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**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025
FOR
MULTI AGENCY INTERNATIONAL TRAINING AND
SUPPORT
(MAITS)**

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MULTI AGENCY INTERNATIONAL TRAINING AND
SUPPORT
(MAITS)

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

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

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

1. PURPOSES AND AIMS

1.1. Who we are:

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

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

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

1.2. Vision:

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

1.3. Mission:

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

1.4. Strategic aims:

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

The 2020–2025 strategy established a strong foundation, marked by notable achievements in programme delivery, capacity building, and organisational growth. Our review, however, identifies areas for further improvement as we refine our approach for 2025–2030.

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

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

MAITS' Impact: 2020 - 2025

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

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

Enhancing Knowledge Dissemination and Capacity Building:

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

Improving Access to Assistive Devices and Resources:

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

Strengthening Monitoring, Evaluation, and Learning (MEL):

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

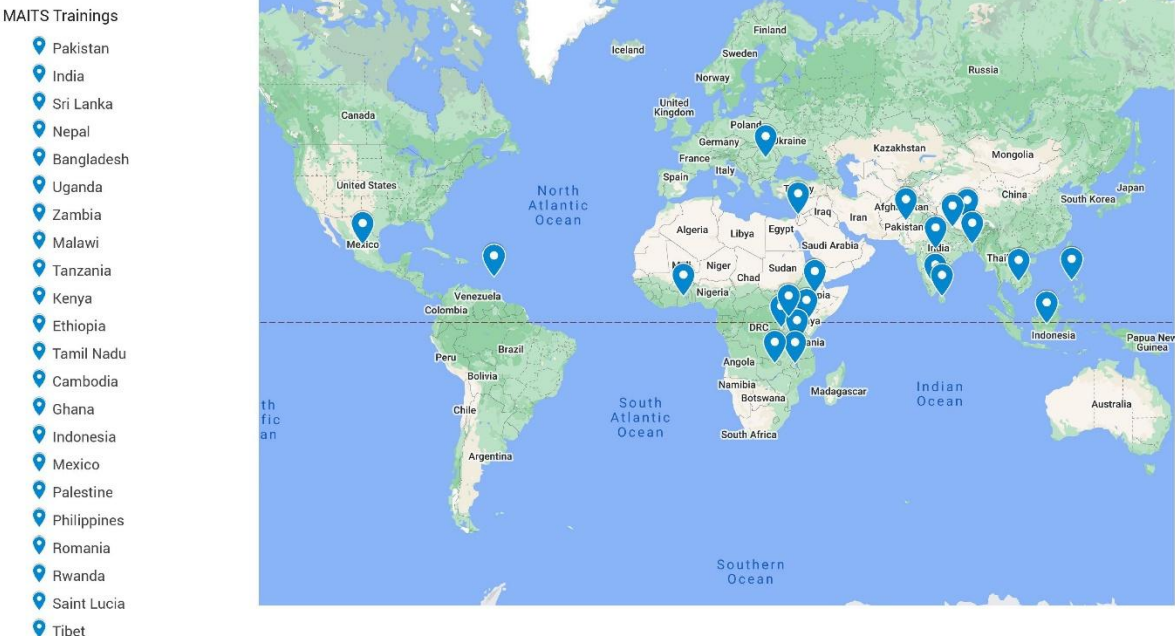


Our work directly contributes to the Sustainable Development Goals 3, 4, 10 and 17¹. By strengthening the capacity of local disability organisations, as well as mainstream and special schools, we aim to improve the health and wellbeing outcomes for people with disabilities, ensure access to quality education for all, and in turn, reduce inequalities. Our programmes are delivered through trusted, strategically aligned local partnerships.

1.6. Where we have worked:

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

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



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

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

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

2.1.Our Packages and Programmes

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

2.1.1. Appropriate Paper Based Technology

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

India: Satya Special School, Puducherry

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

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

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

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

Pakistan: ACELP, IHRI, and MALC

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

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

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

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

Strategic Vision and Sustainability

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

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

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



Expanding APT in Pakistan: Local Innovation for National Impact

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

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

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

- Replace traditional materials like wood and laminate with reinforced paper-based techniques.
- Begin **local production of specialised, low-cost assistive devices** such as CP chairs, standing frames, and rotating disc puzzles.
- Train an additional **6–8 staff members**, including teachers and therapists, to embed APT across their services.

