

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)**

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**MULTI AGENCY INTERNATIONAL TRAINING AND
SUPPORT
(MAITS)**

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FOR THE YEAR ENDED 30 JUNE 2021**

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**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:

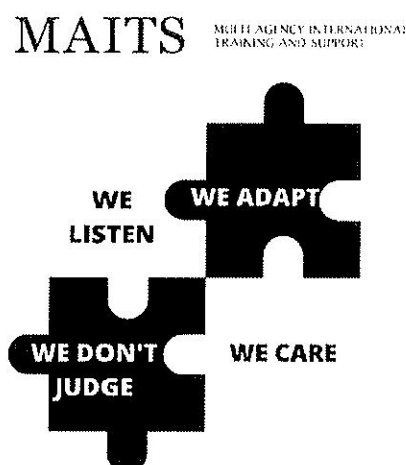
To improve the lives of children born with disabilities in areas of the world with limited or no access to specialist child health, development and education services by strengthening the skills of the local health and education workforce, caregivers and families in how to support these babies and children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

Our work directly contributes to the Sustainable Development Goals 3, 4 and 8¹ – 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.

¹SDG 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 \(who.int\)](https://www.who.int/sustainable-development-goals)

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.

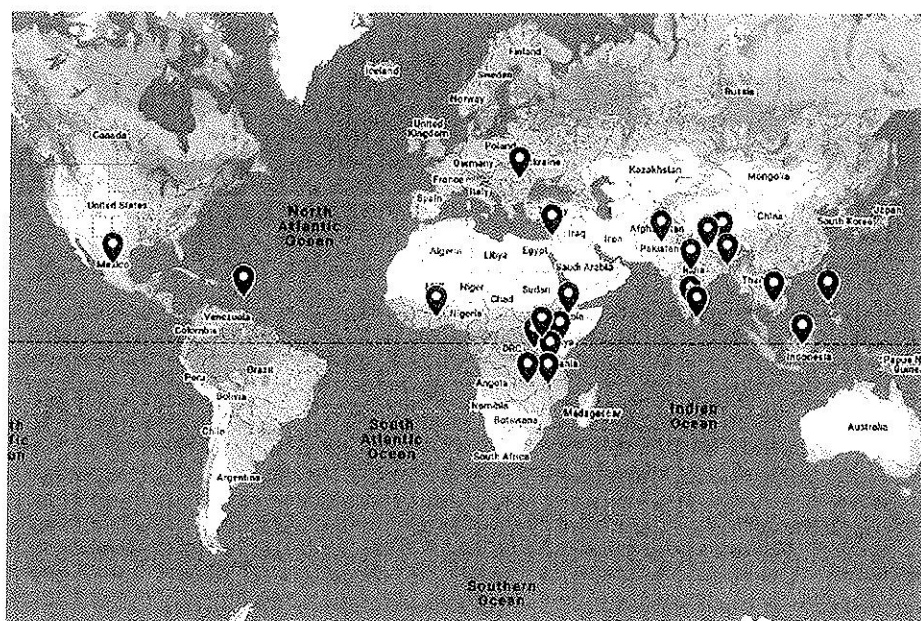


1.6. Where we have worked:

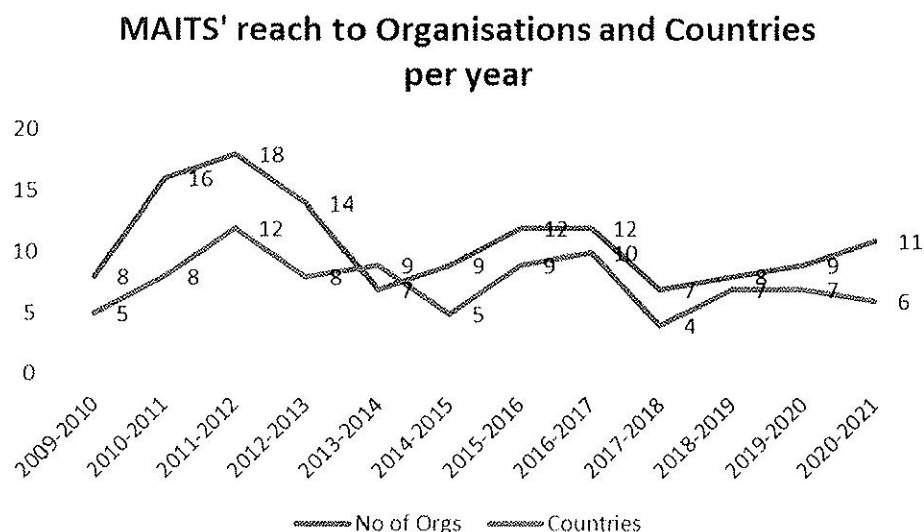
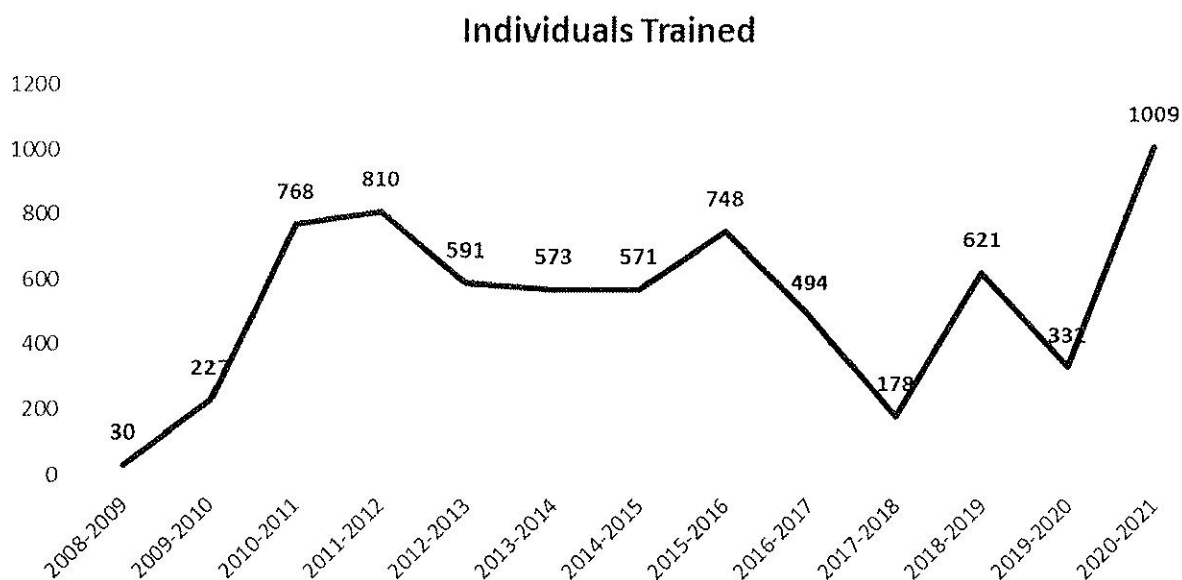
We have worked in 23 countries, with a current focus on South Asia and Africa for our larger Trainer of Trainer programmes.

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.

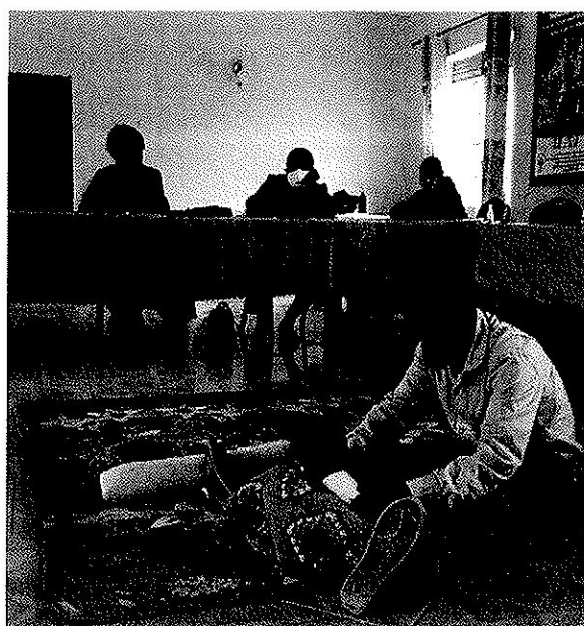
2.1.5 CHW Empowerment Programme – Uganda

