

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

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023  
FOR  
MULTI AGENCY INTERNATIONAL TRAINING AND  
SUPPORT  
(MAITS)**

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(MAITS)**

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FOR THE YEAR ENDED 30 JUNE 2023**

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# MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

### 1. PURPOSES AND AIMS

#### 1.1. Who we are:

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

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

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

#### 1.2. Vision:

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

#### 1.3. Mission:

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

#### 1.4. Strategic aims:

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

Our work directly contributes to the **WHO** Sustainable Development Goals 3, 4 and 8<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 where needed.

<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

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



## 1.6. Where we have worked:

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

### 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 projects in Asia and Africa, rolling out our Community Health Worker (CHW) Empowerment Programme. This year, we expanded our programmes to Nepal and Burundi.

In Nepal, we delivered training on Appropriate Paper-based Technology (APT) to trainees from both Nepal and Pakistan. Further roll-out of our programmes in Sri Lanka have been put on hold for the time-being due to challenges on the ground.

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

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

### 2.1. Our Packages and Programmes

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

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

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

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



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

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

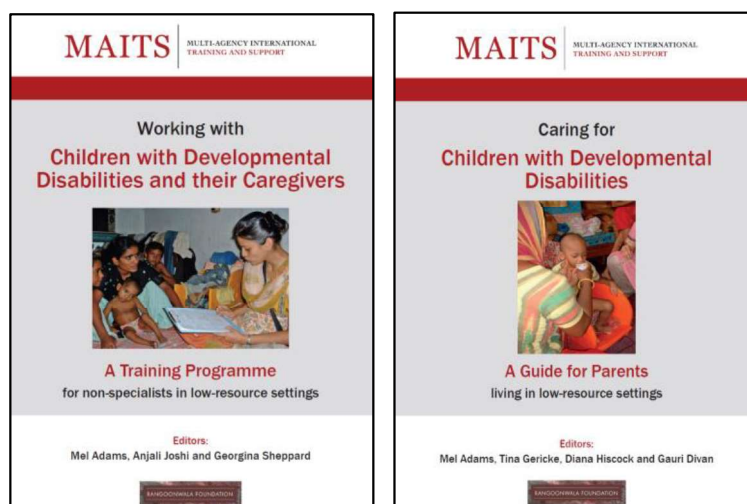
The roll-out of our programmes is facilitated by the organisations our trainers work for, who coordinate activities on the ground, release their staff to provide/attend the training and submit monitoring and evaluation data to us. MAITS provides overall co-ordination and pays for trainer and local costs.

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

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

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

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

The course aims to provide trainees with:

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

### **Accompanying videos**

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

### **CHW Empowerment Programme - Pakistan**

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

### **CHW Empowerment Programme – India**

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

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

### **Case study**

During Sadia's visit to Pakistan in August 2022, she met with Subhan, a 12-year-old boy with cerebral palsy; he lives in Landhi, Karachi with his parents and 3 siblings. Subhan and his mother are supported by Shoaib, a very enthusiastic Community Health Worker from Marie Adelaide Leprosy Centre - MALC.

After receiving training from MAITS, Shoaib taught positioning techniques to Subhan's mother. Just within 3 months of training, Subhan can now stand without any aid.

Subhan loves to hold the Pakistani flag and play with his siblings.



## CHW Empowerment Programme – Bangladesh

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

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

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

## CHW Empowerment Programme – Burundi

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

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

## CHW Empowerment Programme – Georgia

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

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

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

## CHW Empowerment Programme – UK Focused Project

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

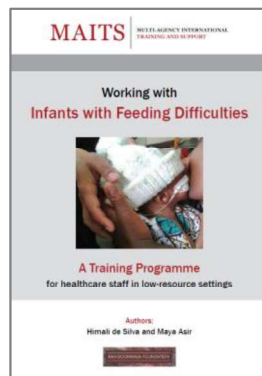
We aimed to gauge interest in further sessions, which would take the form of facilitated parent support groups, led by a qualified Occupational Therapist with experience of working in diverse communities together with a local community link worker. We would use the MAITS resources to provide additional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

