

# HUMAN STUDY UK

England & Wales · Charity number 1189086

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2020-04-16

**Register** [View on the Charity Commission register](#)

## Contact

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## Activities

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**Objects:** THE PRESERVATION AND PROTECTION OF THE GOOD HEALTH OF PERSONS REQUIRING PROSTHETIC AND ORTHOTIC CARE GLOBALLY, AND IN PARTICULAR TO PERSONS REQUIRING SUCH SERVICES IN THE AFTERMATH OF HUMAN CONFLICT, INCLUDING, BUT NOT LIMITED TO, ENCOURAGING SAFE STANDARDS OF PROSTHETIC AND ORTHOTIC CARE THROUGH THE EDUCATION AND PROFESSIONAL DEVELOPMENT OF CLINICIANS TO INTERNATIONALLY RECOGNISED STANDARDS.

**Activities:** Human Study UK uses contemporary teaching methods and tools based on distance learning (web-based) delivery of Prosthetic and Orthotic academic content in combination with comprehensive practical education delivered through on-site workshops to clinicians working in underdeveloped countries and/or conflict zones. A UK based Charity that operates globally to help heal the victims of war a poverty.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

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- Afghanistan
- Bangladesh
- Bosnia And Herzegovina
- Cambodia
- Central African Republic
- Chad
- China
- Congo
- Congo (Democratic Republic)
- Ethiopia
- Ghana
- Hungary
- India
- Indonesia
- Iran
- Iraq
- Jordan
- Kenya
- Kosovo
- Kyrgyzstan
- Laos
- Lebanon
- Liberia
- Libya
- Macedonia
- Malawi
- Malaysia
- Nepal
- Nicaragua
- Pakistan
- Romania
- Rwanda
- Senegal
- Serbia

- South Sudan
- Syria
- Tanzania
- Thailand
- Tunisia
- Turkmenistan
- Ukraine
- Uzbekistan
- Vietnam
- Yemen
- Zambia
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£15,000	£15,232	-	-
2023-12-31	£35,000	£35,220	-	-
2022-12-31	£114,835	£145,764	-	-
2021-12-31	£82,851	£45,390	-	-
2020-12-31	£3,014	£1,643	-	-

## Trustees

Name	Role	Appointed
<b>Ailsa Saltrese</b>	Chair	2021-10-21
Julie Pitt		2021-06-18
Nick Gallogly		2023-01-24
Professor Nachiappan Chockalingam		2020-05-21

**HUMAN STUDY UK**

England & Wales - Charity number 1189086

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# Accounts

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The Charity Registration Number is :- 1189086

**Human Study UK**  
**Report and Accounts**  
**31 December 2024**

**Human Study UK - Statement of Financial Activities for the year ended 31 December 2024**

**Statement of Financial Activities for the year ended 31 December 2024**

	SORP Ref	Current year Unrestricted Funds	Current year Restricted Funds	Current year Endowment Funds	Current year Total Funds	Prior Year Total Funds
		2024 £	2024 £	2024 £	2024 £	2023 £
<b>Income &amp; Endowments from:</b>						
Donations & Legacies	A1	-	15,000	-	15,000	35,000
Charitable activities	A2	-	-	-	-	-
Grant Income	A4	-	-	-	-	-
<b>Total income</b>	<b>A</b>	<b>-</b>	<b>15,000</b>	<b>-</b>	<b>15,000</b>	<b>35,000</b>
<b>Expenditure on:</b>						
Charitable activities	B2	-	15,000	-	15,000	35,000
Administrarion expenses	B3	-	232	-	232	220
<b>Total expenditure</b>	<b>B</b>	<b>-</b>	<b>15,232</b>	<b>-</b>	<b>15,232</b>	<b>35,220</b>
<b>Net expenditure for the year</b>		<b>-</b>	<b>(232)</b>	<b>-</b>	<b>(232)</b>	<b>(220)</b>
<b>Transfers between funds</b>	<b>C</b>			<b>-</b>	<b>-</b>	<b>-</b>
<b>Net income after transfers</b>	<b>A-B-C</b>	<b>-</b>	<b>(232)</b>	<b>-</b>	<b>(232)</b>	<b>(220)</b>
<b>Net movement in funds</b>		<b>-</b>	<b>(232)</b>	<b>-</b>	<b>(232)</b>	<b>(220)</b>
<b>Reconciliation of funds:-</b>						
<b>Total funds brought forward</b>		<b>-</b>	<b>7,683</b>	<b>-</b>	<b>7,683</b>	<b>7,903</b>
<b>Total funds carried forward</b>		<b>-</b>	<b>7,451</b>	<b>-</b>	<b>7,451</b>	<b>7,683</b>

The 'SORP Ref' indicated above is the classification of income set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

£15,000 (2023:£35,000) of Donations & Legacies income relates to in kind donations from the Volunteer CEO and Sister Organisation in Germany.

All activities derive from continuing operations

**Human Study UK - Balance Sheet as at 31 December 2024**

	Notes	SORP Ref	2024 £	2023 £
<b>Fixed assets</b>				
Tangible assets		A A2	-	-
<b>Current assets</b>				
Debtors		B B2	-	-
Cash at bank and in hand		B4	7,451	7,683
<b>Total current assets</b>			<u>7,451</u>	<u>7,683</u>
<b>Creditors: amounts falling due within one year</b>	2	C1	<u>-</u>	<u>-</u>
<b>Net current assets</b>			7,451	7,683
<b>The total net assets of the charity</b>			<u>7,451</u>	<u>7,683</u>

The total net assets of the charity are funded by the funds of the charity, as follows:-

<b>Restricted funds</b>				
Restricted Fixed Asset Funds		D2	<u>7,451</u>	<u>7,683</u>
			7,451	7,683
<b>Unrestricted Funds</b>				
Unrestricted Revenue Funds		D3	<u>-</u>	<u>-</u>
			-	-
<b>Total charity funds</b>			<u>7,451</u>	<u>7,683</u>

The 'SORP Ref' indicated above is the classification of Balance Sheet items as set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the SOFA.

The Trustees acknowledge their responsibilities for complying with the requirements of charity legislation with respect to accounting records and the preparation of accounts.

**Trustee**  
**Approved by the board of trustees on 13th November 2025**

The notes attached on pages 5 to 7 form an integral part of these accounts.

# Human Study UK

## Notes to the Accounts for the year ended 31 December 2024

### 1 Accounting policies

#### Policies relating to the production of the accounts.

##### Basis of preparation and accounting convention

The accounts have been prepared on the accruals basis, under the historical cost convention, and in accordance with the Financial Reporting Standard 102, (effective 1st January 2016) and 'FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015 (as amended by the Bulletin issued in February 2016) published by the Charity Commission in England & Wales (CCEW) ,effective January 2016, (The SORP), and in accordance with all applicable law in the charity's jurisdiction of registration.

##### Going Concern

At the time of approving the accounts, the Trustees have reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

##### Restricted and Unrestricted Funds

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charities work or for specific artistic projects being undertaken by the charity.

##### Significant judgements, key assumptions and estimates

The preparation of the accounts in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the accounts and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from these estimates. The key estimates and assumptions used in these financial statements are set out in the accounting policies notes included the additional policy notes within these accounts such as for depreciation.

#### Policies relating income recognition.

##### Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

## Human Study UK

### Notes to the Accounts for the year ended 31 December 2024

#### **Accounting for deferred income and income received in advance**

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

Any grant that is subject to performance-related conditions received in advance of delivering the goods and services required by that condition, or is subject to unmet conditions wholly outside the control of the recipient charity, is accounted for as a liability and shown on the balance sheet as deferred income. Deferred income is released to income in the reporting period in which the performance-related or other conditions that limit recognition are met.

When income from a grant or donation has not been recognised due to the conditions applying to the gift not being wholly within the control of the recipient charity, it is disclosed as a contingent asset if receipt of the grant or donation is probable once those conditions are met.

Where time related conditions are imposed or implied by a funder, then the income is apportioned to the time periods concerned, and, where applicable, is accounted for as a liability and shown on the balance sheet as deferred income. When grants are received in advance of the expenditure on the activity funded by them, but there are no specific time related conditions, then the income is not deferred.

Any condition that allows for the recovery by the donor of any unexpended part of a grant does not prevent recognition of the income concerned, but a liability to any repayment is recognised when repayment becomes probable.

#### **Policies relating to expenditure on goods and services provided to the charity.**

##### **Recognition of liabilities and expenditure**

A liability, and the related expenditure, is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

## Human Study UK

### Notes to the Accounts for the year ended 31 December 2024

#### Financial instruments including cash and bank balances

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues' of FRS 102 to all financial instruments.

Financial instruments are recognised when the Charity becomes party to the contractual provisions of the instrument.

Financial assets are offset, with the net presented in the accounts when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs.

#### Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for the indicators of impairment at each reporting end date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

<b>2 Creditors: amounts falling due within one year</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade creditors	-	-
Accruals	-	-
PAYE, NIC VAT and other taxes	-	-
Other creditors	-	-
	<hr/>	<hr/>
	-	-
<b>3 Income and Expenditure account summary</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>At 1 January 2024</b>	7,683	7,903
	-	-
Loss after tax for the year	(232)	(220)
	<hr/>	<hr/>
<b>At 31 December 2024</b>	<b>7,451</b>	<b>7,683</b>

**HUMAN STUDY UK**

England & Wales - Charity number 1189086

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# Accounts

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# HUMAN STUDY



KNOWLEDGE FOR A BETTER LIFE

SCHOOL OF REHABILITATION SCIENCES

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## HUMAN STUDY UK

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## ANNUAL REPORT & ACCOUNTS

Jan-Dec 2023

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# Annual Report & Accounts 2023

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*“Education is the most powerful weapon you can use to change the world.”*

**Nelson Mandela**

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# Foreword

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We'd like to start by saying a huge congratulations to our students from, and working in, Syria. All of whom graduated in 2023.

Fatima, Luai, Ahmed, Khaled, Humam, Salah, Assad and Abdulrahim we salute you! Seeing how hard you have worked to complete your degrees, whilst working full time, in a second language and often whilst war raged around you is truly magnificent. Whilst lots of charities talk about empowering people, we know that you all empowered yourselves by using our tuition to become leaders in prosthetics and orthotics (P&O), across and beyond the Middle East. We are privileged to have been able to help you all become the magnificent clinicians and teachers you are today.

Secondly, we want to thank the Sir Bobby Charlton Foundation, whose financial help, flexible support and excellent relationship management made this course possible. Special thanks go Donna Moss Seymour, an all-round lovely person to work with; we know she is missed by many following her departure from the foundation.

We would also like to thank Christian, Emina and their incredible team at Human Study Germany, in whose shadow and footsteps we are privileged to walk. The way our sister organisation operates, their generosity to us and the incredible dedication to helping everyone access good prosthetic and orthotic services is phenomenal and we all feel incredibly privileged to get to work alongside them. As a much larger, longer established and well-known organisation, there is much they are capable of doing that we are unable to do without their help. To have their support, services and team wrapped around as needed, to supplement our own volunteer capacity, allows us to work together to help more people access P&O services. We flex how we work together and trust is total and reciprocal throughout both of our organisations. We do more together than we could do individually.

Our role in relation to our sister organisation is evolving, and over the next few years we will be looking at what elements of their service delivery we can replicate in the UK. We can see that the UK is experiencing a severe P&O recruitment and training crisis. When UK graduates typically arrive in NHS and privately owned clinics they are often without the skills and experience to work effectively with patients. We can also see that demographic changes and rates of attrition from the profession will only make matters worse in the coming years. Our priority for the next couple of years is to increase our capacity in the UK in order to help respond to this recruitment and training crisis at home, as well as overseas. It is worrying to us that in the 21st Century NHS, the levels of vacancies and inability to train people appropriately is as stark as it currently appears to be. Should an opportunity arise to help address this we want to be able to scale quickly and effectively to be part of the solution to an increasingly obvious problem.

We would like to thank the Board for their hard work and engagement throughout the year. We look forward to working with them in 2024 to progress the work of Human Study and to help people with disabilities to get access to the P&O services and devices they need to live independent and active lives.

Thank you to Yvonne O'Connor from Framptoms & Co in Eastbourne who has, yet again, turned around our independent review with incredible efficiency and good humour. We think she is a brilliant charity accountant and would highly recommend her to everyone. (yvonne@framptonaccountants.co.uk)

Ailsa Saltrese (Chair) & Julie Eason (CEO)

# About Human Study UK

## We train prosthetic and orthotic professionals

### Because access to rehabilitation is a human right

Human Study is a UK charity delivering education in prosthetics and orthotics (P&O).

We train Prosthetists/Orthotists: rehabilitation specialists who make and fit prosthetic limbs and orthotic braces. As a result of our work, people who have been disabled by war, poverty or disease have the chance to walk again, work again, go to school again, play and socialise again: to live again.

#### We do things differently.

Unlike most schools, our students don't come to us, because they can't. We take our training to our students. Wherever there is a need.

## Innovation. Education.

We have developed a unique, innovative blended learning programme for countries where there is an urgent need, low capacity and lack of infrastructure.

We deliver our training in war zones, where people are losing limbs to landmines, bombs and bullets. We also train in areas recovering from disasters, whether natural or man-made in low-income countries, where lack of healthcare leaves people with disabilities vulnerable to disease and trapped in the cycle of poverty.

**Wherever there is a need, Human Study is ready to respond:** educating the technicians and rehabilitation specialists and training the trainers - to

internationally accredited standards. We are building the foundation for sustainable, locally-run rehabilitation services. **We are enabling people with a disability to get mobile, so they can live healthy, active, independent lives.**

## 1 in 10: The challenge.

Worldwide, there are an estimated 40 million people with disabilities who need prosthetic and orthotic services. **30 million of these people – including 10 million children – live in countries affected by conflict and poverty.**

People who use prosthetics and orthotics include amputees who have lost limbs as a result of conflict, accidents, disasters or disease; people born with missing limbs; and people who need support as a result of injury, aging, or conditions such as scoliosis, polio or cerebral palsy.

These figures are set to rise, due to our aging population, the prevalence of diseases such as diabetes, and the increasing number of conflicts in the world. Ukraine, for example, is now the most landmine-polluted country on Earth.

**Today in the Global South, only 1 in 10 people with disabilities has access to the prosthetic and orthotic services they need.**

## The cycle of poverty

In low income and conflict-affected countries where we primarily work, there are many barriers preventing people from accessing rehabilitation services, including lack of trained personnel, lack of facilities and lack of awareness.

**The result: people with disabilities are isolated, stigmatised and dependent. They are unable to access their fundamental rights to education, employment and healthcare. They are unable to participate in family and community life. They are trapped in the cycle of poverty.**

## Our vision

A world in which everyone who needs a prosthetic or orthotic device has access to timely, affordable, high quality rehabilitation services - whichever country they live in.



## Our mission

To make education in prosthetics and orthotics accessible in every country - especially in countries affected by conflict and poverty.

# Our model

## Blended learning & train the trainer

We use a 'train the trainer' approach, delivered through our specially developed blended learning education programme. We use a combination of online teaching utilising multimedia tools, with face-to-face, hands-on practical workshops and assessments.

We designed our programme to make it easier to deliver P&O training in countries affected by war, disasters, poverty and lack of infrastructure. Human Study's founder, Christian Schlierf, developed this approach as a result of his experiences working as a Prosthetist/Orthotist in Iran after the 2004 earthquake, and in Southeast Europe after the Balkans war.

## SCOPE for continued professional development

Human Study also delivers Specialised Courses in Orthotics and Prosthetics – **SCOPE** – designed to be accessible and flexible.