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

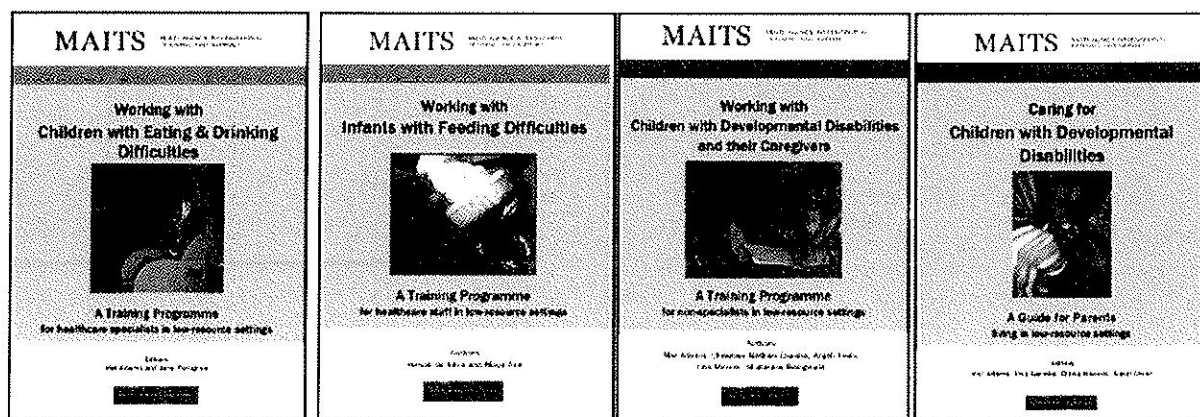
There are approximately 1 billion people in the world living with a disability. Almost 240 million of these are children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries where there are fewer skilled staff to support them.

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”.

CARING FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES

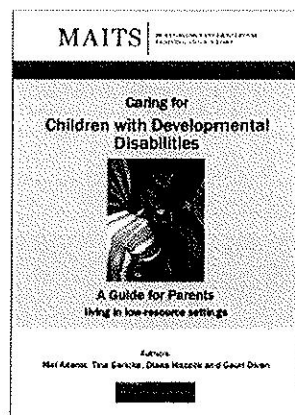
A Guide for Parents Living in Low-Resource Settings

*IL SUPPORTO ABILITATIVO AI BAMBINI
CON DISORDINI DELLO SVILUPPO
Una guida per i genitori in contesti disagiati*

Mel Adams¹, Tina Gericke², Dana Hiscock³ e Gauri Divan⁴

Published by Multi-Agency International Training and Support (MAITS) London, UK, 2017, pp. 286
Available free online: www.maits.org.uk, Section "Resources"

¹Speech & Language Therapy, Infant and Rociochi in Disability & Intellectual Development;
²Occupational Therapy, Council Member, International Office, Council of Occupational Therapists for European Countries (COETEC);
³Physiotherapy, Technical Coordinator, Healthy International;
⁴Pediatrics, Director, Child Development Group Non-governmental Organization, Nepal

