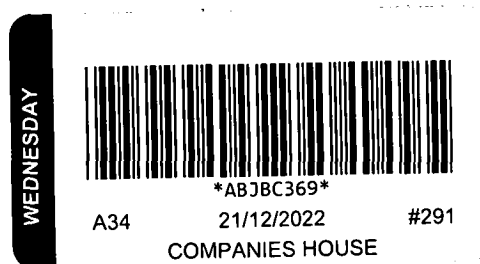


**REGISTERED COMPANY NUMBER: 06695839 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1126268**

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022  
FOR  
MULTI AGENCY INTERNATIONAL TRAINING AND  
SUPPORT  
(MAITS)**



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

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

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FOR THE YEAR ENDED 30 JUNE 2022**

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**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.

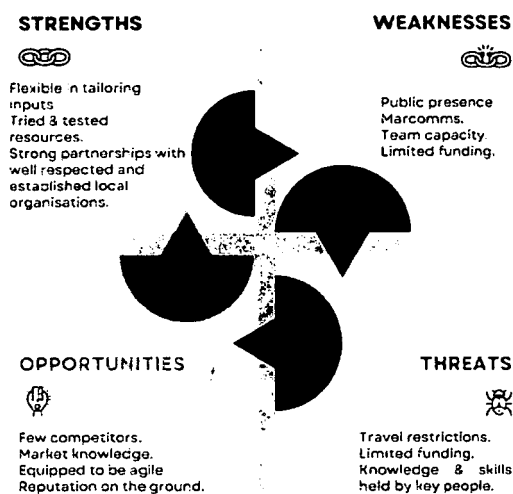
Our work directly contributes to the Sustainable Development Goals 3, 4 and 8<sup>1</sup> – emphasising the importance of health and wellbeing for all, access to education and promoting the social inclusion of persons with disabilities. We work through qualified healthcare practitioners with specialist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

---

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

## 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.

### 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



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:

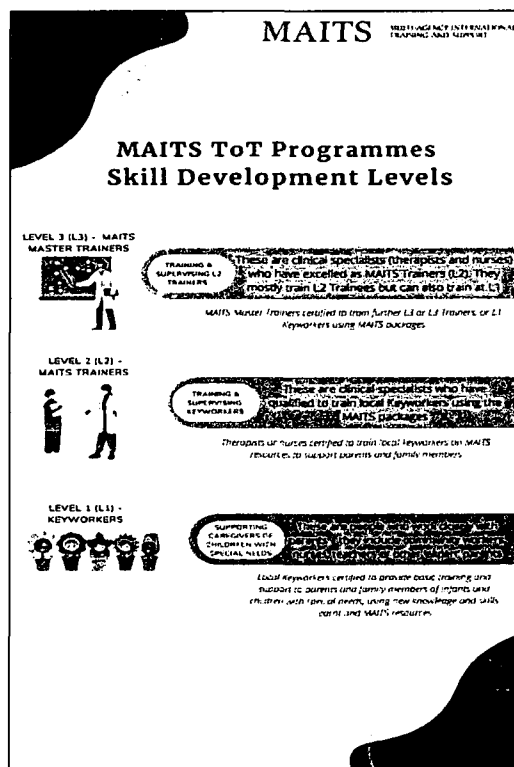
### 2.1. Our Packages and Programmes

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:



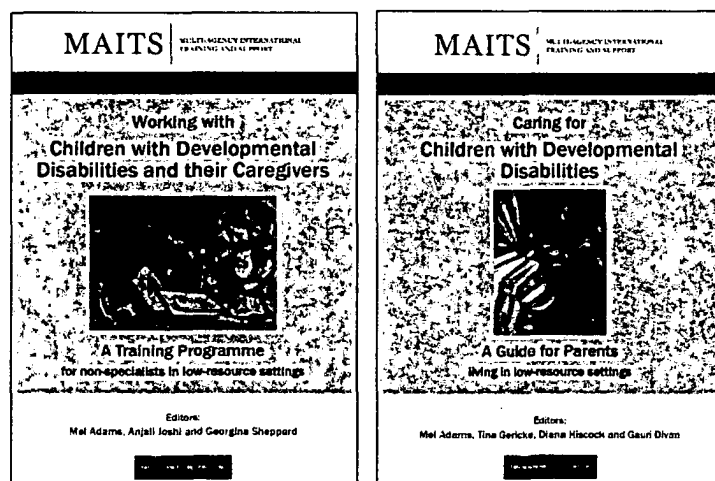
The roll-out of our programmes is facilitated by the organisations our trainers work for, who coordinate activities on the ground, release their staff to provide/attend the training and submit monitoring and evaluation data to us. MAITS provides overall co-ordination and pays for trainer and local costs.