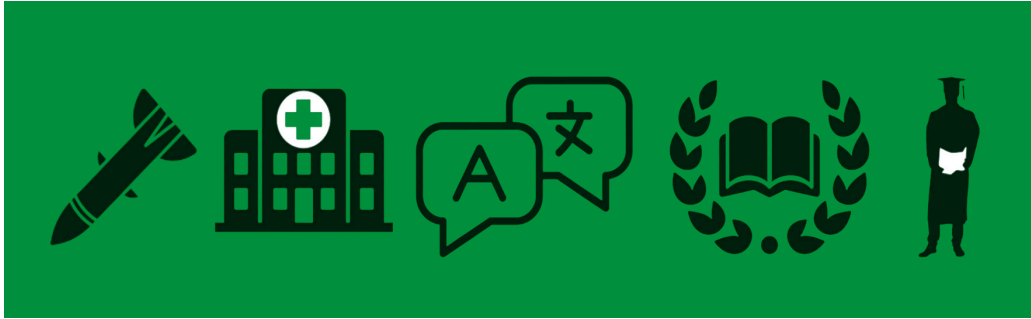
We built our courses utilising an innovative curriculum design. We support Prosthetists/Orthotists to further develop their existing skills in order to effectively meet the needs of people with disabilities in their communities.

With SCOPE, Prosthetists/Orthotists follow a series of short, highly specialised courses whilst maintaining employment.



# Our model continued

## Challenges:



War usually means closed borders. Students often cannot leave their home countries to study overseas.

And in times of trouble we want to stay close to our families.

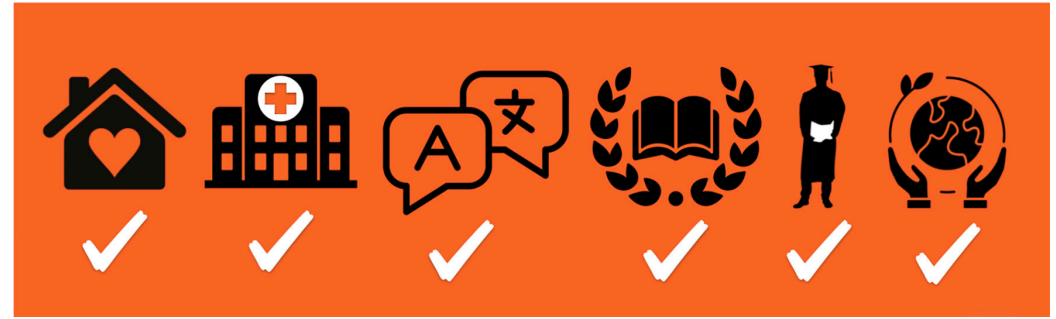
If we take trainees away from the clinics where they work, for long periods of time, this will have an impact on delivery of services to people who need them most urgently.

P&O training materials are mostly in English and students may lack English skills. This is a huge barrier and if courses are not translated, only people with good English can be educated.

Students might have different education levels, ranging from primary school to degree level.

And in low-income countries, there is a lack of local teachers, meaning an over-reliance on outside expertise.

## Our approach:



Human Study students are typically working in clinics supporting people who need P&O support, but without the experience to deliver a consistent service. Our students are able to stay in their jobs, support their families and continue providing services to the people that urgently need them.

Where possible, we translate P&O training materials into local languages which greatly speeds up and enhances training.

We offer courses at all levels, including entry level. We even develop pre-entry, Level Zero courses where needed!

And we Train the Trainers, building local capacity to levels accredited by ISPO.

Our approach is also good for the environment, reducing international travel and minimising our carbon footprint.

# Syria update

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Human Study UK's first project was the training of 8 Bachelor's degree Professional Prosthetist/Orthotists in Syria. This is an 'upgrade' training, lifting the skills of these clinicians from Associate level (formerly ISPO Category 2) to Professional level (formerly ISPO Category 1): the highest level of clinician, qualified to teach.

We are pleased to report that we completed this project successfully in 2023. **Our Bachelor's graduates have become the first ISPO accredited P&O Trainers in the region.**

Completing this project demanded flexibility from our faculty, students and partners, as we dealt with the dual challenges of ongoing conflict and COVID 19.

Our model delivers 6 semesters of theoretical teaching online, followed by 2-week onsite practical workshops culminating in final exams. The pandemic resulted in travel restrictions, making it difficult for our tutors to get into Syria to deliver the practical training. We developed an alternative plan to deliver this training in neighbouring Turkey, however not all of our students could cross the border. This meant improvising our teaching approach in the final modules of the course, with the help of our exceptional students. Our highest scoring trainee teacher, Luai Alhallak, travelled to Reyhanli in Turkey for the practical training and assessment. On successful completion of each practical module, he headed back to Syria to train his fellow students who were unable to get to Turkey. This would not have been our preferred model, however Luai was already working as the head of training for our partner clinic, and we have known him as a P&O professional for 10 years. We were therefore confident in Luai's abilities, and he did Human Study, his colleagues and fellow students proud.

These challenges meant that we had to extend the timetable for the students' final examinations. In addition, due to the many complications and restrictions caused by COVID 19, as well as difficulties with students' visas and travel restrictions, we and our partners at Mahidol University decided to organise the final practical exams completely online. We had to develop a

new exam setting that satisfied the criteria and standards of both Mahidol University and international certification body, ISPO.

Holding the exams online was efficient in terms of accessibility and overcoming the travel restrictions, but very challenging due to an enormous increase in the amount of time and resources needed from HS and Mahidol in comparison to the standard onsite examinations.

Schedules were complex, since each student had to prepare and organise each workstation and find a patient for each exam. There was also the issue relating to multiple time zones for the examination commission from Thailand (from Mahidol University), the other examiners from other countries, plus the location of the student, coordinator and IT support.

Internet connection during the final exams was also a challenge for most of our students, since they had to do their practical exams in their P&O workshops, where the internet connection is often poor.

Our students persisted and adapted despite the numerous challenges they faced - both personal and professional.

The final, practical, online exams took place from October 2022 – February 2023.

All students successfully completed all final practical exams. One student (who alongside managing the challenges everyone else faced, had also given birth to her second child during the course) had to retake her theory exam due to her language skills; after additional language tuition, she passed that on retaking. All 8 students graduated with ISPO Professional certificates and Bachelor of P&O degrees from Mahidol University.

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**This is a major milestone in the development of P&O capacity in Syria and the region.**

# Key achievements



100% of students graduated from the course.

All modules were completed by all students, as originally planned - although not always to original timetables, thanks to COVID 19.

100% of students are employed upon graduation, in the region and beyond.

We met or exceeded 100% of initial project targets, although timetables had to be adjusted where necessary.

We graduated the first female P&O teacher in the Arabic speaking world, in turn capable of training, supporting and mentoring the next generation of female clinicians in the region. This is especially important as Syrian women may need to be treated by women, in order to access rehabilitation services.

The impact of this project will continue to grow as our Bachelor's graduates share their skills with P&O trainees across the region - and the world.

# Syria update continued

## Diversity

Our greatest achievement in this project is graduating Fatima, the first female P&O teacher accredited to teach to international standards, in the whole of the region.

We know that, by graduating students as the most senior professionals, they will all become leaders in their fields. As a result of their qualifications, they gain the freedom to move between employers, to find the places where they personally can have the biggest impact.

Qualifying as a Professional Bachelor's degree Prosthetist/Orthotist will be transformative to Fatima. Professionally, as the first woman educated to teach others, she is the single most important graduate in that. With her we can move towards graduating the next generation of female clinicians and offer female-only teaching teams in countries where it will open up access to our education programmes. We know that in many Arabic speaking countries, female patients need female clinicians in order to access equipment, treatment and support. We are pleased that Fatima not only intends to remain at NSPPL where, given the exodus of senior staff, her skills will be essential, and that she will be working with Human Study in training and mentoring the next generation of female clinicians beyond NSPPL.

## Translation

Around the world, most courses in P&O are currently taught in English. This is a major barrier for many P&O students in the Global South, who enter the profession with varying levels of education and language skills. The requirement for trainees to study in English - which may not even be the de facto second language in their home country - may result in them

struggling to qualify, attaining lower results and less understanding than they would achieve in their first language.

This barrier was illustrated by our student Fatima - the only female student in the cohort. While Fatima joined the Bachelor's degree course as an excellent and experienced Prosthetist/Orthotist, she admitted that she struggled with English. As a result, she failed her theory exam at first attempt. We provided extra tutoring to prepare her for her retake, which she passed. However, we know that Fatima graduated with lower marks than she would have achieved if she had been able to study in Arabic. This was undoubtedly a factor for most of our students, highlighting the fact that language can be an unnecessary extra barrier to P&O training.

At Human Study, we always aim to translate our courses into the local language. However this is not always possible within a project's schedule and budget. Human Study's Bachelor's degree training programme contains approximately 3.4 million words. Using the cheapest possible translation services, the resulting translation costs are around €136,000. The translation process also adds 6 - 12 months to the timeline, and it is not always possible to delay the start of a project for this long - especially in war zones like Syria, where people are dealing with devastating injuries that need urgent care. Translation is an ongoing challenge that we plan to focus on in the coming years.

In Syria, beyond the scope of our Bachelor's degree project, Human Study has now translated several P&O training modules into Arabic. This means that on graduation, our new teachers will have the materials to deliver courses to staff in their clinics and regions in Arabic, increasing understanding and streamlining the training process. Human Study will provide access to the full set of translated course materials in Arabic, to other accredited and respected training providers in the region.

# Graduates What happened next

## Luai Alhallaak



*"I dream of working in developing P&O by completing this programme and combining my knowledge in P&O. I am leading the education in P&O in Syria and by completing the academic degree with my colleagues we will be able to create other generations of educated specialists to serve the huge numbers of disabled people created by the long war.*

*I see our international existence with every academic advancement we achieve*

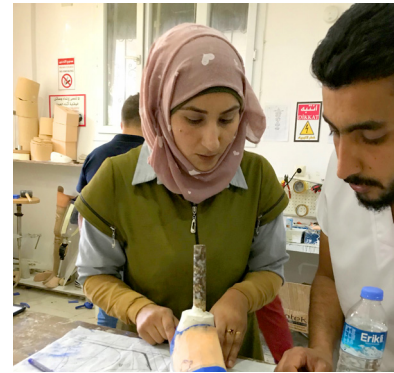
*with Human Study and will create the P&O field future for our country internationally.*

*With the advancement in learning we are able to serve new types of cases we were not able to do before and I do not want to stop learning in this field at any point.*

*We are transferring the workshops, and also the knowledge we gain to our colleagues inside Syria which reflects on the served beneficiaries by the quality and type of services and we need to keep continuing learning and teaching for a better future for our beneficiaries."*

Luai has now joined the Human Study faculty as a P&O trainer. He is focusing on a project in Erbil, Iraq, where Human Study is developing a national P&O education programme at the Polytechnic University Erbil (EPU), and supports other education projects as needed.

## Fatima Almubarak



*"P&O has become part of our lives and our priority. The work in this field is not limited to being a profession or a path in life. Rather, it carries a human character through putting smiles on the faces of those affected.*

*As one of the workers in this field, especially among women, I seek self-development and to increase my knowledge skills and cognitive skills in the field of artificial limbs and orthoses in order to help the children of my country affected by the existing war. With*

*the increase in its frequency and continuity of the war, the number of those affected is still increasing, which leads to the increase in cases of paralysis and amputation, especially among women and children. This is the reason why the number of women working in this field is needed, but limited. This remains an obstacle to covering and treating the large number of women and child victims.*

*From this standpoint, and as a female worker working in P&O, I would like to develop my skills."*

Fatima is the technical Supervisor at NSPPL Rehyhanli, our clinical partner for this course, and where most students were living when the course started. She intends to remain at NSPPL and continue working with Human Study (initially) to help graduate the next generation of female clinicians and teachers for Turkey, Syria and the region. We hope that longer term, Fatima and the teams she creates and leads in the future, will be transformational in terms of facilitating access to P&O services for women, many of whom can only access services if treated by female clinicians.

# Graduates What happened next

## Ahmed Elibrahim



*“The commencement of the Syrian conflict deeply affected my personal life, especially after my brother was injured and underwent an amputation. This pivotal moment guided me toward a career in P&O, with a focus on helping those in Syria who are dealing with similar hardships, including my brother. In Human Study I can concentrate on equipping my colleagues with the necessary knowledge and skills to assist others who have faced comparable challenges.”*

Ahmad has also joined the Human Study faculty as a trainer, delivering P&O education around the world.

## Khaled Salah



*“I love learning P&O; I have a lot of experience in P&O, but after I saw how the science improved, I believe that every improvement from my side is needed. The science with practical experience. P&O is a unique field in Syria and by completing the educational programme I can participate in improving the graduated generations in Syria.”*

Khaled is the technical manager at a private Physical Rehabilitation Center in Idlib. He provides training for other NGOs working in the north of Syria including SDI and Humanity & Inclusion.

## Humam Sadrek



*“My dream was always to be an engineer until the war started in Syria. The war that pulled me to re-look in my plans and ambitions to fit more with the needs that my people started to have. In 2014 with an increased number of injuries, I decided to learn about prosthesis and orthosis, so as to be able to help in the recovery of the civilian amputees and disabled.”*

*In the beginning, I started to learn in the P&O field because of the major need for it and because this is my duty until I realised that this became my passion, especially after I graduated from the Associate (Category 2) programme with high grades and had the chance to continue in Mahidol university.*

*I clearly see my future now as a P&O specialist and hope to be able to continue my study to reach that dream, and so on to deliver this knowledge to my country's people to help in rehabilitating war-affected people.”*

Humam is a technician at a private Physical Rehabilitation Center in Idlib. In addition he is technical advisor and trainer for the P&O center OTTOMAN in Gaziyentep, Turkey. Humam is also active in supporting local charities in the north of Syria. Finally he is the P&O teacher at Alnahda university in the north of Syria.

# Graduates What happened next

## Abdulrahim Alhajkhalouf



*"Due to the ongoing war in Syria and the large number of casualties, namely amputated and paralysed people, I joined this programme to provide help to those disabled and vulnerable people and retain them to life again. In Syria, we are in a sore need for highly qualified P&O staff who are able to install amputees with proper prostheses on scientific basis, since we haven't had such a domain of study in Syria. Moreover, I am looking forward to finishing*

*this programme, so I will be able to educate and train a new generation of technicians to support them, and us, in our noble and humanitarian mission."*

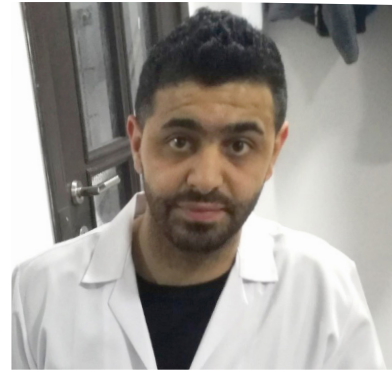
Abdulrahim is employed at the P&O centre operated by the charity HIHFAD, where he is the technical manager of the Physical Rehabilitation Center in Al Bab.

## Assad Ur Rahman



Assad works as a technical advisor and P&O trainer in Ukraine for Humanity & Inclusion.

## Salah Alaghbar



*"This certificate gives me the right to be an international P&O trainer. Because of the war, our country Syria needs a lot of P&O technicians so it is our responsibility to train them.*

*On the other hand, I really appreciate the level of education in Human Study. It adds new experience to me every new semester, also it adds value to my knowledge and experience and lets me solve new problems in*

*my daily work.*

*My career related, I had already graduated with a Bachelor Degree of Biomedical Engineering and I was planning to continue master, but at that time I chose to continue P&O rather than studying Master of Biomedical Engineering, because it is more important to me."*

Salah now works at ORTOTEK, a Turkish P&O company, He is the representative of ORTOTEK in the middle east and Arabic world. Salah also works as a P&O teacher at Al-Nahda university in northern Syria.

# Priorities

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## Our priorities for the year ahead:

### **Start to shift from a volunteer management team to a staff team.**

Our current reliance on volunteers means that our capacity to develop and deliver new programmes is limited. Over the next five years we plan to put a core management / staff team in place to develop an impactful, sustainable plan for the future.

### **Develop plans for project delivery from the UK.**

At present, we are heavily reliant on the expertise and personnel of our 'big sister' organisation in Germany, Human Study e.V., for project implementation and delivery. While we will always work in close collaboration with Human Study e.V., we want to be in a position to deliver our own distinct projects related to P&O education, and to support the UK to respond to our home-grown recruitment and training crisis, if the opportunity arises.

### **Investigate efficient ways of reducing translation costs.**

One of Human Study's most difficult challenges is translating our training materials into local languages. This takes time and is expensive.

