provide a service to babies and children with feeding difficulties.	Hospital and clinic staff have the knowledge and skills to support children at risk of malnutrition and infection.	Increased breastfeeding and survival rates and subsequent health, development and well-being of babies and children with physical disability
	Training on how to make low cost assistive devices and rehabilitation equipment from cardboard using innovative techniques	Local production of disability equipment that is otherwise unavailable and/or unaffordable.	Individuals with disabilities have access to equipment that improves their health, development and independence.	Reduced disability experienced by the individual, leading to increased productivity, participation and quality of life for them and their families.
	Training non-specialist staff on basic techniques to promote positive care practices for children with disabilities through work with their families.	Non-specialist staff in community, education and care settings have the skills to support children with disabilities and teach this to their families.	Individuals with disabilities have access to improved care and support, where specialist services are scarce or non-existent.	Individuals with disabilities are enabled to reach their full potential, with good health and wellbeing, through improved access to family support, quality healthcare and education.
	Providing Continuous Professional Development training to healthcare and education staff on working with individuals with disabilities.	Healthcare and education professionals have the skills to provide a quality service to individuals with disabilities.	Individuals with disabilities have increased access to healthcare and education services that meet their needs.	
Skill-matching 	Providing a matching service for organisations seeking training and professionals offering to share their skills.	Staff working for organisations who provide a service to individuals with disabilities and their families receive training.	Local staff have improved knowledge and skills and are able to provide an enhanced service.	
Producing training resources 	Designing disability training programmes and resources where there is an unmet need.	Those caring for and working with people with disabilities in developing countries have access to resources that improve their knowledge and skills.	People with disabilities receive skilled care at home and from health and education services	
Resource library 	Developing and maintaining an online library of freely available information documents and training resources.	A range of materials on disability are available in one place for anyone to access.	Students, practitioners, disability organisations and researchers have access to valuable information and resources, meeting an unmet need.	Professionals are able to share their knowledge and experience with each other and thereby improve the quality of their work to improve the lives of disabled people.

4 How our activities deliver public benefit

All our charitable activities focus on improving the quality of and access to therapeutic, health and educational services provided to individuals with disabilities in low- and middle-income countries. We do this by providing training to the staff working in these sectors who have limited access to training and development.
In recent years, the emphasis of most internationally recognised organisations working in the disability sector has tended to focus on promoting rights rather than developing the technical skills of staff working with children with special needs and their families.

Although the WHO and other international bodies are beginning to bring health workers back into focus, this remains at the level of service-level guidelines rather than grass-roots clinical guidance. MAITS is therefore aiming to address this gap.

MAITS is also unique in the following:

- Its specific focus as an international charity on neurodevelopmental disabilities, including autism and learning disability as well as cerebral palsy.
- The range of disability and special needs workers that it supports. The innovative approach to working with babies and children taught through our training packages; focusing on easy-to-learn, low-cost techniques which impact directly on life expectancy and quality of life.

The way we use the 'Training of Trainer' (TOT) model in our programmes to upskill staff working at the grass roots level. This is not only disseminated through local therapists trained up by MAITS but incorporates an ongoing system of quality assurance through regular supervision and support for the trainers and staff on the ground. **Who has used and benefitted from our services?**

- Centre-based healthcare and education professionals and community-based family workers in developing countries have benefitted from our services, through the enhancement of their professional skills.

- Individuals with disabilities and mental health challenges who have received a service from staff trained through MAITS' have benefitted from a better quality and a greater range of interventions aimed at reducing the impact of their disability and improving their quality of life.

- Caregivers have benefitted both from the improvements in the functioning, health and wellbeing of the individual they care for, as a result of enhanced professional support, but have also benefitted from the new caregiving skills they have been taught and the emotional support they have received from the same. Benefitted

- Professionals who have volunteered to provide training have benefitted from MAITS' services through the building of their own skills and knowledge. In leading to enhanced employment or further learning opportunities. As trainers, they have benefitted from increased access to resources and professional guidance and for some they have gained skills from working in a different context, which they have then taken back to their own workplace.