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

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

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

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

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

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

This toolkit empowers parents and caregivers by helping them:

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

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

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

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

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

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

CHW Empowerment Programme - Pakistan

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

Karachi – IHRI Partnership

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

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

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

Hyderabad – Partnership with The Talk Clinic

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

- **13 Community Health Workers**

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

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

CHW Empowerment Programme – India

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

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

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

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

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

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

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

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

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

CHW Empowerment Programme – Bangladesh

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

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

- 50 Community Health Workers
- 6 Therapists

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

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

Kazi’s Story (Age 6, Cerebral Palsy)

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

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

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

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

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

Future Plans

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

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

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

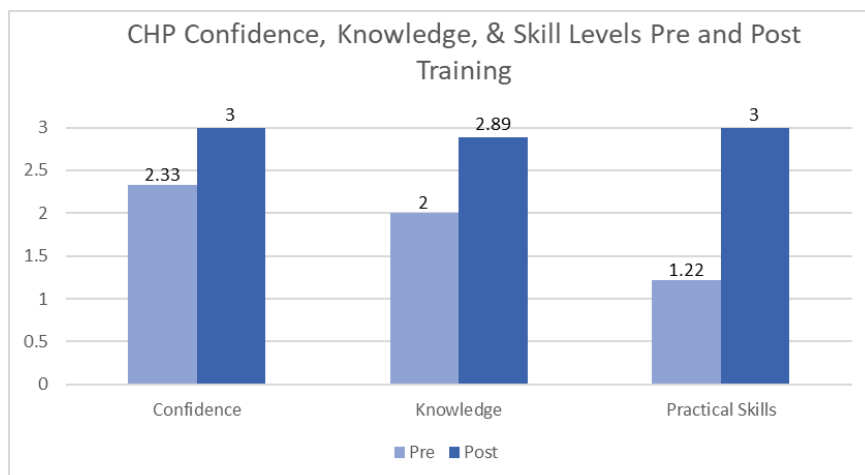
CHW Empowerment Programme – Kenya

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

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

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

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



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

2.1.3. Working with Infants with Feeding Difficulties

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



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

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

2.2 Skill-matching

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

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

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

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

Ghana: Strengthening SLT Capacity and Inclusive Education

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

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

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

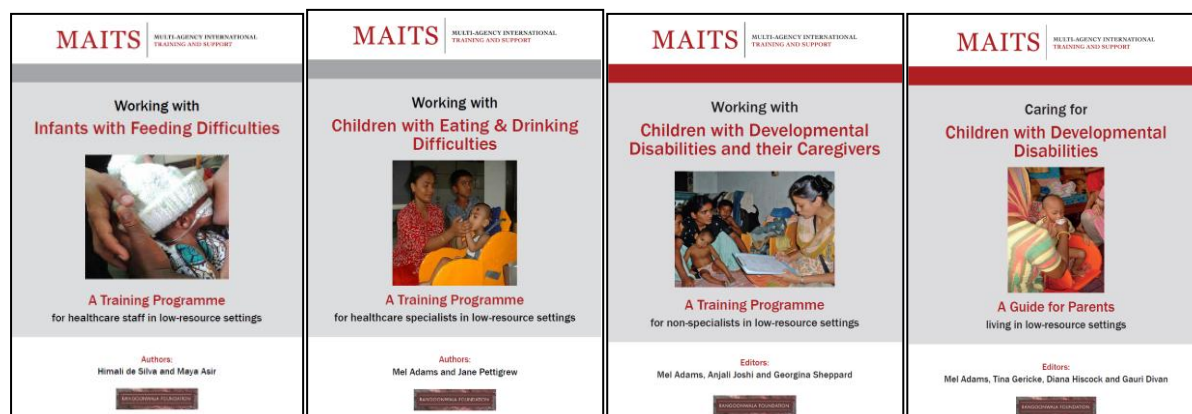
In October 2024, Cath Barton and Ruth Stevens delivered a 15-day Appropriate Paper-based Technology (APT) training in Njoro, Kenya, for therapists and workshop staff from Walkabout Foundation, BethanyKids and local teams. These workshops now produce 10–15 assistive devices monthly and are fully booked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