There are around 3.4 million words in Human Study's Bachelor's degree training programme. Using the cheapest possible translation services, the translation costs are a minimum of €136,000 per language. This is often higher than the cost to actually deliver the multi-year training!

As a result of these high costs, our training is usually delivered in English. This is a barrier in countries where English is not widely spoken. In these locations, Human Study may have to conduct English language training, before students even begin their P&O education. Where we have to translate the course materials, this results in a 6 - 12 month delay to the start of a project.

We are looking for a solution to make it quicker and cheaper to translate Human Study's curriculum materials into different languages. There are urgent needs in many countries where more and more people are becoming disabled as a result of conflict. We know that having our courses available in students' first languages helps speed up training and deepen understanding. We plan to research tools and methods for reducing translation costs in order to provide our training in more languages.

### **Develop a plan to address the P&O recruitment and training crisis in the UK.**

Using our expertise in P&O education, we plan to look at ways in which Human Study UK can alleviate the P&O recruitment crisis currently being experienced in the UK. As this crisis is likely to intensify in the coming years, this may present an opportunity for us to utilise our expertise in delivering P&O education.

# Financial review

## Human Study UK's Purpose

The preservation and protection of the good health of persons requiring prosthetic and orthotic care globally, and in particular to persons requiring such services in the aftermath of human conflict, including, but not limited to, encouraging safe standards of prosthetic and orthotic care through the education and professional development of clinicians to internationally recognised standards.

## Public benefit statement

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 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 2019).

## Period Summary

The financial activities of the charitable company are set out in the following financial statements.

The total incoming resources for the year to 31 December 2023 were £35,000 (2022: £114,835).

Resources expended for the year to 31 December 2023 were £35,220 (2022: £145,764).

Of this, £35,000 was spent on charitable objectives (2022: £114,557).

### Reserves Policy

Human Study UK's reserves policy is to aim to hold general charitable funds or unrestricted reserves for three principal reasons:

1. To supply working capital, enabling Human Study UK to manage fluctuations in its cash flow;
2. To provide protection against the contractual and operating risks that Human Study UK faces in its work, including meeting unforeseen costs;
3. To invest in new initiatives designed to improve the efficiency and quality of services.

We are working towards establishing free reserves and have established a target of three months running costs.

## Principle sources of funding

The resources received and expended during this year reflect the time donated by our volunteer CEO, our sister organisation in Germany, and our independent reviewer of our accounts.

We have not undertaken fundraising during this year for Human Study UK as fundraising efforts have been focused around Germany, whose paid team, experience and excellent reputation precedes them but the team in the UK have independently helped secure funds for our sister organisation, who began a number of large scale programmes in 2023, including in Ukraine, where they have two generations of graduates.

They are currently involved in training P&O technicians, clinicians, and will shortly be training the teachers to keep that programme going for decades using the resources, and learning platform and ongoing mentoring as needed, gifted to them by Human Study. We are proud to have helped secure resources to train the teams that will now inevitably be needed; given that Ukraine currently has the highest number of unexploded devices of any country on earth.

We will be fundraising next year to help progress our plans to support improvements to training of P&O staff in the UK.

## Risks

The major risks to which Human Study UK is exposed are reviewed regularly by the Board and procedures have been established to mitigate these risks. The major risks which the organisation faces are:

The risks of failing to obtain the funding we need to grow and progress our work. This is a very real risk at a time when funding for UK based charities working internationally is in scarce supply. We are mitigating this risk by investing in fundraising.

The risk that new conflicts and localized or global financial problems, following Covid-19, mean that rather than increasing the number of people who have access to decent P&O services, we are merely running to catch up as need continues to accelerate beyond what we, and others providing P&O education, can meet.

# Structure, Governance and Management

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Human Study UK is a CIO incorporated and registered as a charity on 16 April 2020.

## Reference and administrative details

Registered Charity number: 1189086

Registered Office:

Human Study UK  
Jackson Hall  
Portland Place  
Hastings  
TN34 1QN

## Trustees:

Ailsa Saltrese (Chair)

Ian Adam

Prof. Nachiappan Chockalingam

Nick Gallogly

Julie Pitt

## Senior management:

Julie Eason (volunteer CEO)

Pro Bono support provided, as needed, by the team at Human Study e.V., our sister organisation in Germany.

## Recruitment and appointment of trustees

Human Study UK is governed by a board of trustees (directors) who are appointed at the Annual General Meeting.

Trustee appointments are based on the possession of the skills and experience necessary to determine the policies of Human Study UK and to monitor the implementation of those policies.

The trustees receive adequate induction, as well as suitable and sufficient help and guidance, to understand how the charity works and to be able to contribute positively towards its operation.

## Structure

The Human Study UK board meets formally every quarter. The board receives project and financial reports at each meeting. An annual Board Strategy Day is held to review the strategic direction of the organisation.

Human Study UK managed by a Chief Executive Officer who is responsible to the board of directors for the smooth and efficient operation of the company within terms of delegation approved by the board.

The CEO is in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give of their time freely and no director received remuneration in the year.

# Statement of Trustees' Responsibilities

The trustees (who are also the directors of Human Study UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those financial statements the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping 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 2006. They are 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.

Approved by order of the board of trustees on 30 October 2024 and signed on its behalf by:

**Ailsa Saltrese**, Chair



# HUMAN STUDY UK

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## STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2023

**Human Study UK - Statement of Financial Activities for the year ended 31 December 2023**

**Statement of Financial Activities for the year ended 31 December 2023**

	SORP Ref	Current year Unrestricted Funds 2023 £	Current year Restricted Funds 2023 £	Current year Endowment Funds 2023 £	Current year Total Funds 2023 £	Prior Year Total Funds 2022 £
<b>Income &amp; Endowments from:</b>						
Donations & Legacies	A1	-	35,000	-	35,000	80,000
Charitable activities	A2	-	-	-	-	-
Grant Income	A4	-	-	-	-	34,835
<b>Total income</b>	<b>A</b>	<b>-</b>	<b>35,000</b>	<b>-</b>	<b>35,000</b>	<b>114,835</b>
<b>Expenditure on:</b>						
Charitable activities	B2	-	35,000	-	35,000	141,557
Administration expenses	B3	-	220	-	220	4,207
<b>Total expenditure</b>	<b>B</b>	<b>-</b>	<b>35,220</b>	<b>-</b>	<b>35,220</b>	<b>145,764</b>
<b>Net expenditure for the year</b>		<b>-</b>	<b>(220)</b>	<b>-</b>	<b>(220)</b>	<b>(30,929)</b>
<b>Transfers between funds</b>	<b>C</b>			<b>-</b>	<b>-</b>	<b>-</b>
<b>Net income after transfers</b>	<b>A-B-C</b>	<b>-</b>	<b>(220)</b>	<b>-</b>	<b>(220)</b>	<b>(30,929)</b>
<b>Net movement in funds</b>		<b>-</b>	<b>(220)</b>	<b>-</b>	<b>(220)</b>	<b>(30,929)</b>
<b>Reconciliation of funds:-</b>						
<b>Total funds brought forward</b>		<b>-</b>	<b>7,903</b>	<b>-</b>	<b>7,903</b>	<b>38,832</b>
<b>Total funds carried forward</b>		<b>-</b>	<b>7,683</b>	<b>-</b>	<b>7,683</b>	<b>7,903</b>

The 'SORP Ref' indicated above is the classification of income set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

£80,000 of Donations & Legacies income relates to in kind donations from the Volunteer CEO and Sister Organisation in Germany.

All activities derive from continuing operations

## Human Study UK - Balance Sheet as at 31 December 2023

	Notes	SORP Ref	2023 £	2022 £
<b>Fixed assets</b>		A		
Tangible assets		A2	-	-
<b>Current assets</b>		B		
Debtors		B2	-	-
Cash at bank and in hand		B4	7,683	7,903
<b>Total current assets</b>			<u>7,683</u>	<u>7,903</u>
<b>Creditors: amounts falling due within one year</b>	2	C1	<u>-</u>	<u>-</u>
<b>Net current assets</b>			<u>7,683</u>	<u>7,903</u>
<b>The total net assets of the charity</b>			<u>7,683</u>	<u>7,903</u>

The total net assets of the charity are funded by the funds of the charity, as follows:-

<b>Restricted funds</b>				
Restricted Fixed Asset Funds		D2	<u>7,683</u>	<u>7,903</u>
			7,683	7,903
<b>Unrestricted Funds</b>				
Unrestricted Revenue Funds		D3	<u>-</u>	<u>-</u>
			-	-
<b>Total charity funds</b>			<u>7,683</u>	<u>7,903</u>

The 'SORP Ref' indicated above is the classification of Balance Sheet items as set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the SOFA.

The Trustees acknowledge their responsibilities for complying with the requirements of charity legislation with respect to accounting records and the preparation of accounts.

**Ailsa Saltrese, Chair**  
**Approved by the board of trustees on 30th October 2024**

The notes attached form an integral part of these accounts.

# Human Study UK

## Notes to the Accounts for the year ended 31 December 2023

### 1 Accounting policies

#### Policies relating to the production of the accounts.

#### Basis of preparation and accounting convention

The accounts have been prepared on the accruals basis, under the historical cost convention, and in accordance with the Financial Reporting Standard 102, (effective 1st January 2016) and 'FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015 (as amended by the Bulletin issued in February 2016) published by the Charity Commission in England & Wales (CCEW) ,effective January 2016, (The SORP), and in accordance with all applicable law in the charity's jurisdiction of registration.

#### Going Concern

At the time of approving the accounts, the Trustees have reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

#### Restricted and Unrestricted Funds

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charities work or for specific artistic projects being undertaken by the charity.

#### Significant judgements, key assumptions and estimates

The preparation of the accounts in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the accounts and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from these estimates. The key estimates and assumptions used in these financial statements are set out in the accounting policies notes included the additional policy notes within these accounts such as for depreciation.

#### Policies relating income recognition.

#### Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

## Human Study UK

### Notes to the Accounts for the year ended 31 December 2023

#### Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

Any grant that is subject to performance-related conditions received in advance of delivering the goods and services required by that condition, or is subject to unmet conditions wholly outside the control of the recipient charity, is accounted for as a liability and shown on the balance sheet as deferred income. Deferred income is released to income in the reporting period in which the performance-related or other conditions that limit recognition are met.

When income from a grant or donation has not been recognised due to the conditions applying to the gift not being wholly within the control of the recipient charity, it is disclosed as a contingent asset if receipt of the grant or donation is probable once those conditions are met.

Where time related conditions are imposed or implied by a funder, then the income is apportioned to the time periods concerned, and, where applicable, is accounted for as a liability and shown on the balance sheet as deferred income. When grants are received in advance of the expenditure on the activity funded by them, but there are no specific time related conditions, then the income is not deferred.

Any condition that allows for the recovery by the donor of any unexpended part of a grant does not prevent recognition of the income concerned, but a liability to any repayment is recognised when repayment becomes probable.

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#### Policies relating to expenditure on goods and services provided to the charity.

##### Recognition of liabilities and expenditure

A liability, and the related expenditure, is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

## Human Study UK

### Notes to the Accounts for the year ended 31 December 2023

#### Financial instruments including cash and bank balances

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues' of FRS 102 to all financial instruments.

Financial instruments are recognised when the Charity becomes party to the contractual provisions of the instrument.

Financial assets are offset, with the net presented in the accounts when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs.

#### Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for the indicators of impairment at each reporting end date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

<b>2 Creditors: amounts falling due within one year</b>	<b>2023</b>	<b>2022</b>
	£	£
Trade creditors	-	-
Accruals	-	-
PAYE, NIC VAT and other taxes	-	-
Other creditors	-	-
	<u>-</u>	<u>-</u>
<b>3 Income and Expenditure account summary</b>	<b>2023</b>	<b>2022</b>
	£	£
<b>At 1 January 2023</b>	7,903	38,832
	-	-
Loss after tax for the year	(220)	(30,929)
<b>At 31 December 2023</b>	<u><b>7,683</b></u>	<u><b>7,903</b></u>

**HUMAN STUDY UK**

England & Wales - Charity number 1189086

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# Accounts

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# HUMAN STUDY



KNOWLEDGE FOR A BETTER LIFE

SCHOOL OF REHABILITATION SCIENCES



# ANNUAL REPORT & ACCOUNTS

JANUARY–DECEMBER 2022

“Our students have persisted and adapted despite the numerous challenges they face. Living through war, dealing with floods and relocating their P&O workshop only to find themselves at the centre of intense conflict with every move.”

# ANNUAL REPORT & ACCOUNTS

JANUARY–DECEMBER 2022

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# FOREWORD

**Dave Buchanan – Human Study Chair 2021–22**  
**Julie Eason – Human Study UK CEO**



**Human Study is unique. We are the world's only blended learning provider accredited by the International Society for Prosthetics and Orthotics (ISPO), offering all three education levels as defined by ISPO.**

2022 will be remembered by us as the year we designed fully-online examinations for our bachelor's degree to train Prosthetist-Orthotist (P&O) teachers. Human Study EV (our European Sister organisation), ISPO and Mahidol University worked collectively on this challenge after travel restrictions meant we had to revise plans to fly our Syrian students to Thailand for their final examinations. Rolled out in early 2023, this GLOBAL FIRST paves the way for delivering Professional-level prosthetics and orthotics education: training trainers in a way that is both suitable for war zones and low-income countries, and planet-friendly.

In 2022 the dual challenges of war and Covid-19 brought travel restrictions, making it difficult for tutors to get into Syria, and for some students to leave. This meant improvising our teaching approach in the final year of the course. Our model delivers theoretical teaching online, followed by 2-week onsite practical coursework leading to final assessments. We ran these as planned in Turkey for our students living there and then accredited our highest scoring trainee teacher, Luai, as proficient to teach each module following his 2-week face to face practical assessments. Luai can travel freely between Turkey and Syria, so on successful

completion of each practical module, he headed back to Syria to train his fellow students who were unable to get to Turkey. This would not have been our preferred model. However as the Head of Training for our partner clinic and someone we have known for 10 years, we were confident Luai would do Human Study, his colleagues and fellow students proud. He did, and we look forward to reporting the results of his incredible efforts next year.

These changes meant that the timetable for the examinations needed to be extended. Students' exams took place in early 2023.

Our students have persisted and adapted despite the numerous challenges they face. Living through war, dealing with floods and relocating their P&O workshop only to find themselves at the centre of intense fighting with every move.

Fatima, our only female student, managed to complete the course despite giving birth twice during her studies. Despite the huge challenges each student faced, the commitment, persistence and dedication of this group of clinicians has been phenomenal and we salute their efforts.

2022 will also be remembered by our team as the year war between Russia and Ukraine began. As we write this, our TV screens are again filled with images of bloodshed, death, injuries, destruction and lives that will never be the same again, this time, in Israel and Gaza.

**“We all saw things you should not see. Bodies, injured people, everywhere.”**

**Luai, trainee teacher**

“At current rates it would take several hundred years just to clear the landmines laid in Ukraine since the start of the war in late February 2022.”

As war rages across Europe, Asia and Africa, with 32 nations involved in active conflict, the team at Human Study watch in horror and grief. We know what this means. That decades after the bombs stop falling, buried devices will leave children and adults with life changing, life limiting injuries. Three quarters of countries in the world have no ISPO accredited programmes to teach prosthetics and orthotics. As a result, the vast majority of people with disabilities (currently estimated at 80%) who need quality P&O devices to lead full and active lives, do not get them. This is the problem we exist to solve.

At current rates it would take more than 1100 years to clear the world’s landmines, and several hundred years just to clear the landmines laid in Ukraine since the start of the war in late February 2022. Eradicating unexploded devices won’t end war, but it will dramatically reduce the number of people injured by conflict. This will be most notable for children who, as those most likely to run and play in spaces that have been mined, remain the primary victims of unexploded devices. We are glad that the US came closer to the table on the Ottawa Land Mines Treaty in 2022 and has pledged to stop using landmines outside of the Korean Peninsula. We are heartened that 164 nations have signed the Treaty, and we continue to call for a landmine free world by 2025, in common with other partners in our field. We know that without a colossal

“We are so grateful for the incredible support provided to our volunteer team by the staff at Human Study EV (Germany).”

international effort by governments, this is looking unachievable even with hugely increased clearance rates. Whilst many nations at war remain outside the treaty, we are witnessing mines being laid today at greater rates than they are being cleared. We continue to call for governments internationally to sign up to, and implement, the Ottawa Treaty.