### 2.1.2 Working with Infants with Feeding Difficulties

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







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

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

## 2.2 Skill-matching

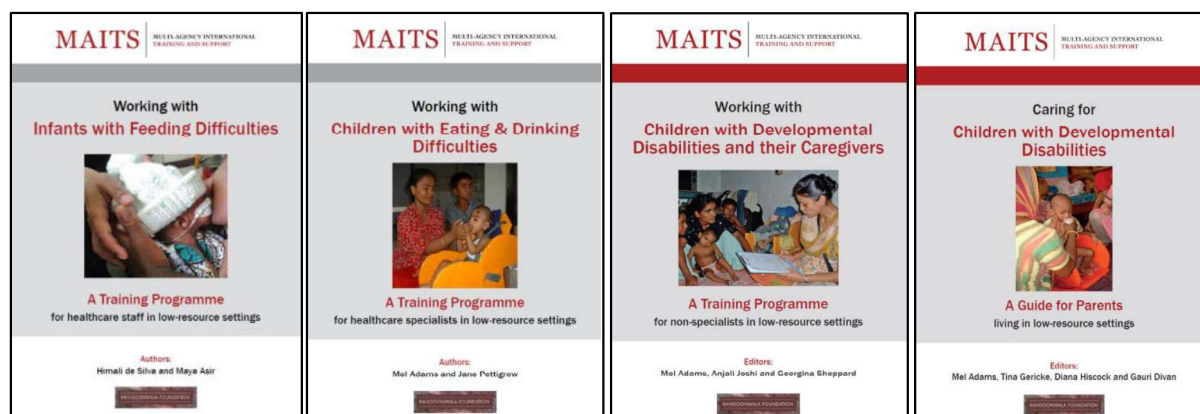
**There are approximately 1 billion people in the world living with a disability. Almost 240 million of these are children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries where there are fewer skilled staff to support them.**