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

Uganda: Addressing Sensory Processing Difficulties

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

2.3 Production of training resources



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

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

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

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

2.4 Success Stories

Ahmed is a resilient 7-year-old boy facing a multitude of challenges due to hearing loss, visual impairment, seizures, and behavioural issues stemming from meningitis. Despite these obstacles, Ahmed's determination shines brightly. Ahmed's mother, committed to providing him with the best possible care, sought assistance not only from the free government hospital but also from a compassionate MAITS Community Health Worker (CHW). This collaboration has been pivotal in Ahmed's journey toward holistic well-being.

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

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



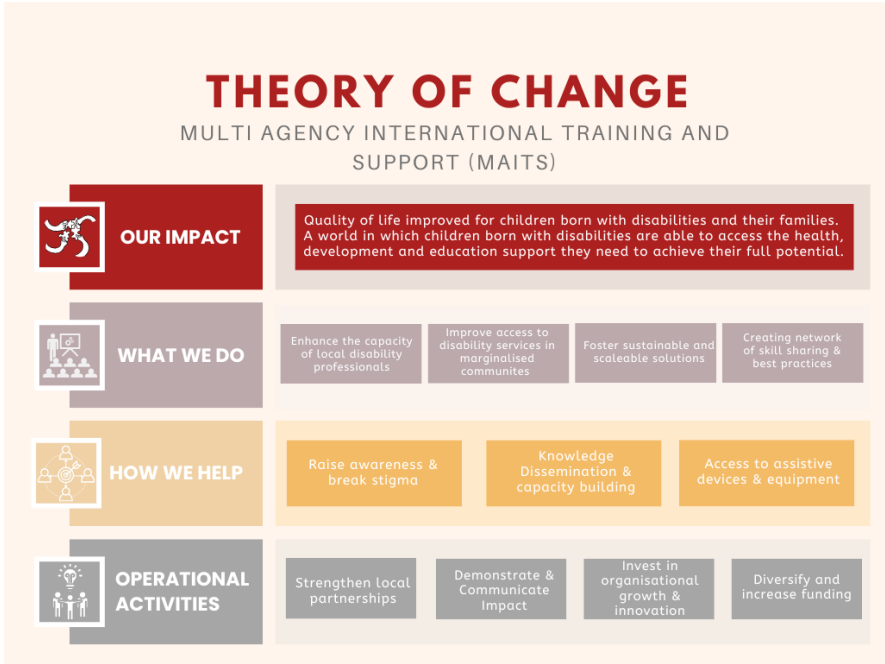
The APT “**trainers in training**” at ACELP are crafting staircases from cardboard for exercise and fine motor skill development while students are honing their coordination through toy-making.

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

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



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 ways:

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

Who has used and benefitted from our services?

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

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

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

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

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

5. FINANCIAL REVIEW

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

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

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

5.1. Investment Policy:

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

5.2. Reserves Policy:

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

6. PLANS FOR THE YEAR 2025 – 2026

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

- **Finalise CHW Programme Review**

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

- **Modernise Training Resources**

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

- **Expand ToT Model**

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

- **Advance Core Programmes**

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

- **Improve Oversight and Engagement**

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

7. STRUCTURE, GOVERNANCE AND MANAGEMENT

7.1.Governing Document:

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

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

7.2.Recruitment and Appointment of Management Committee:

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

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

7.3.Trustee Induction and Training:

Trustee induction and training for this period included:

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

7.4.Risk Management:

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

Key risks previously identified and mitigation update:

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

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

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

7.5.Related Parties:

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

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

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

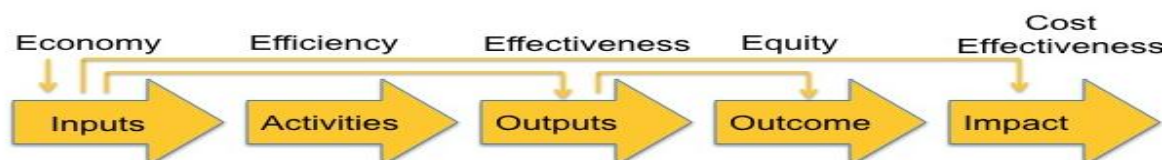


8. HOW MAITS REPRESENTS VALUE FOR MONEY

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

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

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



8.1.Economy

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

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

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

8.2.Efficiency

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

8.3.Effectiveness

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

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

8.4. Equity

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

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

8.5. Cost Effectiveness

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

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

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

9. RESPONSIBILITIES OF THE MANAGEMENT COMMITTEE

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

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

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

9.1. Members of the Management Committee

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

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

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

9.2. Auditors

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

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

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

Signed by:

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 10/8/2025

MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT (MAITS)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

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

Public benefit

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

FINANCIAL REVIEW

Financial position

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

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

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

Reserves

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

Restricted and unrestricted funding

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06695839 (England and Wales)

Registered Charity number

1126268

Registered office

86/87 Wimpole Street
London
W1G 9RL

MULTI AGENCY INTERNATIONAL TRAINING AND
SUPPORT
(MAITS)

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2025

Trustees

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

Independent Examiner

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

Senior Management Team

Sadia Mirza	Director of Operations
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Bankers

HSBC
18a Curzon Street
London
W1J 7LA

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

Signed by:

.....41D07A1632F643B.....
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 2025.

Responsibilities and basis of report

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


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

Independent examiner's statement

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

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

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

Signed by:

0FF83130DE4C4C3...

H W G Maxwell FCA

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

10/8/2025

Date:

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

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

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

MULTI AGENCY INTERNATIONAL TRAINING AND
SUPPORT
(MAITS)

BALANCE SHEET
30 JUNE 2025

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

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


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

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

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

Signed by:

6592409D391A4E0...
M Kapoor - Trustee

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

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Expenditure

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

Taxation

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

Fund accounting

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

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

2. DONATIONS AND LEGACIES

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

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025**

2. DONATIONS AND LEGACIES - continued

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106,043	99,715
=====	=====

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

3. INVESTMENT INCOME

	2025	2024
	£	£
Deposit account interest	<u>1,143</u>	<u>934</u>

4. CHARITABLE ACTIVITIES COSTS

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

5. NET INCOME/(EXPENDITURE)

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

	2025	2024
	£	£
Examiner's remuneration	<u>1,100</u>	<u>1,100</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025**

7. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	<u>25,404</u>	<u>23,898</u>
	<u>25,404</u>	<u>23,898</u>

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

	2025	2024
	<u>1</u>	<u>1</u>
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 £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	72,500	42,714	115,214
Investment income	<u>934</u>	<u>-</u>	<u>934</u>
Total	<u>73,434</u>	<u>42,714</u>	<u>116,148</u>
EXPENDITURE ON			
Charitable activities			
Programme delivery	69,252	36,238	105,490
Governance costs	<u>6,413</u>	<u>46</u>	<u>6,459</u>
Total	<u>75,665</u>	<u>36,284</u>	<u>111,949</u>
NET INCOME/(EXPENDITURE)	(2,231)	6,430	4,199
Transfers between funds	<u>1</u>	<u>(1)</u>	<u>-</u>
Net movement in funds	(2,230)	6,429	4,199
RECONCILIATION OF FUNDS			
Total funds brought forward	53,561	25,501	79,062
TOTAL FUNDS CARRIED FORWARD	<u>51,331</u>	<u>31,930</u>	<u>83,261</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025**

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	<u>-</u>	<u>8,500</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

11. MOVEMENT IN FUNDS

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

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2025**

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

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

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

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

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

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

MULTI AGENCY INTERNATIONAL TRAINING AND
SUPPORT
(MAITS)

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

11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	154,077	(184,696)	(30,619)
Restricted funds			
General restricted funds	84,757	(40,633)	44,124
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>238,834</u>	<u>(225,329)</u>	<u>13,505</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 £80,000 (2024: £70,000) 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 2025**

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