MAITS has 284 trainers on its register. The majority are Speech and Language Therapists, Occupational Therapists and Physiotherapists. Others include creative arts therapists, special educators, nurses and psychologists. 111 of our trainers are from low- and middle-income countries and we are proactively aiming to increase the numbers of these.

Since 2009, we have provided training to 6952 individuals in over 23 countries benefitting over 1,373,671 children with disabilities and their families.

** Figures are calculated based on average caseloads per trainee type (e.g. clinic based therapist vs community worker etc.) per year, multiplied by every subsequent year following training, up to a maximum of 5 years following training (due to inevitable attrition). These estimated caseloads are based on data we collected from trainers over a period of 4 years (2009-2013) during which 57 organisations received training.*

5 Financial Review

The charity has benefitted from the long-term support of its main donor, **the ZVM Rangoonwala Foundation,** who this year donated a generous £75,000. MAITS has been fortunate to have had the support of the ZVM Rangoonwala Foundation since its inception. This has provided us with a stable, ongoing source of funding. The focus of our recent fundraising strategy has been to diversify our funding sources, which we have been able to do. We have also had considerable support from volunteers and significant services 'in kind' in terms of office space and utilities.

This year MAITS received funding from **The British Asian Trust** towards its Community Health Worker Empowerment Programme in Sri Lanka. We also received a generous contribution of £24,000 from a Trust who wish to stay **anonymous** towards the same programme to be rolled out in Sri Lanka and India. MAITS is thankful to **The Grace Trust** and **Matthew Heathcoat Amory Trust** for donating £4500.

This year we have also been successful in raising funds through crowdfunding platforms. raising £4,822.10 through **GlobalGiving** and £72.97 through **Facebook**.

5.1 Investment Policy:

The charity does not have any investments currently.

5.2 Reserves Policy:

The organisation is working on building our reserves to cover three to six months' worth of running costs and **ZVMRF** has agreed to grant a further reserves for us (worth £10,000), to be made available in the year 2021 – 2022.

6 PLANS FOR THE YEAR 2021 – 2022

6.1 Our priorities:

Improved access to guidance for parents in low resource settings on how to support their babies and children born with special needs to survive and thrive. This will be achieved through the following:

- The continued roll-out of MAITS' Trainer of Trainer (ToT) programmes through current and new partnerships, focusing on promoting sustainability, with local communities leading change from within and embedding our programmes into existing structures where possible.
- Prioritising families with the most limited access to services and support.
- Developing additional resources (. e.g., audio-visual materials) to assist the trainers and community workers in making their information accessible.
- Ensuring the ongoing quality of our programmes through the development of audio-visual resources, the systematic support and supervision of our trainers and the monitoring and evaluation of our programmes.
- Access for health and education staff working in low-resource settings to training on disability and mental health, facilitated through our matching service and Small Grants scheme.

6.2 Our operational focus:

- Expanding and modifying our methods of delivering training and support remotely whilst maintaining quality and effectiveness.
- Continuing to diversify our funding.
- Strengthening our monitoring and evaluation processes

and our social impact assessment.

6.3 Challenges:

Funding in the non-profit sector has diverted more towards COVID direct response programmes.
Travel restrictions due to COVID pandemic have restricted our ability to deliver our training programmes (some can only be delivered face-to-face). We will continue to work with other local partners to raise awareness of developmental disabilities and the importance of making sure that the specific needs of people affected by neurodevelopmental disabilities are included in health, education and development programmes and strategies in the international context.

6.4 Opportunities:

Disability is an increasing priority in the development sector, with the introduction of disability into the "UN Sustainable Development Goals[2]" and the "Leave No-one Behind Agenda[3]". With the [4]Grand Bargain, there is a greater commitment than ever to gear funding towards and improve the capacity of local NGOs and partners. MAITS' emphasis has been on building the capacity of local partners in the field and responding to need, as identified by local partners.
Local partnerships are a key priority within our strategy and we want to move towards ensuring that there is buy-in for the MAITS' model at a strategic level wherever we work.