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

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

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

## 2.3 Production of training resources

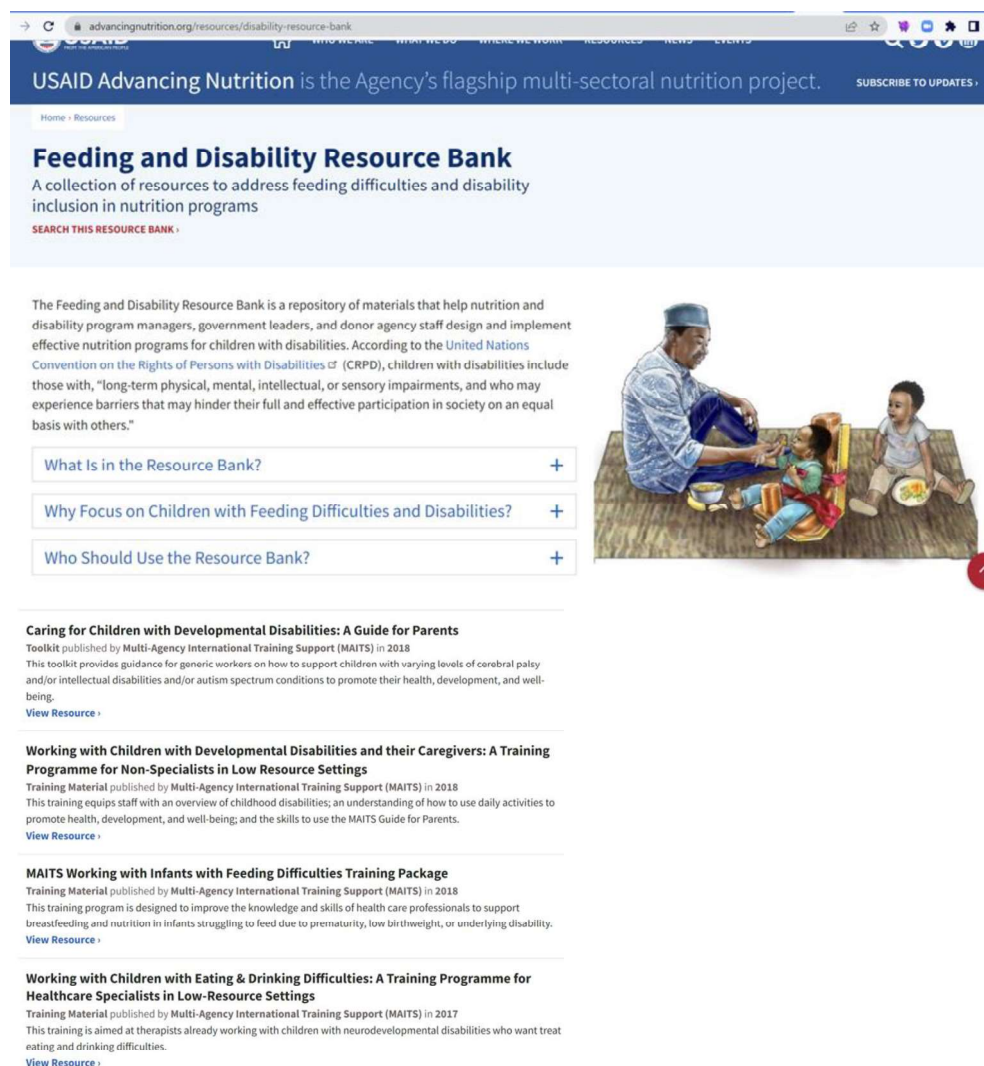


Due to a lack of resources for trainers and staff working with children with developmental disabilities in low- and middle-income countries, MAITS has produced a range of materials to bridge this gap.

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

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

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



USAID Advancing Nutrition is the Agency's flagship multi-sectoral nutrition project. [SUBSCRIBE TO UPDATES](#)

Home > Resources

## Feeding and Disability Resource Bank

A collection of resources to address feeding difficulties and disability inclusion in nutrition programs

[SEARCH THIS RESOURCE BANK](#)

The Feeding and Disability Resource Bank is a repository of materials that help nutrition and disability program managers, government leaders, and donor agency staff design and implement effective nutrition programs for children with disabilities. According to the [United Nations Convention on the Rights of Persons with Disabilities](#) (CRPD), children with disabilities include those with, "long-term physical, mental, intellectual, or sensory impairments, and who may experience barriers that may hinder their full and effective participation in society on an equal basis with others."