We are so grateful for the incredible support provided to our volunteer team by the staff at Human Study EV (Germany), and the inspirational ethos under which they, and now we, operate. They start with the end in mind, the end being that the countries they work in can train the core clinical and teaching team needed to provide an internationally accredited training programme in P&O for technicians, clinicians, and teachers of the future. Once Human Study EV has a decent cohort of graduates in a country, including qualified, confident teachers, they gift their entire learning platform to their alumni and the clinics, universities and health systems in which they work, providing access to all materials and regularly updated resources needed to teach to ISPO accredited standards. They provide ongoing mentoring as needed and move on to the next country that needs support; confident the countries they exit will be graduating brilliant, internationally accredited P&O staff for generations to come.

This super-generous approach ensures that the maximum number of disabled people globally get

access to the prosthetic and orthotic care they need. This generosity has been extended to Human Study UK, as their sister organisation. When we need their expert staff team, or support of any kind, it's there. We share a belief that flying in Western tutors to the Global South is an unsustainable way to make progress; and that building up capacity in country to a point where we are no longer needed is a much better idea. Funds are applied for from whichever organisation has the best chance of securing them, resources are pooled and shared where possible / needed. We work without egos, focused on the disabled people who need great P&O services, and willing to share our resources, ideas, materials and platform widely, without charge, to anyone who can offer P&O training to ISPO accredited standards.

We thank the team at Human Study EV, especially Christian and Emina Schlierf for their support, integrity, and endless inspiration. We stand on the shoulders of giants and recognise that the work we have done this year is only possible because of their leadership and team's dedication to disabled people and the P&O profession in Syria over many years. We are privileged to work alongside them.

**“There are over 45 million people in direct need of prosthetic and orthotic services in the world, a third of whom are children.”**

Human Study UK exists to support people requiring prosthetic and orthotic (P&O) care across the world, particularly those caught up in the aftermath of war and/or poverty. Prostheses/prosthetic devices replace missing limbs; while orthoses/orthotic devices correct alignment: for example leg braces, splints, orthopaedic shoes and shoe inserts. Prosthetic and orthotic services enable people with disabilities to live healthy, independent and dignified lives.

There are over 45 million people in direct need of prosthetic and orthotic services in the world, a third of whom are children. 30 million of these people live in countries affected by conflict and poverty. The World Health Organisation (WHO) estimates that, today, only 1 in 10 people in need has access to assistive devices, including prostheses and orthoses, because of lack of awareness, availability, trained personnel, policy and financing.

Human Study UK believes in a world in which people are supported to rebuild their lives after war. We believe civilians injured by war and its weapons should not have their lives destroyed because they cannot get the prosthetic and orthotic devices and rehabilitation they need to lead active lives. We work in partnership with local charities / clinics and statutory and private medical facilities in areas of current or recent conflict or severe poverty to ensure that healthcare staff get the education and training they need to help disabled people live, or return to, full and active lives. As a result of our work, people who have been disabled by war or health conditions have the chance to walk again, work again, go to school again, play and socialise again; to live again.



“In every country where we deliver our training, our goal is to exit: leaving behind a trained cohort of internationally accredited Prosthetist-Orthotists.”

## HUMAN STUDY'S TRAINING & EDUCATION MODEL

We use a 'train the trainer' approach, delivered through our specially-developed Blended Learning Education system. In every country where we deliver our training, our goal is to exit: leaving behind a trained cohort of internationally accredited Prosthetist-Orthotists (P&Os) to create the foundation for locally-run, sustainable rehabilitation services for people with disabilities.



Once Human Study has identified a country where there is a lack of trained Prosthetist-Orthotists (P&Os), the first step is to translate the Associate P&O (Category 2) training materials into the local language. Human Study's team then launches the training using our online Blended Learning Education (BLE) system. The BLE approach offers many benefits: it is flexible; low cost; it does not require significant investment in the country or P&O facility where it's being delivered; and students can continue to work in rehabilitation clinics and earn a living while they are studying. Each module of theoretical training is delivered online, followed by two weeks of practical workshops, where

each trainee makes and fits prosthetic limbs / orthotic braces for up to five people with disabilities. The practical training leads to final examinations, where students are assessed according to ISPO standards.

Human Study's BLE therefore removes many of the most common barriers to learning in low income and conflict-affected countries. Given that 75% of countries do not have an International Society for Prosthetics and Orthotics (ISPO) accredited training programme, those wishing to train to international standards typically need to travel to an overseas university to qualify.

The cost and academic requirements for entry exclude the vast majority of technicians and clinicians working in the field. For those who meet the financial / academic requirements for overseas study, the remaining barriers may be insurmountable: the need to leave their jobs, families, and countries – where the need for their work is huge. The alternative: Human Study.

The most capable graduates of the Associate programme progress to Professional P&O (Category 1) training. At this level, Human Study is 'training the trainers', further building local capacity and ensuring the sustainability of our work. Graduates of the BSc degree Professional P&O course then go on to train the

“Given that 75% of countries do not have an International Society for Prosthetics and Orthotics (ISPO) accredited training programme, those wishing to qualify to International standards typically need to travel out of country to an overseas university to qualify.”

next cohort of Associate level P&Os; while Associate P&Os train P&O Technicians (Category 3), which is the entry level to the profession. Every P&O trained using Human Study's system goes on to train more P&Os, multiplying the impact of our work.

Some Professional-level graduates even go on to work at Human Study as teachers, sharing their skills with hundreds of P&O students in many different countries over the course of their careers.



## Continued Professional Development: SCOPe

Human Study has also developed Specialised Courses in Prosthetics and Orthotics (SCOPe), designed to be accessible and flexible. SCOPe courses utilise an innovative curriculum design to support P&Os to build on their existing skills in order to effectively meet the needs of people with disabilities in their communities. With SCOPe these skills are built bit-by-bit through a series of short, highly specialised courses which can be taken one at a time whilst maintaining employment.



## Challenges

**Conflict, country infrastructure:** Human Study's model has been implemented in more than 20 countries on four continents. Human Study's focus is on countries with the greatest and most urgent need. Most often these are countries affected by conflict and lack of infrastructure. Our team adapts our standard model to fit each country's challenges.

**Bridging the gaps:** A common scenario is that there is already a university or hospital in the country, where P&O is taught, but not to internationally accredited standards. In our experience, this may mean that P&Os can make functional, well-fitted devices, but they may lack expertise in designing and fitting more complex limbs and braces. In contrast to university students, Human Study students practise their techniques throughout their courses. This means that upon graduation, our students are much more highly skilled than those who only learn inside universities. In these cases, Human Study will design a training upgrade programme to bridge the gaps.

**Language:** Across the world, most courses in P&O are taught in English. We know that over half the people already working in clinics in areas of extreme need cannot access formal education, or qualify in their field, because their English is not strong enough to study at further or higher education level. We also know that for our students, a requirement to study in a second language often provides a barrier to their academic achievement and means that they qualify with both lower results and less understanding than they would do in their first language. For this reason, we look to translate our courses to ensure that ongoing teaching in that region can be delivered in the local language.

P&O teaching materials are comprehensive and this makes them expensive to translate. Ideally the entire Associate P&O training course is translated into the local language, making it accessible for any student. Where only part of the course is translated - for example because of lack of time or finances - this means the training is restricted to students who have good English language skills, and comprehension for students is more difficult than if they were learning in their own language. In these cases, it is the highest-ranking Associate P&O graduates with the best levels of English, who are selected to continue to Professional level training, which is mostly conducted in English. This means Human Study or our partners typically deliver intensive English language training

to Professional level students, alongside their P&O studies. As it costs as much to translate a course, as it does to run a course that accredits up to 30 clinicians, and funding is hard to find, we do not always manage to secure the 250,000 euros needed for translation of the entire course before we start work in a country. As with all aspects of Human Study's work, we adapt to each situation.

**Travel restrictions:** In times of war, it may be impossible to send Human Study's tutors into conflict-affected countries to deliver the practical training. Where possible, students will travel to a neighbouring country where they can meet the tutors and undertake the practical work. However, sometimes this isn't possible either. We pride ourselves on finding ways of dealing with each new challenge we face as evidenced by our approach in Syria, outlined in Luai's story.

**Education levels:** In low-income countries, it's common that students haven't had the opportunity to complete even basic primary education. Some come to the profession having useful, relatable skills, such as carpentry; but lack the basic maths or biology knowledge needed to be a clinician. In these situations, Human Study provides 'level zero' education, upskilling students so they can begin training.

# SYRIA PROJECT UPDATE

## **BSc degree Professional P&O course – final year teaching complete, online exams scheduled for January 2023.**

Human Study is supporting eight students in Syria to graduate from a Professional Prosthetist/Orthotists Degree (Category 1) training and become the first fully ISPO accredited P&O Trainers in the Middle East.

During 2022 all eight students completed the final year of their degree training programme, which is delivered in collaboration with Mahidol University in Thailand.

The purpose of this training programme is to expand the knowledge and skills of people in Syria, Turkey and other key countries working with Syrian refugees to deliver a substantial cohort of teachers capable of treating people in and beyond Syria, and training the next generation of clinicians and technicians across the region.

The students successfully completed their 6th and final semester of the course. The duration of this final semester was extended due to various complications the students faced, mainly not being able to find patients to present their findings for their Clinical Experience practice. Mahidol University granted an extension for the semester. This was completed in June '22. The students then focused on revision for their final exams.



The students excelled at learning various methodologies and techniques:

- **Biomechanics:** Ability to describe human movement and gait analysis in relation to the components and design of prosthetics and orthotics.
- **Rhetoric:** Leadership, public speaking, effective communication, presentation skills and negotiation skills; all important skills for future leaders in P&O.
- **Advanced Clinical Experience:**
  - Fabrication of upper limb and spinal prosthetics for treating abnormal twisting and curvature of the spine.
  - Fabrication of lower limb, leg and foot prosthesis.
  - Practice skills needed for assessment of patients.

Throughout the semester students kept a **logbook** of their daily P&O work as evidence of their hands on practice with patients. A minimum of ten records per semester were required, however the students provided

many more than the minimum requested. The students achieved a pass grade in all subjects and submitted a final research paper in order to become eligible to sit their final comprehensive and practical exams. During this time the students had the full support and guidance from the Human Study lecturers and team.

In August 2022, the students took their final theory exams, split into three groups:

- Medical Comprehension (Anatomy, Pathology, Physiology and Rehabilitation),
- Prosthetics Comprehension (Upper and lower limb prosthetics),
- Orthotics Comprehension (Upper and lower limb orthotics and spinal orthotics).

The exams took place online over a period of three days. The exam process is the same as other online exams, with a member of the teaching team overseeing the exam via an online conference. All eight students successfully passed their final theory exams with grades comfortably within the Bachelor degree requirements.

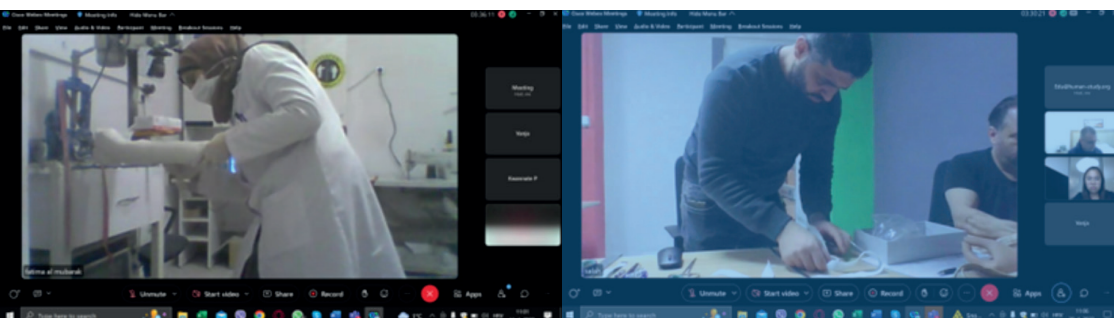
Preparations for the final practical exams began at the end of August 2022. The practical exams were delayed due to various challenges the students and University faced during this time, particularly concerning Covid



travel restrictions. It was an extremely challenging time for everyone involved: the students, the Human Study team, and the examiners from the University.

Due to the travel restrictions, which made it impossible for the students to travel to Bangkok for the in-person practical exams, Human Study worked together with the help of Mahidol University and ISPO to create the first ever online exams for teachers of Prosthetics and Orthotics. This was a significant achievement, enabling our Syrian cohort to complete their training despite the challenges thrown up by war and Covid. After intense preparations and intricate planning, the online practical examinations commenced in October 2022.

The practical exams were divided into seven stations with each student completing all seven stations. As there are 19 students in total on the course, this meant 133 practical exams were undertaken online: a ground-breaking world first in P&O education.



**Above:** Fatima and Salah during their practical online examination.

The seven practical exam stations tested students on key aspects of delivering Prosthetics and Orthotics services: the creation of a cast for a lower limb prosthesis, imaging and videos of movement alignment of a prosthesis, building a body-powered harness, gait analysis and assessment, casting techniques for Dynamic-Ankle-Foot-Orthoses (DAFO) and the evaluation and prescription for a twisted spine.

The students were responsible for organising each of their seven exam stations on their own, in each of their locations. For this they needed a workshop or clinic and a patient for each session. Understandably, for some students, the preparations took many days. They had to organise all of the tools, machines, fitting rooms, equipment, patients, as well as the technical support for the online exams: good internet connection, laptop for online streaming and recording, and another laptop for offline recording in case they lost internet connection, which would interrupt the examiners' view of their work. Each exam took between 1.5 to 3 hours.

For each exam, Human Study and Mahidol University had different examination commissioners, depending on whether the exam was related to prosthetics, orthotics or spinal. This added to the complexity of the organisational task

English also continued to be a challenge for some students throughout the course. Human Study provided additional English lessons throughout the year, and intensive revision modules that included a lot of work with English, to get the students through the course. Fatima particularly struggled with her English and needed extra support. Whilst the English language is an issue, it is clear that this training course needs to remain in English, due to this being the working language at P&O Professional level, where trainers are likely to be involved in research, international collaboration and conferences. We are delighted that Fatima, our first female student in the Arabic speaking world, has passed and completed this year of her training.

Human Study are currently completing the full translation of the first general clinical P&O training (the level below our Professional BSc training) into Arabic, with 3 of the 5 modules now fully translated. Plans are afoot to complete translation of the remaining modules in 2023, funding permitting. This means that when our teachers graduate, they will have the materials to deliver courses to staff in their

clinics and region in Arabic, in turn enabling access to that course for clinical and technical staff without the need for fluent English, thereby helping all students to maximise their grades and understanding. We will also provide access to the full set of translated course materials in Arabic, to all other accredited and respected training providers in the region.

Despite the complex challenges faced by the students and tutors, the online practical exams were a success and during October to December 2022, 100 of the planned 133 exams took place. The remaining online exams are planned to take place in early 2023.

Human Study's Syrian students are the only P&O professionals trained to this level in the whole region. Once qualified, these eight graduates' teaching skills will be in high demand inside and beyond Syria. Upon graduation next year, the students will work alongside experienced tutors, to train further P&Os working within Syria to internationally accredited standards.

If each graduate passes on their skills to ten P&O trainers over the next ten years, and each graduate of the second cohort goes on to train a further 10 P&O trainers, it is easy to see how the successful training of our first eight students can be the catalyst to

improving P&O care in Syria and beyond, across the Arabic speaking world. This multiplier effect makes Human Study's work highly impactful – and sustainable.



## SPOTLIGHT ON STUDENT STORIES: FATIMA, NICO & LUAI



“... local partners, doctors, hospitals started hearing that we had had the training, and the number of patients that came to us increased massively.”