[2] https://sdgs.un.org/goals

[3] https://unsdg.un.org/2030-agenda/universal-values/leave-no-one-behind

[4] https://interagencystandingcommittee.org/grand-bargain

We will therefore be prioritising working with local government and academic institutions as well as local and international NGOs, local schools, health and disability services to embed the MAITS model within local structures, for maximum impact.

7 STRUCTURE, GOVERNANCE AND MANAGEMENT

7.1 Governing Document:

MAITS is a charitable company limited by guarantee, incorporated on 11th September 2008 under the name of Multi-Agency International Training and Support. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

7.2 Recruitment and Appointment of Management Committee:

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve until they stand down, or if they are absent for more than three consecutive meetings.

All members of the Management Committee give their time voluntarily and received no benefits from the charity.

7.3 Trustee Induction and Training:

Trustee induction and training for this period included:

- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing and the current financial position as set out in the latest published accounts.
- Plans and objectives.

7.4 Risk Management:

Systems are in place to monitor the recruitment of trainers; the health and safety of staff and volunteers and financial controls are in place through the scrupulous implementation of procedures for authorisation of all transactions and projects.

Key risks previously identified and mitigation update:

Need for more diversified funding –MAITS has successfully managed to attract external funding and begun to diversify our funding. We have also focused on building our reserves and strengthening our compliance, which puts us in a stronger position to build our donor base.

Risks around child and adult protection – at MAITS we take our safeguarding responsibilities very seriously and have stringent policies and procedures governing the recruitment and management of volunteers and staff. This includes trainers under the Small Grants scheme being interviewed and providing two references prior to the start date of their training; due diligence and vetting of the organisations that training is delivered to; and pre-departure security briefings for trainers who are travelling. We work with international organisations to train their staff who have already been vetted by their employers. We also have a safeguarding policy that we review every two years.

Risk of data protection issues –This year we have nominated a dedicated Data Controller within the team. This person has a Masters degree in HR and oversees all of our data protection systems. These include ensuring that there are non-disclosure agreements in relation to all sensitive data, protected servers and internet firewalls in place. The Data Controller ensures that private information and personal details are not shared with third parties. We carry out due diligence before hiring MAITS staff and trainers.

Financial risk – We have an anti-bribery and corruption policy and have all of our policies reviewed every two years.

7.5 Related Parties:

The charity is guided by international policy on disability, such as the Sustainable Development Goals, WHO guidelines, the United Nations Conventions on the Rights of the Child, and the United Nations Convention on the Rights of Persons with Disabilities. Our work particularly reflects policies advocating the equitable access to and use of quality services for vulnerable and marginalised populations and the current global shift from child survival to thriving and transformation.

MAITS does not have any offices overseas. We work through local partners. They identify the local need and we provide support and resources to help them bring about change within their own communities. We share information on the support we can provide so that they can choose what might be most relevant to them and their needs.

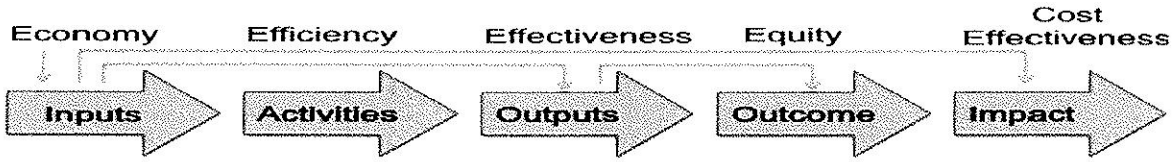
The local partners we have been working with this year include:

8 How MAITS represents value for money

MAITS is committed to the importance of Value for Money, which is vital in ensuring that funding provided by our donors is spent in a way that is accountable and that enables us to ensure that each pound is maximised to make the most difference to the lives of those we are seeking to serve. We take the responsibility of ensuring we are accountable for any funding awarded very seriously.

At MAITS, we view Value for Money in the broader sense of making a long-term difference to both individuals and the systems within the countries we work in. A key focus of our work is not just to provide training, but also to work closely with local counterparts from national and local government to the grass-roots level to build capacity and create change within communities. We do this by building skills and working within local structures so that local healthcare, education services and NGOs are better equipped to support the long-term development of the local healthcare system independently.