#### 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.

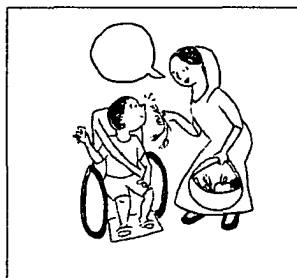


### **Toolkit: Caring for Children with Developmental Disabilities - A Guide for Parents**

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 turn 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."*



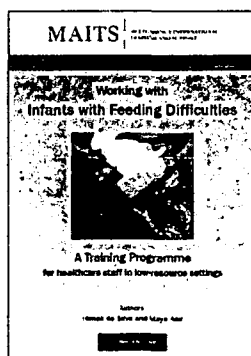
## CHW Empowerment Programme – Bangladesh

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

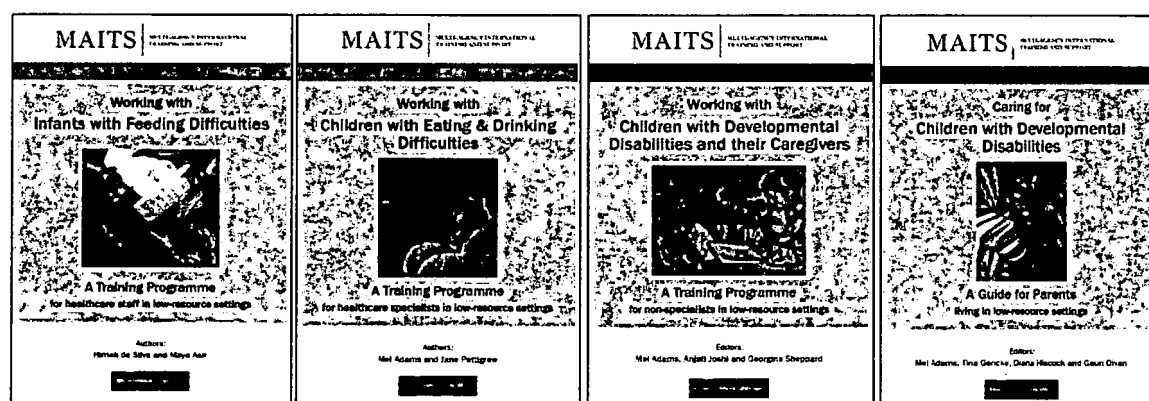
There are approximately 1 billion people in the world living with a disability. Almost 240 million of these are children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries where there are fewer skilled staff to support them.