**Fatima  
Almubarak**

### **Fatima's story**

I am a Syrian woman, a clinician, wife and mother. When the war began I was a physics teacher, in Turkey. I knew there would be a huge need for Prosthetists and Orthotists clinicians and technicians, and my family and I decided to move to Syria so I could help people impacted by the war this way. I knew that in Syria previously, P&O services were only linked to the Army and it was not open for people outside the army. In Syrian society women cannot be treated by males especially for above knee support. I knew this meant there was a gap for women and wanted to help. I got a job in Northern Syria at the NSPPL clinic and shortly after starting I was offered the opportunity to train with Human Study. I studied for the Cat 2 (clinical fitness to practice) exams and passed those three years later. It changed my practice. Previously I had been learning from more experienced staff but I now see the methods we were using were outdated, and less effective for patients.

During this first course we saw how incredible it was when word travelled after our training. We would learn a new technique, and local partners, doctors, hospitals started hearing that we had had the training, and the number of patients that came to us increased massively. After each training we would start receiving

people with the injuries we had been properly taught to make and fit devices for, word would get out quickly and the numbers of patients kept rising. It changed how other NGOs and the medical profession viewed us. They trusted us and would confidently refer patients to us. We could work with all injuries now.

After the basic training things started to change across the clinic. Many of our staff don't even have a full primary education. That meant that whilst there were 15 of us that had taken the course, the majority of staff at the clinic hadn't. They could see the difference it had made to our practice, so they were more interested in learning from us. It transformed our clinic's ability to attract partners and staff, physiotherapists, and other clinicians, nurses and therapists now wanted to work alongside us, confident that they were somewhere that the disabled people get a great service.

It is tough being a woman in a male dominated profession. At the beginning and as I was developing skills and knowledge, it was hard. Some men couldn't accept I was capable, or more knowledgeable than them.

We knew that Human Study were trying to find funding for some of us to take the formal bachelor's degree course that would qualify us as teachers and Associate Level (Category 1) prosthetics and orthotists. I wanted to do that. Then the Sir Bobby Charlton Foundation

“Once we knew how to teach what we were learning, we could apply it immediately in the clinic.”

agreed to fund this. I was pregnant with my second child when the opportunity arose, and gave birth at the beginning of the course. We were living through war, and as a woman, I am expected to take care of the home. I was already teaching my peers how to do things. I knew my male colleagues couldn't show girls / women this is a career path open to them at the highest levels, as I could. So I decided to take it on anyway.

I continued working at the clinic, treating patients and teaching other staff, and had a busy home life with a baby and a toddler. As we started the final year of the teaching course I found out that I was pregnant again with my third child. It was a lot, I was struggling.

What was incredible was the difference the training made. Once we knew how to teach what we were learning, we could apply it immediately in the clinic.

Our team started with other P&O clinicians and then with the Physical Therapists and physios that had joined our centre – we all worked under the same technical committee. I led the technical committee. When discussing cases, there was sometimes some conflict but, after a period, the team became more unified in terms of views and approaches. The clinical team training with Human Study would give new direction based on our studies and this would provoke good discussion. Over time this became an excellent

“The knowledge we gained has made such a difference and the team can now judge the overall standard others are providing and see that it is not good enough.”

committee made up of P&O clinicians, social workers & technical support and we would all discuss as one the care plan for the patient. These improvements weren't just at our clinic – an orthotics doctor in the nearest public hospital started calling for advice and guidance from our team e.g. a case of scoliosis. We went from many opposing views to really working as one team.

I would like to say thanks all parties that fund Human Study and especially to the Sir Bobby Charlton Foundation who funded our studies. I wish that the training and scholarship opportunities could be repeated across the region. The knowledge of technicians is not consistently good. Some charities and institutions are trying but the level isn't as good as Human Study. The knowledge we gained has made such a difference and the team can now judge the overall standard others are providing and see that it is not good enough.

I failed my theory exam the first-time round. My practice was high scoring throughout the practical assessments, but the theory exam was hard with my not quite good enough English. Human Study are arranging for me to retake the exam after my final practical exam in 2023. I will work hard to get it, and hope next year to report that I passed.



### Nico's story

Hi, I am Nico, one of Human Study's tutors. I am based in Spain and am half German and half Spanish. I am a P&O educator with a Bachelor in P&O and a Masters in Education and e-learning.

I've been working with Human Study since 2015. My first group of students were the Syrians. It was really interesting, working with people with such different backgrounds to me.

The first group of students were refugees working in the South of Turkey. We provided our online learning as normal but when it came to onsite activities, we first partnered with Ankara University, and ran our first workshops from there. Each module has a topic focus, we do the theory online and then we do a two-week onsite workshop on that topic with practical exercises then a final exam.

Then we moved to work in Reyhanli very close to the Syrian border, we could see the border from the workshop and students' homes were close by. The Syrian students living in Syria came over the border to join us – although in the final year we couldn't do that with everyone so we were running the courses in Turkey and those that couldn't get there were taught in Syria by Luai.

*"I also saw that these clinicians were hungry for knowledge... they saw immediately what difference their learning made to their patients, and that was their inspiration."*

It was very challenging for our students. War was on their minds. We (the tutor team) really noticed that the coursework brought structure and routine to their lives, the students welcomed this. We were hesitant about setting fixed deadlines with all they had on, but when we discussed it with the students that they wanted deadlines. They wanted the structure of something normal, the feeling of making progress.

I also saw that these clinicians were hungry for knowledge, and saw an opportunity to progress. It wasn't about that for its own sake, they saw immediately what difference their learning made to their patients, and that was their inspiration.

*"We are delighted that Fatima, our first female student in the Arabic speaking world, has passed and completed this year of her training."*



It's been amazing watching the students develop over the period. Luai for example has really grown in confidence, as has Fatima, they all have, you can really see that.

Fatima was a physics teacher, she came to workshop because she wanted to do something for her community. The way she navigated that change in profession and mastered it was very impressive.

### Challenges and learning

Some of the students we were working with initially had very little education at all. They couldn't even write the alphabet in English, or do basic maths and science. Human Study put all of that in, but we had to adapt. We started doing things differently, finding more visual materials, subtitled videos etc., but also the students really helped. Luai for example had the best English and he would frequently understand what was needed and translate that for everyone else so that they understood. We were constantly improvising. Human Study provided English lessons throughout for students, and we had maths tutors who were working with a class with some very gifted mathematicians, and others who didn't even have basic maths. The students also formed their own study groups and really helped each other, Luai took a key role, explaining things to others in smaller groups, translating, making sure everyone understood what we had been teaching.

“Human Study provided English lessons throughout for students, and we had math tutors who were working with a class with some very gifted mathematicians, and others who didn't even have basic maths.”

“In Human Study you have a voice inside the organisation, and at the end of the day your work has an impact, you really see it!”

The war was obviously huge. Students were always worried about what was happening at home.

Throughout this education journey, they were able to apply what they're learning directly in their jobs. Compared to their first years, they have grown, you can see this in their case presentations. The quality of their work and approach to service users is really different. Also academically the improvement is obvious. There is more critical thinking, higher level problem solving and understanding why they're doing what they're doing.

I learnt a lot from the students. To adapt the way I was teaching. It made me a really creative teacher, I had to be. My personal learning is: nothing is so important. War puts things in perspective. Staying safe and your family is what matters most. I also learnt a little Arabic!

I worked previously for a huge private clinic group, in Spain, at the end of the day you're just a number. In Human Study you have a voice inside the organisation, and at the end of the day your work has an impact, you really see it! Not only does it impact the student who is growing, but they are also giving back to the community, and their patients are able to maximise their mobility. It's hugely rewarding.

“Initially we really tried to simulate exams online. We soon realised we need to have a different format.”

### What should Human Study do differently?

I think we are always learning. Take the online exams we delivered, it was a steep learning curve. Initially we really tried to simulate exams online. We soon realised we need to have a different format.

I would like to apply what I learnt through my masters and look at how we're able to use tech more efficiently with the students. We have the platform, which is brilliant, I would like to look at how we can use it more effectively to improve the way we teach and students learn.



### Luai's story

I am from Syria. From the South of Idlib, in the countryside. I studied IT and engineering originally and graduated in 2013 then returned to my home village where my family lived. I had challenges continuing formal education e.g. security checks at University. The background of war made studying hard. Some of my contemporaries disappeared and this was very difficult.

I concluded formal education and was shocked to witness the impact of the war on my village. Multiple refugees, amputees and people who had been paralysed... huge numbers of traumatic cases. This made me want a medical job to help. I applied to charities and got two opportunities – admin work originally in local and international charities – one of them was a P&O charity. I approached a doctor in one of the charities and he supported me in my desire to support patients and learn about P&O. I became a trainee for a year.

Fatima was my teacher and apart from her, I was being trained sometimes by people without primary school education but they had skills and I wanted to learn. I missed the Ankara training and about a year in, Human Study came and this changed my life. I

“With Human Study you learn, discuss, and apply and I found this really suited me.”



became a student for a year. Even though I was one of the youngest, my scientific background really helped me. After a year I became a candidate to lead the workshops which was a big jump for me. Learning, discussing and then applying was the unique Human Study methodology and I'd not seen this elsewhere. Even in my engineering studies, I'd not seen this approach to theory and practice.

With Human Study you learn, discuss, and apply and I found this really suited me. Some technicians were a bit reluctant but they could see me doing well and alongside Fatima and others (also young) we were

“... we worked as a team making sure that whoever was best at whichever technique, led that session.”

building our group and starting to change how the clinic operated.

Human study were coming into Turkey and delivering the workshops but often someone couldn't get there. The border was closed, fighting was bad, they were needed at home etc... When that happened, I would go to Turkey and then come back into Syria and train my peers.

We also made sure that every single session we had from human study in Turkey, we took back to Syria. Human Study gave us everything, the platform, materials, everything we needed to transfer to knowledge beyond our class. They also let other people join the online sessions who weren't on the course, so even though there were only eight of us, sometimes there were 25 of us online, the rest weren't taking the course, but just doing the module. Then I would take the practical assessments in Turkey, and then deliver the course, every course, again in Syria.

It wasn't just me, other students also did this, we worked as a team making sure that whoever was best at whichever technique, led that session. The students that learnt this way scored comparably to our own class at the end of each practical assessment.

It wasn't always easy doing the teaching course. I have a big family (10 brothers and sisters). I am the

## ONLINE PRACTICAL EXAMS – IMPACT

“I did struggle sometimes, everyone did with the war, but I was motivated to keep going.”

eldest and it was hard to study and take care of my siblings and parents. Working at the same time was an additional challenge. This meant I had lots on my mind and it made it hard. I chose to take care of my family and really wanted to support them, particularly to stay in education. It wasn't just about financial challenge but also the backdrop made it difficult emotionally and I felt a responsibility to support the family and keep them safe.

I didn't have any language challenges or with the working environment – there was always lots going on but I could cope with it. I did struggle sometimes, everyone did with the war, but I was motivated to keep going. I am now working for Human Study and have applied for a Phd in P&O and will see what is next. Staying within Human Study is my priority, it is so unique.

“... the fact that we have shown it is possible to graduate students from their 'home' clinics is potentially transformative.”

The practical exams for the P&O training programme are normally held onsite at the Mahidol University in Bangkok and assessed in person at practical stations. However as mentioned, due to several complex challenges, for the first time, the practical exams were delivered online.

This is potentially ground-breaking for future qualifying students in war zones and the learning is priceless. It means that we can potentially start graduating students where they are, in cases where they cannot travel safely, for example due to active fighting. Whilst it was an incredibly difficult operation to undertake logistically, the fact that we have shown it is possible to graduate students from their 'home' clinics is potentially transformative. This can open up access to higher education for P&Os in situations where it's impossible for them to travel to Thailand for exams.

We learnt that we would do many things differently next time – trying to graduate students from multiple countries across four different locations within a short timetable is possible, but very stressful and we plan to never have to do that again!

We are already implementing what we learnt in Syria, in other countries. At the end of 2022, Human Study EV took this learning and ran online exams for students in Afghanistan, including some female P&Os where it would not have been possible to graduate them in person.

# THE STUDENTS – TEACHERS IN FINAL TRAINING



**Luai Alhallaak** is 30 years old and has Degree in Electrical Engineering from Tishreen University.

*See spotlight story*



**Fatima Almubarak** is 34 years old and the only female student in the group. Fatima has worked extremely hard to improve her English throughout her training, which is her main obstacle for her education.

*See spotlight story*



**Ahmad Alibrahem Amed** is 34 years old. Although he lives in a war zone with his family, Ahmed is motivated to study, not least because his brother was injured and is now an amputee. He is married and has children.

*“I was with my brother when he was fitted with a prosthesis and I know the happiness when the patient, or the patient’s relatives have when getting this service and able to walk again or see someone they love do this.”*



**Humam Sadek** is 25 years old and from Syria. He currently lives and works in Turkey and travels constantly to Syria. He is very motivated although he works and studies in difficult circumstances.

*“In the beginning, I started to learn in the P&O field because of the major need for it and because I felt a sense of duty until I realised that this is my passion.”*



**Salah Alaghbaris** 31 years old and currently works at Ortotek, a company that makes P&O devices. He closely cooperates with NSPPL on a daily basis.

*“I really appreciate the level of knowledge in Human Study... Because of the war, our country Syria needs a lot of P&O technicians so it is our responsibility to train them.”*



**Asad Ur Rahman** is mid-career in his medical profession with wide ranging skills and experience of orthotics and prosthetics, including hands on practice and capacity development of staff and students. He has experienced the volatile humanitarian contexts in Syria and Afghanistan.



**Abdulrahim Alhajhalouf** is 28 years old and lives in Syria. Due to war activities, Abdulrahim was forced to move from one city in Syria to another with his family which has impacted his studies.

*“I joined this programme to help disabled and vulnerable people to live again. In Syria, we are in a sore need for highly qualified P&O staff able to help amputees with proper prostheses on a scientific basis, since we haven’t had this education in Syria. I will be able to educate and train new generations of technicians to support them, and us, in our noble humanitarian mission.”*



**Khaled Salah** is 46 years old and married. He finished ISPO II programme in 2017. He works in NSPPL as Head of Technicians and he is supervising the work of the NSPPL workshops.

*“I love learning P&O; I have a lot of experience in P&O, but I saw how the science and education improved my work, I believe that every improvement from our team is so needed”.*

# FUTURE PLANS / PROJECTS WE ARE FUNDRAISING FOR

- **Graduation:** All eight students are set to graduate next year, with the final practical online exams planned to take place in Q1 2023. We look forward to celebrating their successful completion of the course, along with their subsequent employment upon graduation and their future impact in P&O training.
- **Core funding:** Diversifying our income will be a key topic for discussion at our strategy day in Q2 2023. We have an urgent need to increase our core funding. Currently, we are relying on volunteer roles, including our CEO, which is not sustainable. Securing core funding for 3–5 years will allow us to take on more programmes and hugely increase the impact of the charity globally. If you would like to support us in any way, please consider a contribution towards our core costs.
- **Footcare research:** Plans are underway to commence a research project in partnership with Staffordshire University. The research team will look into new ways of preventing foot ulcers, focussing on what excellent foot care looks like for people with diabetes.
- **Digital tools:** We are looking into the potential of AI and translation tools to reduce our translation costs. It currently costs £220,000 / 250,000 euros to translate our courses into another languages and

we are looking at ways to reduce this to make that happen more often.

- **Project continuation:** Our work in Syria to date focused in the areas controlled by the opposition. We have now (at the time of writing, beyond the reporting period) provided our partner clinic with our platform and all materials, and a trained cohort of students who can graduate the next generation of P&O clinicians.

At the request of the Syrian Government, we are now working on the other side of the war, treating soldiers and civilians in government held areas.

This is currently being coordinated by our sister organisation in Germany, who are best placed to set up this project.

- **P&O priority countries:** We continue to fundraise for P&O courses in multiple countries that have no accredited P&O training. Current priority countries are: Bangladesh, Georgia, Ukraine, Mongolia, Rwanda, Kenya and Nigeria.

## ACKNOWLEDGEMENTS

We would like to thank the Sir Bobby Charlton Foundation whose gift has already helped to significantly transform P&O services in Syria. We would also like to offer our condolences following the death of Sir Bobby. Whilst others will remember him primarily for his sporting prowess, we will remember him for his dedication to ridding the world of landmines and rebuilding the lives of people affected by war.

We would like to thank Dave Buchanan, our outgoing chair, a co-founder alongside many of the current team of Human Study UK and instrumental in helping us set the charity up. And our current board who all have super busy lives, but pull out all the stops to find a way to make the charity work, and develop.