What Is in the Resource Bank? +

Why Focus on Children with Feeding Difficulties and Disabilities? +

Who Should Use the Resource Bank? +

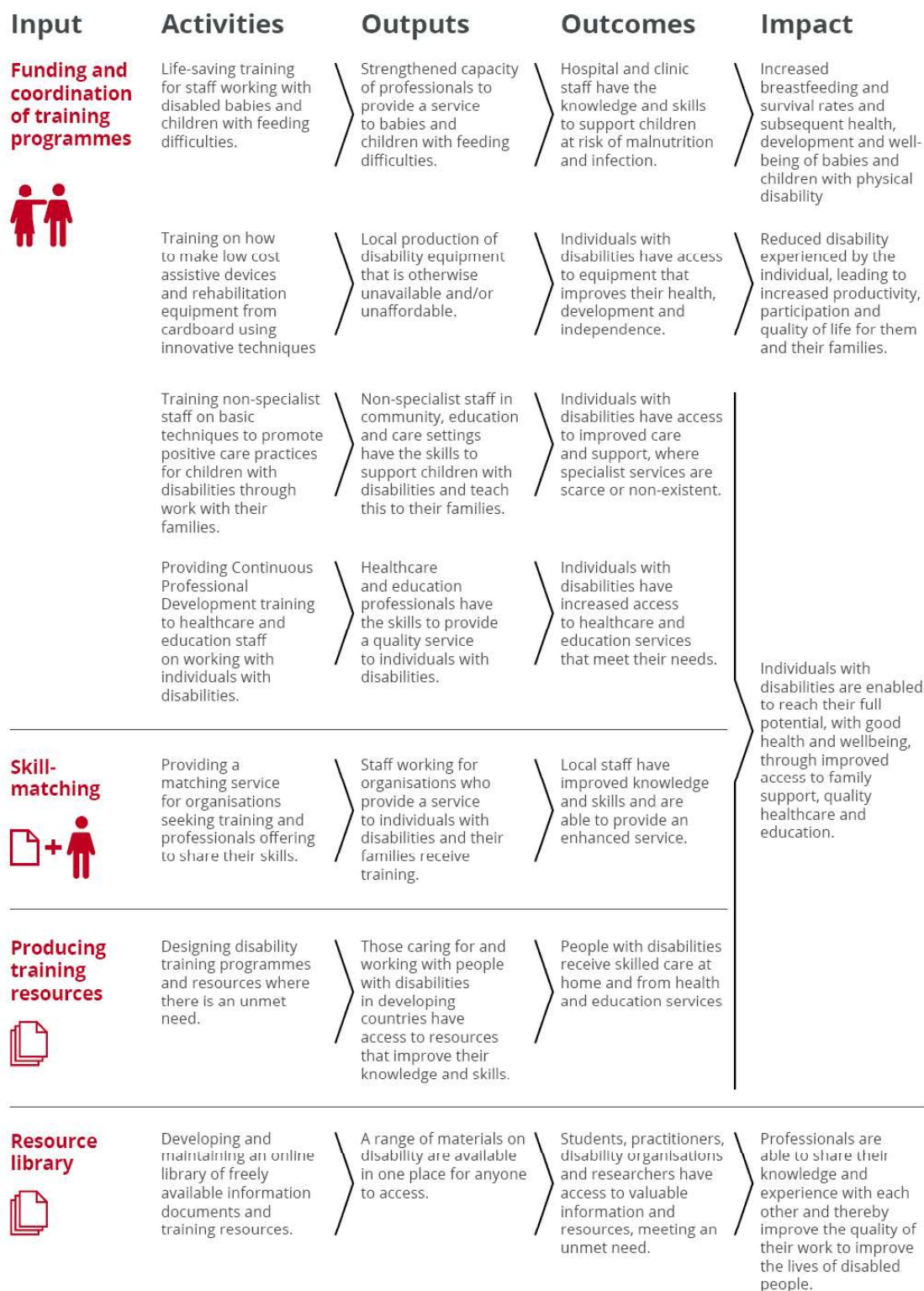
**Caring for Children with Developmental Disabilities: A Guide for Parents**  
Toolkit published by Multi-Agency International Training Support (MAITS) in 2018  
This toolkit provides guidance for generic workers on how to support children with varying levels of cerebral palsy and/or intellectual disabilities and/or autism spectrum conditions to promote their health, development, and well-being.  
[View Resource](#)

**Working with Children with Developmental Disabilities and their Caregivers: A Training Programme for Non-Specialists in Low Resource Settings**  
Training Material published by Multi-Agency International Training Support (MAITS) in 2018  
This training equips staff with an overview of childhood disabilities; an understanding of how to use daily activities to promote health, development, and well-being; and the skills to use the MAITS Guide for Parents.  
[View Resource](#)

**MAITS Working with Infants with Feeding Difficulties Training Package**  
Training Material published by Multi-Agency International Training Support (MAITS) in 2018  
This training program is designed to improve the knowledge and skills of health care professionals to support breastfeeding and nutrition in infants struggling to feed due to prematurity, low birthweight, or underlying disability.  
[View Resource](#)