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



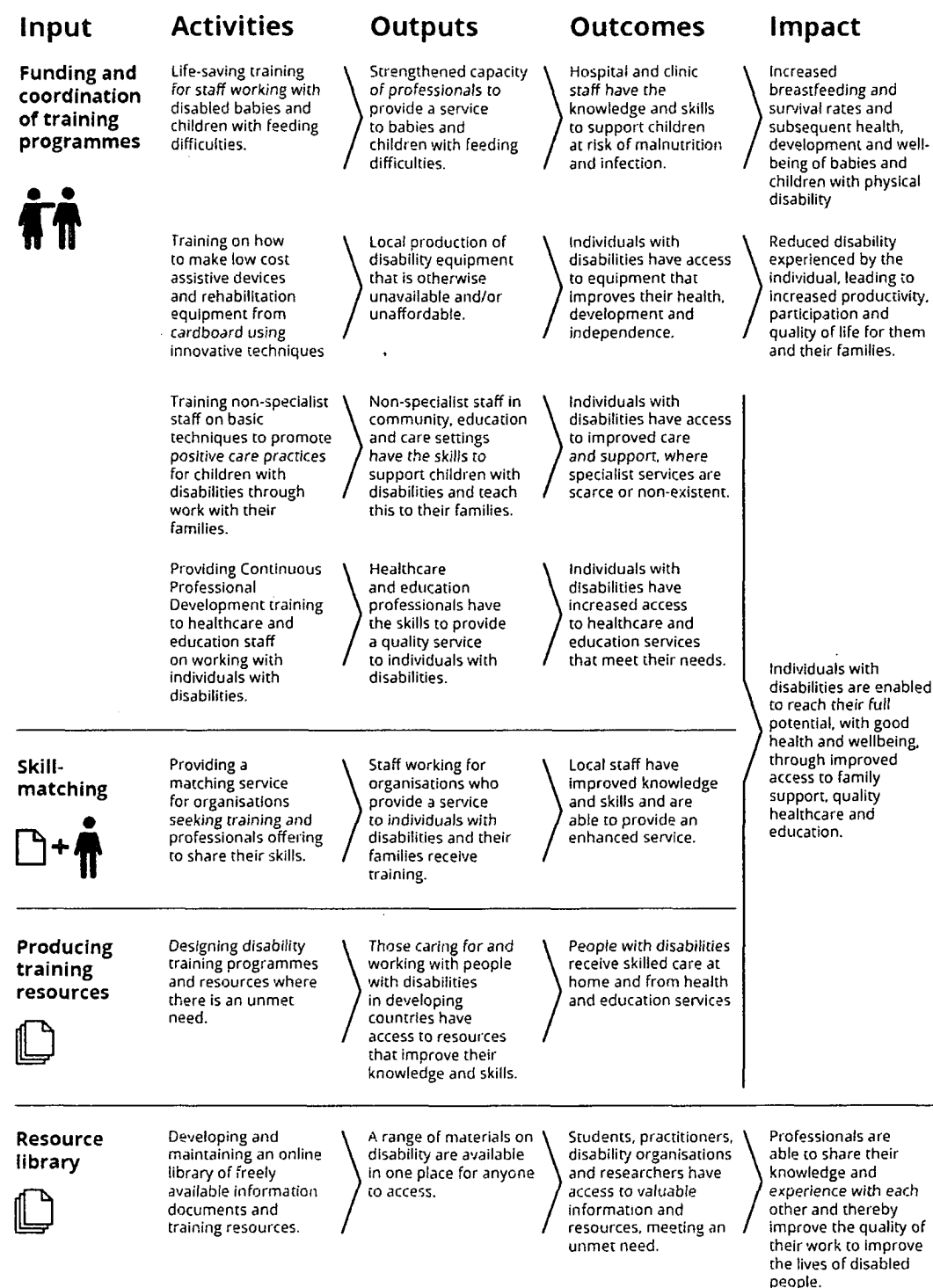
Due to a lack of resources for trainers and staff working with children with developmental disabilities in low- and middle-income countries, MAITS has produced a range of materials to bridge this a gap.

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



#### 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<sup>2</sup>” and the “Leave No-one Behind Agenda<sup>3</sup>”. With the Grand Bargain<sup>4</sup>, 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.

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<sup>2</sup> <https://sdgs.un.org/goals>

<sup>3</sup> <https://unsdg.un.org/2030-agenda/universal-values/leave-no-one-behind>

<sup>4</sup> <https://interagencystandingcommittee.org/grand-bargain>

## **7. STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **7.1. Governing Document:**

MAITS is a charitable company limited by guarantee, incorporated on 11<sup>th</sup> 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:

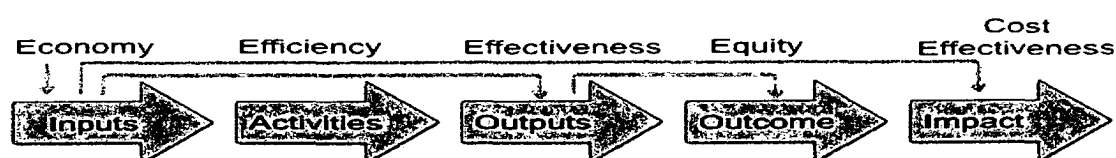


## 8. HOW MAITS REPRESENTS VALUE FOR MONEY

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:

# **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).

### **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:



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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	15,782	111,894	127,676	132,105
Investment income	3	<u>15</u>	<u>-</u>	<u>15</u>	<u>5</u>
<b>Total</b>		<b>15,797</b>	<b>111,894</b>	<b>127,691</b>	<b>132,110</b>
<b>EXPENDITURE ON</b>					
Charitable activities	4				
Programme delivery		16,974	75,004	91,978	104,292
Governance costs		<u>4,698</u>	<u>-</u>	<u>4,698</u>	<u>10,241</u>
<b>Total</b>		<b>21,672</b>	<b>75,004</b>	<b>96,676</b>	<b>114,533</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(5,875)</b>	<b>36,890</b>	<b>31,015</b>	<b>17,577</b>
Transfers between funds	11	<u>36,890</u>	<u>(36,890)</u>	<u>-</u>	<u>-</u>
Net movement in funds		31,015	-	31,015	17,577
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>20,223</u>	<u>65,135</u>	<u>85,358</u>	<u>67,781</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>51,238</u></b>	<b><u>65,135</u></b>	<b><u>116,373</u></b>	<b><u>85,358</u></b>

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

**BALANCE SHEET  
30 JUNE 2022**

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
<b>CURRENT ASSETS</b>					
Debtors	9	19,000	-	19,000	-
Cash at bank		<u>37,723</u>	<u>67,689</u>	<u>105,412</u>	<u>89,212</u>
		56,723	67,689	124,412	89,212
<b>CREDITORS</b>					
Amounts falling due within one year	10	(5,485)	(2,554)	(8,039)	(3,854)
<b>NET CURRENT ASSETS</b>		<u>51,238</u>	<u>65,135</u>	<u>116,373</u>	<u>85,358</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>51,238</u>	<u>65,135</u>	<u>116,373</u>	<u>85,358</u>
<b>NET ASSETS</b>		<u>51,238</u>	<u>65,135</u>	<u>116,373</u>	<u>85,358</u>
<b>FUNDS</b>	11				
Unrestricted funds				51,238	20,223
Restricted funds				<u>65,135</u>	<u>65,135</u>
<b>TOTAL FUNDS</b>				<u>116,373</u>	<u>85,358</u>

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 £
<b>CURRENT ASSETS</b>					
Debtors	9	19,000	-	19,000	-
Cash at bank		<u>37,723</u>	<u>67,689</u>	<u>105,412</u>	<u>89,212</u>
		56,723	67,689	124,412	89,212
<b>CREDITORS</b>					
Amounts falling due within one year	10	(5,485)	(2,554)	(8,039)	(3,854)
<b>NET CURRENT ASSETS</b>		<u>51,238</u>	<u>65,135</u>	<u>116,373</u>	<u>85,358</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>51,238</u>	<u>65,135</u>	<u>116,373</u>	<u>85,358</u>
<b>NET ASSETS</b>		<u>51,238</u>	<u>65,135</u>	<u>116,373</u>	<u>85,358</u>
<b>FUNDS</b>	11				
Unrestricted funds				51,238	20,223
Restricted funds				<u>65,135</u>	<u>65,135</u>
<b>TOTAL FUNDS</b>				<u>116,373</u>	<u>85,358</u>

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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 29<sup>th</sup> November 2022 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 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	<u>500</u>	<u>500</u>
	<u>127,676</u>	<u>132,105</u>

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	



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

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2022**

**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	<b>4,000</b>	8,000
Global Giving Crowd Funding Platform:		
Pakistan TOT programme	12,966	4,798
Infant feeding	16	24
SriLanka TOT	<b>141</b>	
Uganda	<b>15</b>	
Bangladesh TOT	<b>133</b>	
Covid 19 response	<b>75</b>	
Other donations	282	
Other small donations:		283
	<u>112,176</u>	<u>116,605</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**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Deposit account interest	<u>15</u>	<u>5</u>

**4. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Support costs £	Totals £
Programme delivery	75,641	16,337	91,978
Governance costs	<u>433</u>	<u>4,265</u>	<u>4,698</u>
	<u>76,074</u>	<u>20,602</u>	<u>96,676</u>