We would like to thank Giles Duley and the Legacy of War Foundation, whose support and partnership enabled us to start our teaching programme in Syria.

Our thanks also go to Julie Eason who is volunteering as the PT CEO of Human Study UK.

We could not have achieved what we have achieved this year without the ongoing support, access to tutors and teaching materials and mentoring that the team have received from Christian Schlierf and the team at Human Study, our sister organisation in Germany. The more we get to know you, the more in awe of your achievements we are.

We would like to thank our brilliant tutors, including the newest member of Human Study's teaching team, Luai, who is now responsible for Human Study's work across the Arabic Speaking world.

We dedicate this report to Sir Bobby Charlton and the incredible clinicians who have been studying with us this year. You are inspirational, and proof of what is possible with hard work, talent, and a can do attitude.

# FINANCIAL REVIEW

## Human Study UK's Purpose

The preservation and protection of the good health of persons requiring prosthetic and orthotic care globally, and in particular to persons requiring such services in the aftermath of human conflict, including, but not limited to, encouraging safe standards of prosthetic and orthotic care through the education and professional development of clinicians to internationally recognised standards.

## Public benefit statement

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 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 2019).

## Period Summary

The financial activities of the charitable company are set out in the following financial statements.

The total incoming resources for the year to 31 December 2022 were £114,835 (2021: £82,851).

Resources expended for the year to 31 December 2022 were £145,764 (2021: £45,390).

Of this, £141,557 was spent on charitable objectives (2021: £40,000).

## Reserves Policy

Human Study UK's reserves policy is to aim to hold general charitable funds or unrestricted reserves for three principal reasons:

- i. To supply working capital, enabling Human Study UK to manage fluctuations in its cash flow;
- ii. To provide protection against the contractual and operating risks that Human Study UK faces in its work, including meeting unforeseen costs;
- iii. To invest in new initiatives designed to improve the efficiency and quality of services.

We are working towards establishing free reserves and have established a target of three months running costs.

## Going concern

Human Study UK currently operates on a project by project basis but has plans for growth. A fundraising strategy is in place and we have a strong network of partners.

Having regard to the above, the trustees have a reasonable expectation that the charity will have adequate resources to continue in operational existence for the foreseeable future. It is therefore appropriate to prepare the financial statements on a going concern basis.

## Principle sources of funding

The charity brought in a total of £114,835 during the financial year and spent this, and the vast majority of our reserves, as expected, on our project in Syria. All funding came from the Sir Bobby Charlton Foundation. For funders that do not only fund UK based charities, it usually makes sense for projects to be applied for from Germany, where our sister organisation has a longer track record of work in this field and a fully staffed, as opposed to volunteer run, organisation, and more likely to be successful. HSUK is therefore primarily focusing on UK based funders, and looking to raise both International project and core funds over the next 3 years, and to develop research that supports people who use P&O services.

## Risks

The major risks to which Human Study UK is exposed are reviewed regularly by the Board and procedures have been established to mitigate these risks.

The major risks which the organisation faces are:

- 1 The risk of Covid-19 making exams and in person assessments impossible (we are mitigating this risk with delivery plans in this event).
- 2 The risks of failing to obtain the funding we need to grow and progress our work (this is a very real risk at a time when funding for UK based charities working internationally are in scarce supply). We are mitigating this risk by investing in fundraising.
- 3 The risk that new conflicts and localised or global financial problems, following Covid-19, mean that rather than increasing the number of people who have access to decent P&O services, we are merely running to catch up as need continues to accelerate beyond what we, and others providing P&O education, can meet.

# STRUCTURE, GOVERNANCE AND MANAGEMENT

Human Study UK is a CIO incorporated and registered as a charity on 16 April 2020.

## Reference and administrative details

Registered Charity number: 1189086

Registered Office: Human Study UK  
Jackson Hall  
Portland Place  
Hastings  
TN34 1QN

## Trustees:

Ailsa Saltrese	Trustee	21 Oct 2021
Julie Pitt	Trustee	18 June 2021
Prof. Nachiappan Chockalingam	Trustee	21 May 2020
Ian Adam	Trustee	21 May 2020
David Anthony Buchanan	Trustee	21 May 2020
Resigned chair in January 2023 (shortly after this reporting period) and from board in autumn 2023.		
Nick Gallogly	Trustee	
appointed Jan 23 (after this reporting period)		

## Senior management:

Julie Eason (volunteer CEO)

Pro Bono support provided, as needed, by the team at Human Study EV, our sister organisation in Germany.

## Recruitment and appointment of trustees

Human Study UK is governed by a board of trustees (directors) who are appointed at the Annual General Meeting.

Trustee appointments are based on the possession of the skills and experience necessary to determine the policies of Human Study UK and to monitor the implementation of those policies.

The trustees receive adequate induction, as well as suitable and sufficient help and guidance, to understand how the charity works and to be able to contribute positively towards its operation.

## Structure

The Human Study UK board meets formally every quarter. The board receives project and financial reports at each meeting. An annual Board Strategy Day is held to review the strategic direction of the organisation.

Human Study UK managed by a Chief Executive Officer who is responsible to the board of directors for the smooth and efficient operation of the company within terms of delegation approved by the board.

The CEO is in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give of their time freely and no director received remuneration in the year.

# STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Human Study UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those financial statements the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping 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 2006. They are 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.

Approved by order of the board of trustees on 27 October 2023 and signed on its behalf by:

**David Buchanan, Chair**

Human Study UK - Statement of Financial Activities for the year ended 31 December 2022

**Statement of Financial Activities for the year ended 31 December 2022**

	SORP Ref	Current year Unrestricted Funds	Current year Restricted Funds	Current year Endowment Funds	Current year Total Funds	Prior Year Total Funds
		2022	2022	2022	2022	2021
		£	£	£	£	£
<b>Income &amp; Endowments from:</b>						
Donations & Legacies	A1	-	80,000	-	<b>80,000</b>	-
Charitable activities	A2	-	-	-	-	-
Grant Income	A4	-	34,835	-	<b>34,835</b>	82,851
<b>Total income</b>	<b>A</b>	<b>-</b>	<b>114,835</b>	<b>-</b>	<b>114,835</b>	<b>82,851</b>
<b>Expenditure on:</b>						
Charitable activities	B2	-	141,557	-	<b>141,557</b>	40,000
Administarion expenses	B3	-	4,207	-	<b>4,207</b>	5,390
<b>Total expenditure</b>	<b>B</b>	<b>-</b>	<b>145,764</b>	<b>-</b>	<b>145,764</b>	<b>45,390</b>
<b>Net (expenditure)/income for the year</b>		<b>-</b>	<b>(30,929)</b>	<b>-</b>	<b>(30,929)</b>	<b>37,461</b>
<b>Transfers between funds</b>	<b>C</b>			-	-	-
<b>Net income after transfers</b>	<b>A-B-C</b>	<b>-</b>	<b>(30,929)</b>	<b>-</b>	<b>(30,929)</b>	<b>37,461</b>
<b>Net movement in funds</b>		<b>-</b>	<b>(30,929)</b>	<b>-</b>	<b>(30,929)</b>	<b>37,461</b>
<b>Reconciliation of funds:-</b>						
<b>Total funds brought forward</b>		<b>-</b>	<b>38,832</b>	<b>-</b>	<b>38,832</b>	<b>1,371</b>
<b>Total funds carried forward</b>		<b>-</b>	<b>7,903</b>	<b>-</b>	<b>7,903</b>	<b>38,832</b>

The 'SORP Ref' indicated above is the classification of income set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

£80,000 of Donations & Legacies income relates to in kind donations from the Volunteer CEO and Sister Organisation in Germany.

All activities derive from continuing operations



## Human Study UK - Balance Sheet as at 31 December 2022

	Notes	SORP Ref	2022 £	2021 £
<b>Fixed assets</b>		A		
Tangible assets		A2	-	-
<b>Current assets</b>		B		
Debtors		B2	-	1,371
Cash at bank and in hand		B4	7,903	37,461
<b>Total current assets</b>			<u>7,903</u>	<u>38,832</u>
<b>Creditors: amounts falling due within one year</b>	2	C1	<u>-</u>	<u>-</u>
<b>Net current assets</b>			7,903	38,832
<b>The total net assets of the charity</b>			<u>7,903</u>	<u>38,832</u>

The total net assets of the charity are funded by the funds of the charity, as follows:-

<b>Restricted funds</b>				
Restricted Fixed Asset Funds		D2	<u>7,903</u>	<u>38,832</u>
			7,903	38,832
<b>Unrestricted Funds</b>				
Unrestricted Revenue Funds		D3	<u>-</u>	<u>-</u>
			-	-
<b>Total charity funds</b>			<u>7,903</u>	<u>38,832</u>

The 'SORP Ref' indicated above is the classification of Balance Sheet items as set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the SOFA.

The Trustees acknowledge their responsibilities for complying with the requirements of charity legislation with respect to accounting records and the preparation of accounts.

**Trustee**  
Approved by the board of trustees on 25th October 2023

The notes attached on pages 5 to 7 form an integral part of these accounts.

# Human Study UK

## Notes to the Accounts for the year ended 31 December 2022

### 1 Accounting policies

#### Policies relating to the production of the accounts.

##### Basis of preparation and accounting convention

The accounts have been prepared on the accruals basis, under the historical cost convention, and in accordance with the Financial Reporting Standard 102, (effective 1st January 2016) and 'FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015 (as amended by the Bulletin issued in February 2016) published by the Charity Commission in England & Wales (CCEW) ,effective January 2016, (The SORP), and in accordance with all applicable law in the charity's jurisdiction of registration.

##### Going Concern

At the time of approving the accounts, the Trustees have reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

##### Restricted and Unrestricted Funds

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charities work or for specific artistic projects being undertaken by the charity.

##### Significant judgements, key assumptions and estimates

The preparation of the accounts in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the accounts and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from these estimates. The key estimates and assumptions used in these financial statements are set out in the accounting policies notes included the additional policy notes within these accounts such as for depreciation.

#### Policies relating income recognition.

##### Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

## Human Study UK

### Notes to the Accounts for the year ended 31 December 2022

#### Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

Any grant that is subject to performance-related conditions received in advance of delivering the goods and services required by that condition, or is subject to unmet conditions wholly outside the control of the recipient charity, is accounted for as a liability and shown on the balance sheet as deferred income. Deferred income is released to income in the reporting period in which the performance-related or other conditions that limit recognition are met.

When income from a grant or donation has not been recognised due to the conditions applying to the gift not being wholly within the control of the recipient charity, it is disclosed as a contingent asset if receipt of the grant or donation is probable once those conditions are met.

Where time related conditions are imposed or implied by a funder, then the income is apportioned to the time periods concerned, and, where applicable, is accounted for as a liability and shown on the balance sheet as deferred income. When grants are received in advance of the expenditure on the activity funded by them, but there are no specific time related conditions, then the income is not deferred.

Any condition that allows for the recovery by the donor of any unexpended part of a grant does not prevent recognition of the income concerned, but a liability to any repayment is recognised when repayment becomes probable.

#### Policies relating to expenditure on goods and services provided to the charity.

##### Recognition of liabilities and expenditure

A liability, and the related expenditure, is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

## Human Study UK

### Notes to the Accounts for the year ended 31 December 2022

#### Financial instruments including cash and bank balances

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues' of FRS 102 to all financial instruments.

Financial instruments are recognised when the Charity becomes party to the contractual provisions of the instrument.

Financial assets are offset, with the net presented in the accounts when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs.

#### Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for the indicators of impairment at each reporting end date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

<b>2 Creditors: amounts falling due within one year</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade creditors	-	-
Accruals	-	-
PAYE, NIC VAT and other taxes	-	-
Other creditors	-	-
	<u>-</u>	<u>-</u>
<b>3 Income and Expenditure account summary</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>At 1 January 2022</b>	38,832	1,371
(Loss)/surplus after tax for the year	(30,929)	37,461
<b>At 31 December 2022</b>	<u><b>7,903</b></u>	<u><b>38,832</b></u>

**HUMAN STUDY UK**

England & Wales - Charity number 1189086

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# Accounts

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# HUMAN STUDY



KNOWLEDGE FOR A BETTER LIFE

SCHOOL OF REHABILITATION SCIENCES



# ANNUAL REPORT & ACCOUNTS

JANUARY-DECEMBER 2021

“There is no point saving a life, if you can’t give that person their life back, Human Study gives people their lives back.”

Giles Duley –  
CEO of the Legacy of War Foundation,  
triple amputee, and  
supporter of Human Study UK

# ANNUAL REPORT & ACCOUNTS

JANUARY–DECEMBER 2021

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# INTRODUCTION

David Buchanan – Chair of the board



**In our first full year of operation we made great progress with our work in Syria, grew our fundraising, and strengthened our governance.**

2021 was a difficult year for our students. The ongoing war in Syria combined with continued global disruption caused by Covid-19, meant that learning was even more disrupted than is typical, even in conflict zones. In particular, languages proved a barrier for some students. We introduced a revision module to help our students catch up on lost learning, and ran additional English lessons this year (as in previous years).

As we move forward in 2022, we look forward to the graduation of our first cohort of teachers, and turn our attention to other areas where our work is needed including Ukraine, Georgia, Yemen, Nigeria and Kenya. We also need to move towards employing our first member of staff in order to grow our capacity and capability. Our reliance on a volunteer CEO is unsustainable and does not give us the capacity we need to develop at the speed we would like to.

I would like to thank the Sir Bobby Charlton Foundation for the continuing support of our work in Syria. I would also like to thank our sister organisation, Human Study EV, who continue to support our work in a multitude of ways, and remain an inspiration: showing us what can be possible with hard work, knowledge and funding. We would also like to thank our dedicated team of volunteers (our CEO and trustees), who make so much happen on a shoestring.

# ABOUT HUMAN STUDY UK

**“When we talk about rebuilding, we mean rebuilding people’s lives.”**

Human Study UK was established in 2020 and is supported by its sister organisation, Human Study, a German NGO working in the field of prosthetic and orthotics since 2005. We exist to preserve and protect the health of people requiring prosthetic and orthotic (P&O) care across the world, in particular those in the aftermath of conflict and/or living in poverty who need assistance to improve their lives.

There are over 45 million people in direct need of prosthetic or orthotic services in the world, a third of them are children. Many live in countries ravaged by conflict, disasters and poverty, with no or limited access to rehabilitation and care.

Human Study UK believes in a world in which people are supported to rebuild their lives after war. We believe civilians injured by war and its weapons should not have their lives destroyed because they cannot get the prosthetic and orthotic devices and care they need to lead active lives.

We work in partnership with local clinics in areas of current or recent conflict to ensure that staff get the education and training they need to support those injured by war.

When governments talk about ‘rebuilding’ they mean rebuilding places. When we talk about rebuilding, we mean people’s lives. We give people who have been injured by landmines and other weapons the chance to walk again, to work again, and to live again.



## OUR SOLUTION

“Our work is focused on designing flexible and low-cost educational projects with a tremendous potential for multiplication.”

Human Study educate and train local P&O clinicians to create a sustainable grass roots solution, and have run programmes in the Balkans, Afghanistan and Syria since the outbreak of and during war.

**Our educational programmes are delivered through a mixture of online learning and onsite assessments**

We train and educate professionals already involved in patient treatment to improve the quality of services offered to people with disabilities and establish high standards of patient treatment.

Educational programs that Human Study implements are available to P&O practitioners worldwide and **do not depend on significant investments** in learning facilities and institutions.

Our work is focused on designing **flexible and low-cost educational projects** with a tremendous potential for multiplication. The educational models we use in our projects are internationally respected and accredited by the International Society for Prosthetics and Orthotics (ISPO).

The goal of our activities is to **train teachers** in places where there are none currently, reducing dependency on Western staff to educate students of the future. Most formal P&O education is delivered in English, and we are proud to have led the way in translating modules and full courses into French, Spanish, Russian, Serbo-Croatian, etc.

“Our goal is to train teachers in places where there are none currently, reducing dependency on Western staff to educate students of the future.”

We are currently completing the full translation of the first general clinical P&O training into Arabic, and have already run the first two modules of this internationally accredited course for the first time. We are sharing our materials with trusted local partners, in order that students throughout the Arabic speaking world can study to be prosthetists or orthotists in Arabic rather than English.