**Working with Children with Eating & Drinking Difficulties: A Training Programme for Healthcare Specialists in Low-Resource Settings**  
Training Material published by Multi-Agency International Training Support (MAITS) in 2017  
This training is aimed at therapists already working with children with neurodevelopmental disabilities who want treat eating and drinking difficulties.  
[View Resource](#)

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

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

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

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

*Our current beneficiary numbers are based on the following estimates:*

*I = Institutional setting: each caregiver or teacher works with 10 students with the specific impairment been trained on for 1 year = 10 per year*

*CBR = Community setting: each community worker works with 5 families where child with disabilities per quarter = 20 per year*

*H = Hospital inpatient unit: each nurse works with 3 cases per week  $\times 50 = 150$  per year*

## 5. FINANCIAL REVIEW

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

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

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

### 5.1. Investment Policy:

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

### 5.2. Reserves Policy:

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

## 6. PLANS FOR THE YEAR 2023 – 2024

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

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

### 6.1. Our operational focus:

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

### 6.2. Challenges:

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

### 6.3 Opportunities:

Disability continues to be a focus in the development sector, with the introduction of disability into the “UN Sustainable Development Goals<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.

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

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

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

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

*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:

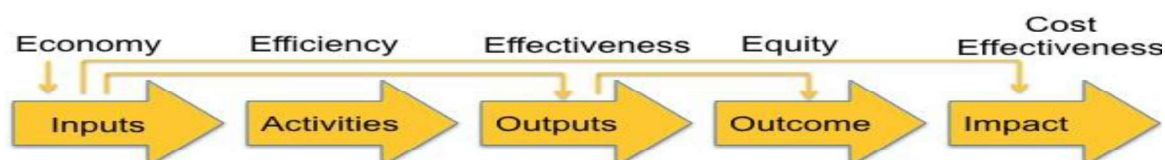


## 8. HOW MAITS REPRESENTS VALUE FOR MONEY

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 Training of Trainer model to deliver our programmes, not only are there reduced travel expenses for our trainers, but there is a greater likelihood that increased skills developed within the workforce will stay within local communities, with the risk of ‘brain drain’ reduced.

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

### 8.2. Efficiency

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

### 8.3. Effectiveness

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

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

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

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

### 8.4. Cost Effectiveness

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

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

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

## 9. RESPONSIBILITIES OF THE MANAGEMENT COMMITTEE

Company law requires the Management Committee to prepare financial statements for each financial year which gives a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the management committee should follow best practice and:

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

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

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

#### 9.1. Members of the Management Committee

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

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

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

#### 9.2. Auditors

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

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

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

DocuSigned by:  
  
14241FC62EBA48E...

12/15/2023

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

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 JUNE 2023**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

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

**Public benefit**

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

**FINANCIAL REVIEW**

**Financial position**

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

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

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

**Reserves**

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

**Restricted and unrestricted funding**

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

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

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

06695839 (England and Wales)

**Registered Charity number**

1126268

**Registered office**

86/87 Wimpole Street  
London  
W1G 9RL



MULTI AGENCY INTERNATIONAL TRAINING AND  
SUPPORT  
(MAITS)

REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 JUNE 2023

**Trustees**

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

**Independent Examiner**

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

**Senior Management Team**

Sadia Mirza	Director of Operations
Dr Melanie Adams	Technical Advisor

**Bankers**

HSBC  
18a Curzon Street  
London  
W1J 7LA

12/15/2023

Approved by order of the board of trustees on ..... and signed on its behalf by:

DocuSigned by:

*Meheen Dalamal*

.....14241FC62EBA48E.....

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 2023.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

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

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

H W G Maxwell      FCA

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

Date: .....

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

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

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

The notes form part of these financial statements

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

**BALANCE SHEET  
30 JUNE 2023**

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

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

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

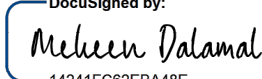
The trustees acknowledge their responsibilities for

- 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.