These are the keyways in which MAITS represents value for money:



8.1 Economy

Working free of charge - MAITS relies almost entirely on individuals and organisations working free of charge, which represents a significant saving in terms of salaries or consultancy fees.

Local Trainers - As we are relying more and more on the local Trainer of Trainer model to deliver our programmes, not only are there reduced travel expenses for our trainers, but there is a greater likelihood that increased skills developed within the workforce will stay within local communities, with the risk of 'brain drain' reduced.

Local organisations - Our local partners reduce our potential costs enormously. Apart from releasing their staff to deliver training as part of our ToT programmes, they also assist with logistics and hosting.

8.2 Efficiency

Being local and online - We have worked hard to improve the efficiency of our model. The most significant activities that have increased efficiency recently have been in relation to moving our ToT programme for the trainers of Community Health Workers to be delivered online, thereby reducing travel costs and time. Together with this is the new initiative to create accompanying audio-visual resources that can be used by trainers and Community Health Workers, again reducing the reliance on face-to-face training and support. Other significant efficiencies have been made through developing local teams of expert trainers and partnering with local organisations who assist with coordinating the training roll-out. The ToT model also means that ongoing supervision and support to the Community Health Workers who are trained can be provided locally.

8.3 Effectiveness

Monitoring, evaluation and adaptation - We monitor our products and services through rigorous evaluation activities and modify them as required to ensure that our training resources, programmes and approaches are as effective as possible. We do this through stakeholder feedback, observation of trainings, observations of practical trainee assessments as well as collecting data from the field on the impact of the interventions delivered by our trained community health workers, using our Guide for Parents, on the children and families they support. We have plans for an independent evaluation of the Community Health Worker Empowerment Programme to be overseen by the London School of Hygiene and Tropical Medicine which will include recommended modifications. Some modifications made to the ToT programme this year include reducing the number of attendees at online training sessions, adding activities to make the sessions more interactive, commissioning the development of additional audio-visual resources to overcome the current limitations on face-to-face training, reviewing our criteria to qualify as a MAITS trainer and formalising the supervision and support structure for all trainers and community health workers using the MAITS resources. We also have plans to redevelop our website, in response to feedback, with the aim of enhancing our skill-sharing activities and promoting much-needed access to information.

Local professionals and organisations - It has become very clear to MAITS that the most effective trainers are those who understand the local context and speak the local language. It has therefore been hugely rewarding to focus our energy in recent times on building strong working relationships with local experts and organisations on the ground. MAITS will continue to prioritise this approach going forwards.

8.4 Equity

A strong commitment to some of the most vulnerable and marginalised members of society - People with disabilities and their families are the world's largest minority and they face stigma and discrimination. Our work focuses on assisting these people in achieving their right to access quality healthcare, education and support. This is turn provides the best opportunity for independence, the chance to earn a living and to participate in society as an equal citizen.

Do no harm - We ensure that we follow the 'do no harm' principle in our work by working within already existing service delivery frameworks in each country, following local protocols.

8.5 Cost Effectiveness

Contributions in kind - MAITS has benefitted from significant contributions in-kind, which means that our governance costs are only 10%. We have generous donations of office space, IT support and utilities.

Pro-bono/volunteer services - MAITS has benefitted from significant pro-bono and volunteer services. As well as our trainers, who provide the backbone of our work, we have also received pro-bono legal support, pro-bono graphic design work (including for this report), advice on measuring impact, video-editing for training materials. We have also received support from interns on evaluation, fundraising, communications.

Low-cost support - We always negotiate for charity rates and source the best value quotes.

9 Responsibilities of the Management Committee

Company law requires the Management Committee to prepare financial statements for each financial year which gives a true and fair view of the state of the affairs of the charitable company 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 management committee 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 company will continue on that basis.

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

9.1 Members of the Management Committee

Members of the Management Committees, who are directors for the company law and trustees for the purpose of charity law, who served during the year and up to date of this report are set out on page 4.