Our blended learning model consists of online training, combined typically with practical assessments at the end of each module, undertaken face to face with students in the clinics where they work.

“The established Blended Learning Education model of Human Study has proven to be a great advantage during pandemic times.”

We have adapted our teaching to reflect the reality of working through a pandemic.

This has meant delaying the practical assessments and case presentations, and running an additional semester to help students stay on track with their learning. Students faced difficulties to identify the right patients for their assignments, as many potential patients were shielding. Additionally, clinical onsite training workshops had to be postponed due to travel restrictions and the risk of infection involved when bringing together a group of students with a trainer team and patients for the end of module assessment workshops.

The established Blended Learning Education model of Human Study has proven to be a great advantage during pandemic times - Across the world, in person learning largely ground to a halt, but our online courses were able to progress.

We have also started making contingency plans with Mahidol University in Thailand to run the final exams online should covid continue to disrupt examinations in 2022 – a world first.

# SPOTLIGHT ON SYRIA

The need for qualified prosthetists in Syria is increasing by the day. 30,000 Syrians have lost limbs in the war according to conservative estimates, with at least 60 new amputees registered in Syria each week. In a situation like this, medical professionals are struggling to keep up with the demand for services.

It is estimated that Syria needs 1,000 trained P&O clinicians to deal with the effects, and aftermath of war on the population.

Human Study has been working in collaboration with the **National Syrian Project for Prosthetic Limbs** (NSPPL), since 2014. Our first joint project was a 3-year educational program on the associate level in which 24 people from the Middle East (Gaza, Egypt, Syria) were successfully educated according to the international standards for education in prosthetics and orthotics, as defined by ISPO. Since then, Human Study and NSPPL have continued to collaborate with the aim of creating a centre of excellence where more P&O practitioners will be educated, and Syrian patients will be treated by Syrians.

During 2021 Human Study continued work begun in 2020 to support 8 students in Syria towards graduating from Professional Prosthetist/Orthotist Degree

(Category I) training and become the first fully (ISPO) accredited P&O Teachers/Trainers in the Middle East.

This is possible thanks to a grant from the Sir Bobby Charlton Foundation who had previously funded the same students through their first year of studies through a partnership between Human Study Germany and the Legacy of War Foundation.

By December 2021 students had completed four semesters and taken two sets of exams during each semester. A further two semesters including practical training will lead to final exams that will take place during 2022.

As the only people trained to this level in the whole region, we know that their teaching skills will be in high demand inside, and beyond Syria. Upon graduation, these teachers will work alongside more experienced tutors training people working within Syria to internationally accredited standards.

Once trained, each teacher will be able to train a number of P&O specialists a year. Eventually, they will be given all the course materials and content, and access to our online platform, meaning western training providers will no longer be needed in Syria.

# THE STUDENTS: THE NEW TEACHERS IN TRAINING

**Luai Alhallaak** is 29 years old and has Degree in Electrical Engineering – Section of Computers and Automated Control from Tishreen University.

*“I am leading the education in prosthetics and orthotics in Syria and by completing the academic degree with my colleagues we will be able to create generations of educated specialists to serve the huge numbers of disabled people created by the long war in Syria.”*

**Humam Sadek** is 24 years old and from Syria and currently lives and works in Turkey, but travels to Syria constantly. He is very motivated although the works and study in difficult circumstances.

*“In the beginning, I started to learn in the P&O field because of the major need for it and because I felt a sense of duty until I realised that this is my passion.”*

**Fatima Almubarak** is 33 years old the only female student in the group. Fatima is trying hard to improve her English, which is the main obstacle for her education.

*“As one of the workers in this field, especially as a woman, I seek self-development and increase my knowledge skills and cognitive skills in the field of artificial limbs and orthotic devices to help the children of my country affected by the war.”*

**Khaled Salah** finished ISPO Cat II programme in 2017. He works in NSPPL as Head of technicians and he is supervising the work of the NSPPL workshops. He is 45 years old and married.

*“I love learning prosthetics and orthotics; I have a lot of experience in P&O, but I saw how the science and education improved my work, I believe that every improvement from our team is so needed”.*

**Ahmad Alibrahem** is 33 years old. Although he lives in a war zone with his family, Ahmad is motivated to study, not least because his brother was injured and is now an amputee. He is married and has children.

*“I was with my brother when he was fitted with a prosthesis and I know the happiness when the patient, or the patient’s relatives have when getting this service and able to walk again or see someone they love do this.”*

**Salah Alaghbar** is 30 years old and currently works at Ortotek a company that makes P&O devices, but closely cooperates with NSPPL on a daily basis.

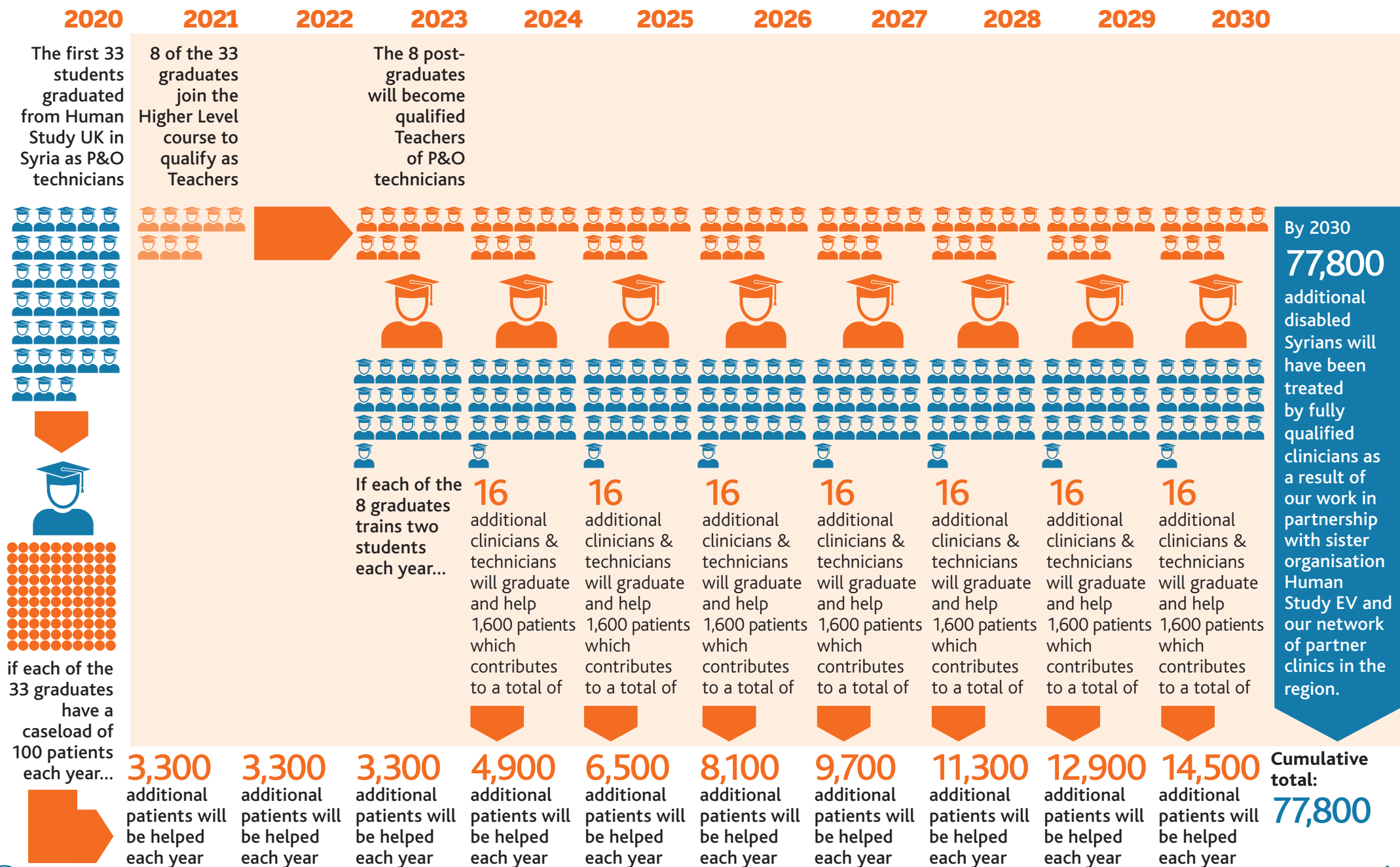
*“I really appreciate the level of knowledge in Human Study... Because of the war, our country Syria needs a lot of P&O technicians so it is our responsibility to train them.”*

**Abdulrahim Alhajhalouf** is 27 years old and lives in Syria. Due to war activities, Abdulrahim was forced to move from one city in Syria to another with his family which impacted his study.

*“I joined this programme to help disabled and vulnerable people to live again. In Syria, we are in a sore need for highly qualified P&O staff able to help amputees with proper prostheses on a scientific basis, since we haven’t had this education in Syria... I will be able to educate and train new generations of technicians to support them, and us, in our noble humanitarian mission.”*

**Asad Ur Rahman** is a mid-career medical professional with wide ranging skills and experience of orthotics and prosthetics including hands on practice and capacity development of staff and students; and experienced of the volatile humanitarian contexts of Syria and Afghanistan.

# TIMELINE SHOWING THE IMPACT OF OUR WORK IN SYRIA



## WOMEN

*“As one of the workers in this field, especially as a woman, I seek to increase my skills in the field of orthotic devices to help the children of my country affected by the war.”*

**Fatima Almubarak**

In some Muslim countries women and girls cannot be treated by male P&O specialists yet there is a lack of women trained to do this work – meaning that lots of women and girls miss out on life-changing care.

The profession is considered as 'heavy physical work' that requires lots of lifting of heavy plaster models, working in machine rooms, etc. In addition, childcare responsibilities can mean that women find it difficult to take time away from their work and families to undertake the required training. Our blended learning programme makes it easier for women to train, and our programme is already seeing significant success.

*“The number of those affected is still increasing, which led to the increase in cases of paralysis and amputation, especially among women and children. This is the reason why the number of women working in this field is needed, but it is still limited. This remains an obstacle to treating the large number of women and girls who are victims of this war.”*

**Fatima Al Mubarak**, current student in Syria.

*“It is my belief that my best contribution to helping women with disability in Afghanistan is by educating myself further in this profession. In addition to my engagement as a Prosthetic & Orthotic (P&O) professional, I am also a bilateral above-knee amputee.”*

**Mahpekay Sidiqy** qualified as Prosthetist/Orthotist (Category 1) in Afghanistan.

## LANGUAGES

*“We know that for our students, a requirement to study in a second language often provides a barrier to their academic achievement”*

Currently most courses in P&O globally are taught in English. We know that over half of the people already working in clinics in areas of extreme need cannot access formal education, or qualify in their field, because their English is not strong enough to study at further or higher education level. We also know that for our students, a requirement to study in a second language often provides a barrier to their academic achievement, and means that they qualify with both lower results and less understanding than they would do in their first language. For this reason, we look to translate our courses to ensure that ongoing teaching in that region can be delivered in the local language (funding permitting).

During 2021 our sister organisation, Human Study EV has translated two modules of the standard training into Arabic (thanks to ICRC for funding) and plans are afoot to complete translation of the remaining modules in 2022. This means that when our teachers graduate, they will have the materials to deliver courses to staff in their clinic and region in Arabic, in turn enabling access to that course for clinical and technical staff without fluent English, and helping all students to maximise their grades and understanding.

We will also provide access to the full set of translated course materials in Arabic, to all other accredited and respected training providers in the region.

## LANDMINES

Until landmines are no longer used as a weapon of war, we know that there will be a high need for prosthetic and orthotic services for decades after conflicts end. Historic landmines are especially cruel in that those least likely to avoid areas where they lay are children seeking spaces to play.

Human Study UK supports calls for the universal and immediate banning of landmines and will work alongside our partners to remind the world why we cannot keep waiting for this.

We support the call and campaign for the world to be Landmine-free by 2025.

## WORKING IN A WAR ZONE

With caseloads at least treble those of a UK clinician, waiting lists at least ten times higher than clinicians would have in the UK, a severe lack of qualified staff, and a conflict that shows little sign of abating, our students are almost as vulnerable to PTSD as the people that they are treating. They are faced daily with the lives and the bodies of children and adults of all ages, blown apart by the weapons of war.

The huge demand for services coupled with constant shortages of funding, materials and equipment means that for our partners working in Syria and other war zones face incredible stress. Despite this, our students show incredible determination and resilience, and whilst the road to graduation will be tough, they are both focused on travelling it, and are on course to graduate.

# FUTURE PLANS

We have a plethora of projects in development across the Middle East and Africa. Our plans reflect our ambitions which, whilst high for a small charity; reflect the sad reality of a world where the need for our expertise is driven by war and we have yet to eradicate this.

We are beginning to build a movement, powered by people who have suffered limb loss or and their friends and families; to ensure decent prosthetic and orthotic services are available globally.

## **Plans for 2022 include:**

- securing funding to appoint a part-time Chief Executive Officer
- creating the first internationally accredited Associate Prosthetist / Orthotist training course in Arabic
- securing funding for the development of the first internationally recognised and accredited P&O education program for P&O practitioners in Yemen
- securing funding to train 12 Associate Prosthetist/ Orthotists to Professional P/O Level BSc Degree level (graduate teachers) in Nigeria
- securing partnerships and funding to train ten technicians in lower limb modules for above knee and below knee prostheses over a 10-month programme in Armenia
- establishing delivery and funding partnerships for the creation of training programmes in Sierra Leone and Kenya
- securing funding to train 15 Associate Prosthetist/ Orthotists to Professional P/O Level BSc Degree level (graduate teachers) in Ukraine

## ACKNOWLEDGEMENTS

We would like to thank the Sir Bobby Charlton Foundation who whose gift has already helped to significantly transform P&O services in Syria.

We would also like to say thank you to John Mitchell, our volunteer CEO in our first year. John has moved to Canada where he is supporting the set-up of Human Study in North America.

We would like to thank Giles Duley and the Legacy of War Foundation, whose support and partnership enabled us to start our programme in Syria.

Our thanks also go to Julie Eason who has taken over the running of Human Study UK on a voluntary basis while we raise funds to recruit a part-time, paid CEO, and to our incredible trustees whose energy, knowledge and skills have brought so much wisdom and experience to our table.

We would like to thank all the students and staff at NSPPL, our Syrian partner, for the tremendous

work that they are doing in incredibly difficult circumstances. Our delivery in Syria and Turkey has been made possible by the dedication and incredible commitment shown by NSPPL, our training partner on the ground in Idlib and Al Bab in Syria and Reyhanli, Turkey. We salute the teams working inside Syria for their courage and dedication to supporting people injured by war to gain their lives.

We could not have achieved what we have achieved this year without the ongoing support, access to tutors and teaching materials and mentoring that the team have received from Christian Schlierf and the team at Human Study, our sister organisation in Germany.

We dedicate this report to everyone who needs prosthetics and / or orthotics, whether this need arose from birth, illness, accident or war. The determination of people to get on with building, rebuilding, or preserving full and active lives is what powers our work.

# FINANCIAL REVIEW

## Human Study UK's Purpose

The preservation and protection of the good health of persons requiring prosthetic and orthotic care globally, and in particular to persons requiring such services in the aftermath of human conflict, including, but not limited to, encouraging safe standards of prosthetic and orthotic care through the education and professional development of clinicians to internationally recognised standards.

## Public benefit statement

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 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 2019).

## Period Summary

The financial activities of the charitable company are set out in the following financial statements.

The total incoming resources for the year to 31 December 2021 were £82,851 (2020: £3,014).

Resources expended for the year to 31 December 2022 were £45,390 (2020: £1,643).

Of this, £40,000 was spent on charitable objectives (2020: £1,629).

## Reserves Policy

Human Study UK's reserves policy is to aim to hold general charitable funds or unrestricted reserves for three principal reasons:

- i. To supply working capital, enabling Human Study UK to manage fluctuations in its cash flow;
- ii. To provide protection against the contractual and operating risks that Human Study UK faces in its work, including meeting unforeseen costs;
- iii. To invest in new initiatives designed to improve the efficiency and quality of services.