12/15/2023

The financial statements were approved by the Board of Trustees and authorised for issue on .....  
and were signed on its behalf by:

DocuSigned by:  
  
.....14241FC62EBA48E.....  
Meheen Dalamal - Trustee

The notes form part of these financial statements

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

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

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

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

**Income**

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

**Expenditure**

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

**Taxation**

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

**Fund accounting**

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

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

**2. DONATIONS AND LEGACIES**

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

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

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



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

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2023**

**2. DONATIONS AND LEGACIES - continued**

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

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

**3. INVESTMENT INCOME**

	2023	2022
	£	£
Deposit account interest	<u>446</u>	<u>15</u>

**4. CHARITABLE ACTIVITIES COSTS**

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

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

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

	2023	2022
	£	£
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 2023**

**6. TRUSTEES' REMUNERATION AND BENEFITS**

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

**Trustees' expenses**

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

**7. STAFF COSTS**

	<b>2023</b>	2022
	<b>£</b>	£
Wages and salaries	<u><b>25,827</b></u>	<u>22,323</u>
	<u><b>25,827</b></u>	<u>22,323</u>

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

	<b>2023</b>	2022
Charitable Activities	<u><b>2</b></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 £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	15,782	111,894	127,676
Investment income	<u>15</u>	<u>-</u>	<u>15</u>
<b>Total</b>	<u><b>15,797</b></u>	<u><b>111,894</b></u>	<u><b>127,691</b></u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Programme delivery	16,974	75,004	91,978
Governance costs	<u>4,698</u>	<u>-</u>	<u>4,698</u>
<b>Total</b>	<u><b>21,672</b></u>	<u><b>75,004</b></u>	<u><b>96,676</b></u>
<b>NET INCOME/(EXPENDITURE)</b>	(5,875)	36,890	31,015
Transfers between funds	<u>36,890</u>	<u>(36,890)</u>	<u>-</u>
<b>Net movement in funds</b>	31,015	-	31,015
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>20,223</u>	<u>65,135</u>	<u>85,358</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><b>51,238</b></u>	<u><b>65,135</b></u>	<u><b>116,373</b></u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2023**

**9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2023 £	2022 £
Trade debtors	5,100	-
Prepayments and accrued income	<u>-</u>	<u>19,000</u>
	<u><b>5,100</b></u>	<u><b>19,000</b></u>

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

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

**11. MOVEMENT IN FUNDS**

	At 1.7.22 £	Net movement in funds £	Transfers between funds £	At 30.6.23 £
<b>Unrestricted funds</b>				
General fund	51,238	(1,212)	3,534	53,561
<b>Restricted funds</b>				
General restricted funds	65,135	(36,100)	(3,534)	25,501
	<u>116,373</u>	<u>(37,311)</u>	<u>-</u>	<u><b>79,062</b></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	24,949	(26,160)	(1,211)
<b>Restricted funds</b>			
General restricted funds	85,552	(121,652)	(36,100)
	<u>110,501</u>	<u>(147,812)</u>	<u><b>(37,311)</b></u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2023**

**11. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.7.21 £	Net movement in funds £	Transfers between funds £	At 30.6.22 £
<b>Unrestricted funds</b>				
General fund	20,223	(5,875)	36,890	51,238
<b>Restricted funds</b>				
General restricted funds	65,135	36,890	(36,890)	65,135
	<hr/>	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>85,358</u>	<u>31,015</u>	<u>-</u>	<u>116,373</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	15,797	(21,672)	(5,875)
<b>Restricted funds</b>			
General restricted funds	111,894	(75,004)	36,890
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>127,691</u>	<u>(96,676)</u>	<u>31,015</u>

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2023**

**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	40,746	(47,832)	(7,086)
<b>Restricted funds</b>			
General restricted funds	197,446	(196,656)	790
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>238,192</u>	<u>(244,488)</u>	<u>(6,296)</u>

**Transfers between funds**

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

**12. RELATED PARTY DISCLOSURES**

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

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

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

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