**5. NET INCOME/(EXPENDITURE)**

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

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Examiner's remuneration	<u>1,100</u>	<u>1,100</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2022**

**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**

	<b>2022</b>	2021
	<b>£</b>	<b>£</b>
Wages and salaries	<b>22,323</b>	42,842
Other pension costs	<u>-</u>	<u>40</u>
	<b><u>22,323</u></b>	<b><u>42,882</u></b>

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

	<b>2022</b>	2021
	<b><u>2</u></b>	<b><u>2</u></b>
Charitable Activities		

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

**8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	15,783	116,322	132,105
Investment income	<u>5</u>	<u>-</u>	<u>5</u>
<b>Total</b>	15,788	116,322	132,110
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Programme delivery	18,107	86,185	104,292
Governance costs	10,241	-	10,241
	<u>28,348</u>	<u>86,185</u>	<u>114,533</u>
<b>Total</b>	28,348	86,185	114,533
<b>NET INCOME/(EXPENDITURE)</b>	(12,560)	30,137	17,577
<b>Transfers between funds</b>	<u>10,918</u>	<u>(10,918)</u>	<u>-</u>
<b>Net movement in funds</b>	(1,642)	19,219	17,577
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	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 2022**

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

<b>9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			
	2022 £	2021 £	
Prepayments and accrued income	<u>19,000</u>	<u>-</u>	

<b>10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			
	2022 £	2021 £	
Social security and other taxes	(558)	-	
Other creditors	7,097	2,554	
Accrued expenses	<u>1,500</u>	<u>1,300</u>	
	<u>8,039</u>	<u>3,854</u>	

<b>11. MOVEMENT IN FUNDS</b>				
	At 1.7.21 £	Net movement in funds £	Transfers between funds £	At 30.6.22 £
<b>Unrestricted funds</b>				
General fund	20,223	(5,875)	36,890	51,238
<b>Restricted funds</b>				
General restricted funds	<u>65,135</u>	<u>36,890</u>	<u>(36,890)</u>	<u>65,135</u>
<b>TOTAL FUNDS</b>	<u>85,358</u>	<u>31,015</u>	<u>-</u>	<u>116,373</u>

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2022**

**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 £
<b>Unrestricted funds</b>				
General fund	21,865	(12,560)	10,918	20,223
<b>Restricted funds</b>				
General restricted funds	45,916	30,137	(10,918)	65,135
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>67,781</u>	<u>17,577</u>	<u>-</u>	<u>85,358</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	15,788	(28,348)	(12,560)
<b>Restricted funds</b>			
General restricted funds	116,322	(86,185)	30,137
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>132,110</u>	<u>(114,533)</u>	<u>17,577</u>

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 £
<b>Unrestricted funds</b>				
General fund	21,865	(18,435)	47,808	51,238
<b>Restricted funds</b>				
General restricted funds	45,916	67,027	(47,808)	65,135
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>67,781</u>	<u>48,592</u>	<u>-</u>	<u>116,373</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2022**

**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 £
<b>Unrestricted funds</b>			
General fund	31,585	(50,020)	(18,435)
<b>Restricted funds</b>			
General restricted funds	228,216	(161,189)	67,027
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>259,801</u>	<u>(211,209)</u>	<u>48,592</u>

**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 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	112,176	116,605
In kind donated services - office and facilities	15,000	15,000
In kind donated services - IT services	<u>500</u>	<u>500</u>
	127,676	132,105
<b>Investment income</b>		
Deposit account interest	<u>15</u>	<u>5</u>
<b>Total incoming resources</b>	127,691	132,110
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
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	<u>333</u>	<u>113</u>
	76,074	86,361
<b>Support costs</b>		
<b>Management</b>		
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	<u>1,032</u>	<u>893</u>
	19,502	27,072
<b>Governance costs</b>		
Examiner's remuneration	<u>1,100</u>	<u>1,100</u>
<b>Total resources expended</b>	<u>96,676</u>	<u>114,533</u>
<b>Net income</b>	<u><u>31,015</u></u>	<u><u>17,577</u></u>