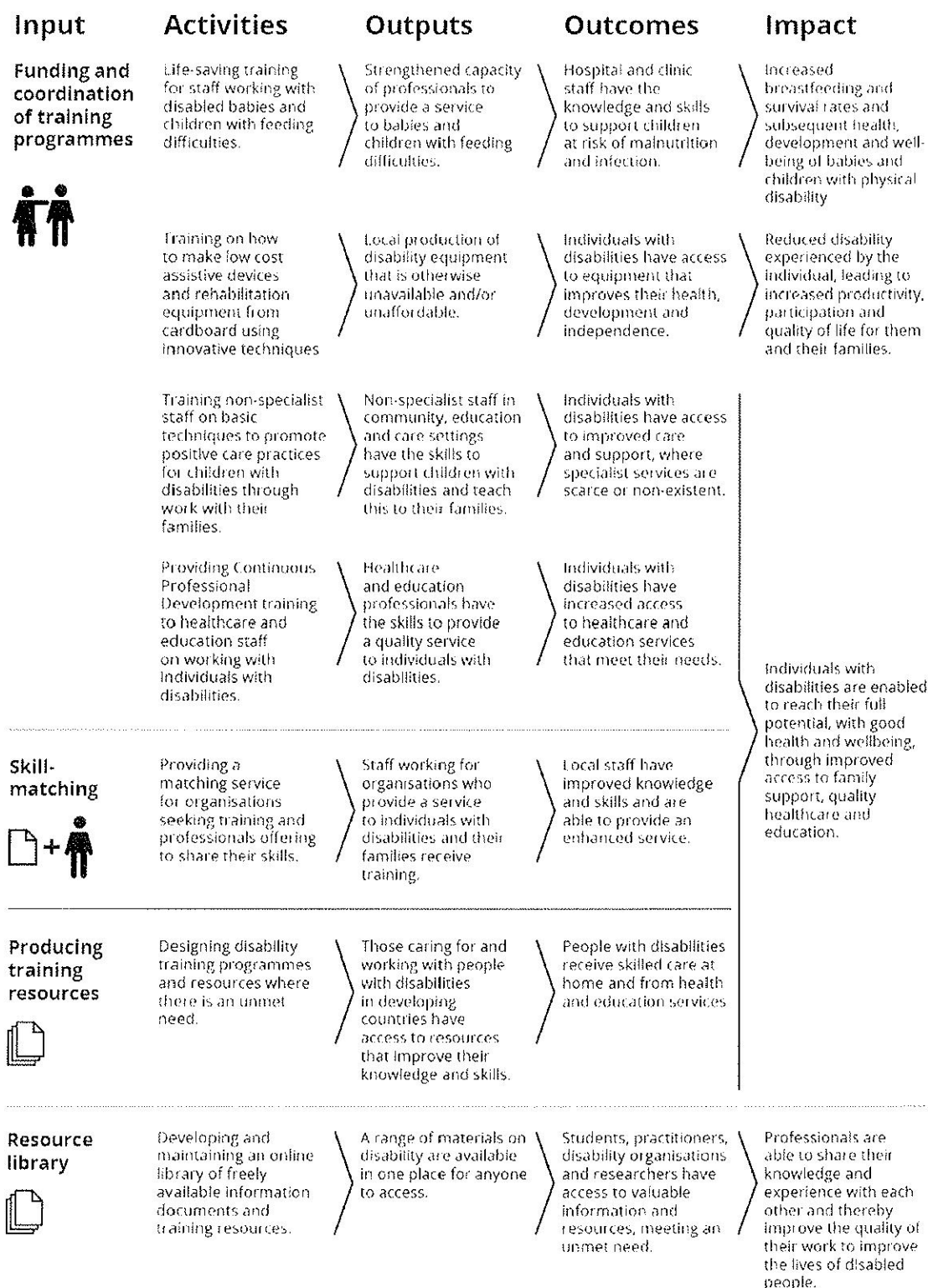


CO-AUTHORS

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 Cardona, Jaimina Chequiti, Sherla Christopher, Juaine Glyn-Jones, Clare Grimble, Claire Leadbeater, Tara Lowyere, Jane Pettigrew, Helen Rylstree, Vivek Vajaratkar, Jennifer Warwick, Meera Pook and Rachel Warren.

CONTRIBUTORS

Hanne Byrgaas, Mark Canlon, Nayanzita Das-senayake, Abigail Davies, Sue Fry, Anyah Joshi, Laura McClelland, Geraldine O'Grady, Joe Mirna, Rodie Welling and staff at Self-Help Group CP (SGCP), Nepal.



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 '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:

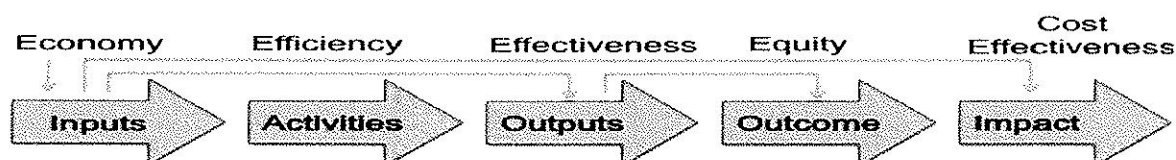


8 HOW MAITS REPRESENTS VALUE FOR MONEY

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 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, 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').

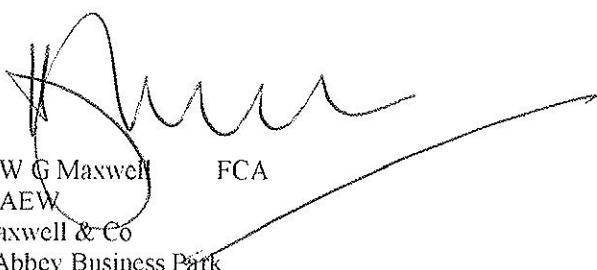
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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: 9/2/2022