In accordance with company law, as the company's directors, we certify that:

- Insofar as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- As the directors of the company, we have taken all the steps that we ought to have taken to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

9.2 Auditors

Maxwell's Chartered Accountants were appointed as the charitable company's auditors during the year.

This report has been prepared in accordance with the Statement of Recommended Practice: accounting and Reporting by charities (issued in March 2005) and in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by the Management Committee on DATE and signed on behalf by:

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2021

Reference and Administrative information

Charity Name	Multi-Agency International Training and Support
Charity Registration Number	11262668
Company Registration Number	06695839
Registered Office and Operational Address	86/87 Wimpole Street London W1G 9RL

Trustees

Meheen Dalamal	Chair
Annabel Heathcoat-Amory	Vice Chair
Olivia Belcher	
Christina Gericke	
Stuart Robertson	

Management Team

Sadia Mirza	Director of Operations
Dr. Melanie Adams	Technical Advisor
Emma Richards	Fundraising Manager
Kamila Jamaldeen	Project Coordinator
Edwina Donnelly	Project Coordinator

Auditors	Maxwell & Co Chartered Accountants & Registered Auditors 9 Abbey Business Park Monks Walk Farnham Surrey GU9 8HT
Bankers	HSBC 18a Curzon Street London W1J 7LA

Approved by order of the board of trustees on ..... and signed on its behalf by:

Meheen Dalamal
.....
M Dalamal - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

Independent examiner's report to the trustees of Multi Agency International Training and Support ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2021.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

H W G Maxwell FCA
ICAEW
Maxwell & Co
9 Abbey Business Park
Monks Walk
Farnham
Surrey
GU9 8HT

Date: 9/21/2022

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**15,783**	**116,322**	**132,105**	90,130
Investment income	3	**5**	**-**	**5**	95
Total		**15,788**	**116,322**	**132,110**	90,225
EXPENDITURE ON					
Charitable activities	4				
Programme delivery		**18,107**	**86,185**	**104,292**	128,839
Governance costs		**10,241**	**-**	**10,241**	7,546
Total		**28,348**	**86,185**	**114,533**	136,385
NET INCOME/(EXPENDITURE)		**(12,560)**	**30,137**	**17,577**	(46,160)
Transfers between funds	11	**10,918**	**(10,918)**	**-**	-
Net movement in funds		**(1,642)**	**19,219**	**17,577**	(46,160)
RECONCILIATION OF FUNDS					
Total funds brought forward		**21,865**	**45,916**	**67,781**	113,941
TOTAL FUNDS CARRIED FORWARD		**20,223**	**65,135**	**85,358**	67,781

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

BALANCE SHEET 30 JUNE 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
CURRENT ASSETS					
Debtors	9	-	-	-	25,153
Cash at bank		21,523	67,689	89,212	51,264
		21,523	**67,689**	**89,212**	76,417
CREDITORS					
Amounts falling due within one year	10	(1,300)	(2,554)	(3,854)	(8,636)
NET CURRENT ASSETS		20,223	65,135	85,358	67,781
TOTAL ASSETS LESS CURRENT LIABILITIES		20,223	65,135	85,358	67,781
NET ASSETS		20,223	65,135	85,358	67,781
FUNDS	11				
Unrestricted funds				20,223	21,865
Restricted funds				65,135	45,916
TOTAL FUNDS				85,358	67,781

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

.....

S C Robertson - Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	**116,605**	74,630
In kind donated services - office and facilities	**15,000**	15,000
In kind donated services - IT services	**500**	500
	132,105	90,130

Donations during the year have been received from the following sources:-

	2021	2020
	£	£
Trust & Foundations:		
The Rangoonwala Foundation	75,000	50,000
HCD Memorial	24,000	
The Fore Trust		20,000
The Funding Network		2,255

2. DONATIONS AND LEGACIES - continued

The Grace Trust	**1,500**	
The Mathew Heathcoat-Amory Trust	**3,000**	
The British Asian Trust	**8,000**	
Global Giving Crowd Funding Platform:		
Pakistan TOT programme	4,798	1,178
Infant feeding	24	11
Other donations		128
Other small donations:	283	1,058
	116,605	74,630

We would like to thank all the partners who have provided accommodation, training venues and other contributions in-kind that made the training possible.