**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	<u>5</u>	<u>-</u>	<u>5</u>	<u>95</u>
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		<u>10,241</u>	<u>-</u>	<u>10,241</u>	<u>7,546</u>
Total		28,348	86,185	114,533	136,385
NET INCOME/(EXPENDITURE)		(12,560)	30,137	17,577	(46,160)
Transfers between funds	11	<u>10,918</u>	<u>(10,918)</u>	<u>-</u>	<u>-</u>
Net movement in funds		(1,642)	19,219	17,577	(46,160)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>21,865</u>	<u>45,916</u>	<u>67,781</u>	<u>113,941</u>
TOTAL FUNDS CARRIED FORWARD		<u>20,223</u>	<u>65,135</u>	<u>85,358</u>	<u>67,781</u>

**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		<u>21,523</u>	<u>67,689</u>	<u>89,212</u>	<u>51,264</u>
		21,523	67,689	89,212	76,417
CREDITORS					
Amounts falling due within one year	10	<u>(1,300)</u>	<u>(2,554)</u>	<u>(3,854)</u>	<u>(8,636)</u>
NET CURRENT ASSETS		<u>20,223</u>	<u>65,135</u>	<u>85,358</u>	<u>67,781</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>20,223</u>	<u>65,135</u>	<u>85,358</u>	<u>67,781</u>
NET ASSETS		<u>20,223</u>	<u>65,135</u>	<u>85,358</u>	<u>67,781</u>
FUNDS	11				
Unrestricted funds				20,223	21,865
Restricted funds				<u>65,135</u>	<u>45,916</u>
TOTAL FUNDS				<u>85,358</u>	<u>67,781</u>

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

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

**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	<u>500</u>	<u>500</u>
	<u>132,105</u>	<u>90,130</u>

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

**MULTI AGENCY INTERNATIONAL TRAINING AND
SUPPORT
(MAITS)**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021**

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
	<u>116,605</u>	<u>74,630</u>
	=====	=====

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	<u>5</u>	<u>95</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs £	Totals £
Programme delivery	86,122	18,170	104,292
Governance costs	<u>239</u>	<u>10,002</u>	<u>10,241</u>
	<u>86,361</u>	<u>28,172</u>	<u>114,533</u>

5. NET INCOME/(EXPENDITURE)

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

	2021	2020
	£	£
Examiner's remuneration	<u>1,100</u>	<u>1,300</u>

**MULTI AGENCY INTERNATIONAL TRAINING AND
SUPPORT
(MAITS)**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021**

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	<u>40</u>	<u>1,640</u>
	<u>42,882</u>	<u>66,629</u>

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

	2021	2020
	<u>2</u>	<u>2</u>

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	<u>5</u>	<u>-</u>	<u>5</u>
Total	15,788	116,322	132,110
EXPENDITURE ON			
Charitable activities			
Programme delivery	18,107	86,185	104,292
Governance costs	<u>10,241</u>	<u>-</u>	<u>10,241</u>
Total	<u>28,348</u>	<u>86,185</u>	<u>114,533</u>
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

**MULTI AGENCY INTERNATIONAL TRAINING AND
SUPPORT
(MAITS)**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021**

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued			
	Unrestricted fund £	Restricted fund £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>20,223</u>	<u>65,135</u>	<u>85,358</u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	2021 £	2020 £	
Other debtors	<u>-</u>	<u>25,153</u>	

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	<u>1,300</u>	<u>2,500</u>	
	<u>3,854</u>	<u>8,636</u>	

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	<u>67,781</u>	<u>17,577</u>	<u>-</u>	<u>85,358</u>

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	<u>132,110</u>	<u>(114,533)</u>	<u>17,577</u>

**MULTI AGENCY INTERNATIONAL TRAINING AND
SUPPORT
(MAITS)**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021**

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	<u>113,941</u>	<u>(28,583)</u>	<u>-</u>	<u>85,358</u>

12. RELATED PARTY DISCLOSURES

During the year donations of £75,000(2020: £50,000) 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 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	<u>500</u>	<u>500</u>
	132,105	90,130
Investment income		
Deposit account interest	<u>5</u>	<u>95</u>
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	<u>113</u>	<u>684</u>
	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	<u>893</u>	<u>1,436</u>
	27,072	20,385
Governance costs		
Examiner's remuneration	<u>1,100</u>	<u>1,300</u>
Total resources expended	<u>114,533</u>	<u>136,385</u>
Net income/(expenditure)	<u><u>17,577</u></u>	<u><u>(46,160)</u></u>