3. INVESTMENT INCOME

	2021	2020
	£	£
Deposit account interest	**5**	95

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs	Totals
	£	£	£
Programme delivery	**86,122**	**18,170**	**104,292**
Governance costs	**239**	**10,002**	**10,241**
	86,361	**28,172**	**114,533**

5. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Examiner's remuneration	**1,100**	1,300

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2021 nor for the year ended 30 June 2020.

Trustees' expenses

Reimbursed expenses were paid to the trustees of nil (2020: £82.10).

7. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	42,842	64,989
Other pension costs	40	1,640
	42,882	66,629

The average monthly number of employees during the year was as follows:

	2021	2020
Charitable Activities	2	2

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted fund	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	15,783	116,322	132,105
Investment income	5	-	5
Total	15,788	116,322	132,110
EXPENDITURE ON			
Charitable activities			
Programme delivery	18,107	86,185	104,292
Governance costs	10,241	-	10,241
Total	28,348	86,185	114,533
NET INCOME/(EXPENDITURE)	(12,560)	30,137	17,577
Transfers between funds	10,918	(10,918)	-
Net Movement in funds	(1,642)	19,219	17,577
RECONCILIATION OF FUNDS			
Total funds brought forward	21,865	45,916	67,781

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted fund £	Total funds £
TOTAL FUNDS CARRIED FORWARD	20,223	65,135	85,358

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Other debtors	-	25,153

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Social security and other taxes	-	1,452
Other creditors	2,554	4,684
Accrued expenses	1,300	2,500
	3,854	8,636

11. MOVEMENT IN FUNDS

	At 1.7.20 £	Net movement in funds £	Transfers between funds £	At 30.6.21 £
Unrestricted funds				
General fund	21,865	(12,560)	10,918	20,223
Restricted funds				
General restricted funds	45,916	30,137	(10,918)	65,135
TOTAL FUNDS	67,781	17,577	-	85,358

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	15,788	(28,348)	(12,560)
Restricted funds			
General restricted funds	116,322	(86,185)	30,137
TOTAL FUNDS	132,110	(114,533)	17,577

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.19	Net movement in funds	Transfers between funds	At 30.6.21
	£	£	£	£
Unrestricted funds				
General fund	47,648	(38,343)	10,918	20,223
Restricted funds				
General restricted funds	66,293	9,760	(10,918)	65,135
TOTAL FUNDS	113,941	(28,583)	-	85,358

12. RELATED PARTY DISCLOSURES

During the year donations of £75,000(2020: £50,0000) were received from The Rangoonwala Foundation. MAITS Chairperson M. Dalamal is a trustee of The Rangoonwala Foundation as well.

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT
(MAITS)

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**116,605**	74,630
In kind donated services - office and facilities	**15,000**	15,000
In kind donated services - IT services	**500**	500
	132,105	90,130
Investment income		
Deposit account interest	**5**	95
Total incoming resources	**132,110**	90,225
EXPENDITURE		
Charitable activities		
Wages	**42,842**	64,989
Pensions	**40**	1,640
Programme delivery expenditure	**28,153**	31,171
Web Development & Advertising	**30**	335
Travelling	**96**	178
Office and facilities - donated	**15,000**	15,000
Printing & Stationery	**87**	703
Sundries	**113**	684
	86,361	114,700
Support costs		
Management		
Insurance	**2,520**	3,629
Computer & IT expenses	**1,139**	1,089
Consultancy	**15,150**	11,207
Bank Charges	**556**	632
Legal & Professional	**6,176**	1,238
Accountancy	**638**	1,154
Conference costs and subscriptions	**893**	1,436
	27,072	20,385
Governance costs		
Examiner's remuneration	**1,100**	1,300
Total resources expended	**114,533**	136,385
Net income/(expenditure)	**17,577**	(46,160)