We are working towards establishing free reserves and have established a target of three months running costs.

## Going Concern

Human Study UK currently operates on a project by project basis but has plans for growth. A fundraising strategy is in place and we have a strong network of partners.

Having regard to the above, the trustees have a reasonable expectation that the charity will have adequate resources to continue in operational existence for the foreseeable future. It is therefore appropriate to prepare the financial statements on a going concern basis.

## Principle Sources of Funding

As detailed above, the principle source of funding during this period was a grant of £110,471 from the Sir Bobby Charlton Foundation towards our work in Syria over 2021 and 2022. The trustees are working with The Fundraisers (an independent consultancy) to grow our income from voluntary sources over the next three years.

## Risks

The major risks to which Human Study UK is exposed are reviewed regularly by the Board and procedures have been established to mitigate these risks.

The major risks which the organisation faces are:

- 1 The risk of Covid making exams and in person assessments impossible (we are mitigating this risk with delivery plans in this event).
- 2 The risks of failing to obtain the funding we need to grow and progress our work (this is a very real risk at a time when funding for UK based charities working internationally are in scarce supply). We are mitigating this risk by investing in fundraising.
- 3 The risk that new conflicts and localised or global financial problems, following Covid, mean that rather than increasing the number of people who have access to decent P&O services, we are merely running to catch up as need continues to accelerate beyond what we, and others providing P&O education, can meet.

# STRUCTURE, GOVERNANCE AND MANAGEMENT

Human Study UK is a CIO incorporated and registered as a charity on 16 April 2020.

## Reference and administrative details

Registered Charity number: 1189086

Registered Office: Human Study UK  
Jackson Hall  
Portland Place  
Hastings  
TN34 1QN

## Trustees:

Ailsa Saltrese	Trustee	21 Oct 2021
Julie Pitt	Trustee	18 June 2021
Prof. Nachiappan Chockalingam	Trustee	21 May 2020
Ian Adam	Trustee	21 May 2020
David Anthony Buchanan	Trustee	21 May 2020

## Senior management:

Julie Eason (volunteer CEO)

## Recruitment and appointment of trustees

Human Study UK is governed by a board of trustees (directors) who are appointed at the Annual General Meeting.

Trustee appointments are based on the possession of the skills and experience necessary to determine the policies of Human Study UK and to monitor the implementation of those policies.

The trustees receive adequate induction, as well as suitable and sufficient help and guidance, to understand how the charity works and to be able to contribute positively towards its operation.

## Structure

The Human Study UK board meets formally every quarter. The board receives project and financial reports at each meeting. An annual Board Strategy Day is held to review the strategic direction of the organisation.

Human Study UK managed by a Chief Executive Officer who is responsible to the board of directors for the smooth and efficient operation of the company within terms of delegation approved by the board.

The CEO is in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give of their time freely and no director received remuneration in the year.

# STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Human Study UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those financial statements the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping 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 2006. They are 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.

Approved by order of the board of trustees on 31 October 2022 and signed on its behalf by:

**David Buchanan**

**Chair, Human Study UK**

**The Charity Registration Number is :- 1189086**

**Human Study UK**  
**Report and Accounts**  
**31 December 2021**

# Human Study UK

## Report and accounts for the year ended 31 December 2021

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## **Human Study UK Independent Examiner's Report 31 December 2021**

I report on the accounts of the Charities for the year ended 31st December 2021, which are set out on pages 12 and 13.

### **Respective responsibilities of Trustees and Examiner**

The Trustees are responsible for the preparation of the accounts. You consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention."

### **Basis of Independent Examiners Report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

### ***Independent Examiners Report***

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of the 2011 Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Yvonne O'Connor  
Director, FCCA  
Frampton & Co  
Chartered Certified Accountants

31st October 2022

Human Study UK - Statement of Financial Activities for the year ended 31 December 2021

**Statement of Financial Activities for the year ended 31 December 2021**

	SORP Ref	Current year Unrestricted Funds	Current year Restricted Funds	Current year Endowment Funds	Current year Total Funds	Prior Year Total Funds
		2021	2021	2021	2021	2020
		£	£	£	£	£
<b>Income &amp; Endowments from:</b>						
Donations & Legacies	A1	-	-	-	-	-
Charitable activities	A2	-	-	-	-	3,014
Grant Income	A4	-	82,851	-	82,851	-
<b>Total income</b>	<b>A</b>	<b>-</b>	<b>82,851</b>	<b>-</b>	<b>82,851</b>	<b>3,014</b>
<b>Expenditure on:</b>						
Charitable activities	B2	-	40,000	-	40,000	1,629
Administarion expenses	B3	-	5,390	-	5,390	14
<b>Total expenditure</b>	<b>B</b>	<b>-</b>	<b>45,390</b>	<b>-</b>	<b>45,390</b>	<b>1,643</b>
<b>Net income for the year</b>		<b>-</b>	<b>37,461</b>	<b>-</b>	<b>37,461</b>	<b>1,371</b>
<b>Transfers between funds</b>	<b>C</b>			-	-	-
<b>Net income after transfers</b>	<b>A-B-C</b>	<b>-</b>	<b>37,461</b>	<b>-</b>	<b>37,461</b>	<b>1,371</b>
<b>Net movement in funds</b>		<b>-</b>	<b>37,461</b>	<b>-</b>	<b>37,461</b>	<b>1,371</b>
<b>Reconciliation of funds:-</b>						
<b>Total funds brought forward</b>		<b>-</b>	<b>1,371</b>	<b>-</b>	<b>1,371</b>	<b>-</b>
<b>Total funds carried forward</b>		<b>-</b>	<b>38,832</b>	<b>-</b>	<b>38,832</b>	<b>1,371</b>

The 'SORP Ref' indicated above is the classification of income set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

All activities derive from continuing operations

## Human Study UK - Balance Sheet as at 31 December 2021

	Notes	SORP Ref	2021 £	2020 £
<b>Fixed assets</b>		A		
Tangible assets		A2	-	-
<b>Current assets</b>		B		
Debtors		B2	1,371	1,371
Cash at bank and in hand		B4	37,461	-
<b>Total current assets</b>			<u>38,832</u>	<u>1,371</u>
<b>Creditors: amounts falling due within one year</b>	2	C1	<u>-</u>	<u>-</u>
<b>Net current assets</b>			38,832	1,371
<b>The total net assets of the charity</b>			<u>38,832</u>	<u>1,371</u>

The total net assets of the charity are funded by the funds of the charity, as follows:-

<b>Restricted funds</b>				
Restricted Funds		D2	<u>38,832</u>	<u>1,371</u>
			38,832	1,371
<b>Unrestricted Funds</b>				
Unrestricted Funds		D3	<u>-</u>	<u>-</u>
			-	-
<b>Total charity funds</b>			<u>38,832</u>	<u>1,371</u>

The 'SORP Ref' indicated above is the classification of Balance Sheet items as set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the SOFA.

The Trustees acknowledge their responsibilities for complying with the requirements of charity legislation with respect to accounting records and the preparation of accounts.

**Mr D Buchanan**  
Trustee  
Approved by the board of trustees on 31st October 2022

## Human Study UK

### Notes to the Accounts for the year ended 31 December 2021

#### 1 Accounting policies

##### **Policies relating to the production of the accounts.**

##### **Basis of preparation and accounting convention**

The accounts have been prepared on the accruals basis, under the historical cost convention, and in accordance with the Financial Reporting Standard 102, (effective 1st January 2016) and 'FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015 (as amended by the Bulletin issued in February 2016) published by the Charity Commission in England & Wales (CCEW) ,effective January 2016, (The SORP), and in accordance with all applicable law in the charity's jurisdiction of registration.

##### **Going Concern**

At the time of approving the accounts, the Trustees have reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

##### **Restricted and Unrestricted Funds**

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charities work or for specific artistic projects being undertaken by the charity.

##### **Significant judgements, key assumptions and estimates**

The preparation of the accounts in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the accounts and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from these estimates. The key estimates and assumptions used in these financial statements are set out in the accounting policies notes included the additional policy notes within these accounts such as for depreciation.

##### **Policies relating income recognition.**

##### **Income recognition**

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

## Human Study UK

### Notes to the Accounts for the year ended 31 December 2021

#### **Accounting for deferred income and income received in advance**

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

Any grant that is subject to performance-related conditions received in advance of delivering the goods and services required by that condition, or is subject to unmet conditions wholly outside the control of the recipient charity, is accounted for as a liability and shown on the balance sheet as deferred income. Deferred income is released to income in the reporting period in which the performance-related or other conditions that limit recognition are met.

When income from a grant or donation has not been recognised due to the conditions applying to the gift not being wholly within the control of the recipient charity, it is disclosed as a contingent asset if receipt of the grant or donation is probable once those conditions are met.

Where time related conditions are imposed or implied by a funder, then the income is apportioned to the time periods concerned, and, where applicable, is accounted for as a liability and shown on the balance sheet as deferred income. When grants are received in advance of the expenditure on the activity funded by them, but there are no specific time related conditions, then the income is not deferred.

Any condition that allows for the recovery by the donor of any unexpended part of a grant does not prevent recognition of the income concerned, but a liability to any repayment is recognised when repayment becomes probable.

#### **Policies relating to expenditure on goods and services provided to the charity.**

##### **Recognition of liabilities and expenditure**

A liability, and the related expenditure, is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

## Human Study UK

### Notes to the Accounts for the year ended 31 December 2021

#### Financial instruments including cash and bank balances

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues' of FRS 102 to all financial instruments.

Financial instruments are recognised when the Charity becomes party to the contractual provisions of the instrument.

Financial assets are offset, with the net presented in the accounts when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs.

#### Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for the indicators of impairment at each reporting end date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

#### 2 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	-	-
Accruals	-	-
PAYE, NIC VAT and other taxes	-	-
Other creditors	-	-
	<u>-</u>	<u>-</u>

#### 3 Income and Expenditure account summary

	2021	2020
	£	£
<b>At 1 January 2021</b>	1,371	-
Transfers in for the year	-	-
Surplus after tax for the year	37,461	1,371
<b>At 31 December 2021</b>	<u><b>38,832</b></u>	<u><b>1,371</b></u>

**HUMAN STUDY UK**

England & Wales - Charity number 1189086

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# Accounts

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# HUMAN STUDY



KNOWLEDGE FOR A BETTER LIFE

SCHOOL OF REHABILITATION SCIENCES



# ANNUAL REPORT & ACCOUNTS

APRIL-DECEMBER 2020



# ANNUAL REPORT & ACCOUNTS

APRIL-DECEMBER 2020

# FOREWORD

David Buchanan – Chair of the board



**Human Study UK are the only UK registered charity internationally delivering an internationally accredited, blended learning programme to people working in prosthetics and orthotics (P&O).**

We are one of only two organisations in the world able to offer this, the other being our sister organisation based in Germany, who developed this programme.

We are incredibly proud that within our first nine months of operation we secured two grants, one from the Chalk Cliff Trust to kickstart our fundraising and website, as shown in this year's accounts. That in turn helped us secure a grant of £110,471 from the Sir Bobby Charlton Foundation over two years to train the first ever group of students in the Middle East to graduate as teachers of P&O; able to train others to globally accredited standards.

The Sir Bobby Charlton Foundation had previously funded the same students through their first year of studies through a partnership between Human Study Germany and the Legacy of War Foundation. We are incredibly grateful for their continued support of these students who are due to graduate in November 2022. As the only people trained to this level in the whole region, we know that their teaching skills will be in high demand inside, and beyond Syria.

We are especially pleased to be partnering with the foundation set up by Sir Bobby who as well as being a legendary footballer and national treasure; is someone

**“The Chalk Cliff Trust grant helped us to secure a grant from the Sir Bobby Charlton Foundation over two years to train the first ever group of students in the Middle East to graduate as teachers of P&O.”**



who understands trauma on a personal level having survived the Munich air crash. Sir Bobby's commitment to eliminating landmines and the damage they cause is a passion shared by all at Human Study UK, and all our partners in the field working to repair some of the damage they cause.

Upon graduation these teachers will work alongside more experienced tutors training people working within Syria to internationally accredited standards. Eventually, they will be given all the course materials and content, and access to our online platform, and western training providers will no longer be needed in Syria.

We have also developed plans to translate our training for people at all levels of study in Arabic. Currently the vast majority of courses in P&O globally

# FOREWORD

continued

“Over half of the people already working in clinics in areas of extreme need cannot access formal education, or qualify in their field, because they do not speak sufficiently good English.”

are taught in English. We know that over half of the people already working in clinics in areas of extreme need cannot access formal education, or qualify in their field, because they do not speak sufficiently good English to study at further or higher education level. Our sister organisation in Germany has been funded by the ICRC to translate two modules of the 7-module general training course that all ISPO accredited clinicians must complete into Arabic, and we are on a mission to fund the other five modules between us and hope to have great news to report in our next annual report.

We also plan to support NSPPL, our partner on the ground in Syria and Turkey and the clinic the majority of our current graduates come from, to develop a



“We are beginning to build a movement, powered by people who have suffered limb loss to ensure decent prosthetic and orthotic services are available globally.”



regional centre of excellence for P&O training from which they can themselves be delivering the courses in Arabic. We will also provide access to the full set of translated course materials, in Arabic, to all other accredited and respected training providers in the region.

We have a plethora of other projects in development for the coming year across the Middle East and Africa. Our plans reflect our ambitions which, whilst high for a small charity; reflect the sad reality of a world where the need for our expertise is driven by war and we have yet to eradicate this.

We are beginning to build a movement, powered by people who have suffered limb loss or and their friends and families; to ensure decent prosthetic and orthotic services are available globally. This will be a priority for us next year.

# FOREWORD

continued

“We support the campaign for the world to be Landmine-free by 2025.”



“Our partners and students are faced daily with the lives and the bodies of children and adults of all ages blown apart by war’s weapons.”

In our field, is it hard not to wish for the eradication of all war but we appreciate that is unlikely. If war stopped consistently and routinely inflicting unnecessary death, grief and injuries on future generations through landmines and other latent weapons, this would be progress.

Until landmines are no longer used as a weapon of war, we know that there will be high and entirely preventable need for prosthetic and orthotic services for decades after conflict ends. Historic landmines are especially cruel in that those least likely to avoid areas where they lay are children seeking spaces to play.

Human Study UK supports calls for the universal and immediate banning of landmines and will work alongside our partners within and beyond the

Sir Bobby Charlton Foundation in reminding the world why we cannot keep waiting for this. We support the call and campaign for the world to be Landmine-free by 2025.

We salute the immense focus and dedication that our partners and students show in their quest to offer excellent treatment to everyone who needs it in Syria. With caseloads at least treble those of a UK clinician and waiting lists at least ten times higher than clinicians would have in the UK, a severe lack of qualified staff, and a conflict that shows little sign of abating; our students are almost as vulnerable to PTSD as the people that they are treating. They are faced daily with the lives and the bodies of children and adults of all ages, blown apart by war’s weapons. The huge demand for services coupled with constant shortages of funding, materials and equipment means that for our partners working in Syria and other war zones face incredible stress. That our students manage to pass their courses in a second language whilst working in such circumstances is testimony to the incredible people that they are. We thank you all for the energy and focus with which you approach learning.

We dedicate this report to everyone who needs prosthetics and / or orthotics, whether this need arose from birth, illness, accident or war. The determination of people to get on with building, rebuilding, or preserving full and active lives is what powers our work.

# THE YEAR IN NUMBERS

1,000

Number of accredited  
P&O clinicians/technicians  
estimated to be needed  
in Syria:

8

Number of students training  
to teach P&O in Syria – the first  
8 people in the Middle East  
training to qualify at this level.

Number of accredited  
clinicians/technicians currently  
working in Syria:

32

Number of people treated by  
our partner in Syria this year:

4,600



Number of new P&O devices  
fitted by our students this year:

838

Number of people estimated to  
need P&O services in Syria alone:

180,000



# CASE STUDY 1

## TECHNICIAN

Abdulrahim Haj Kallouf  
Technician at NSPPL Al-Bab

**Prosthetic devices were made with the following components:**

RCR socket is a socket design, which part of the knowledge provided to us during the fourth semester of Cat 1 program in the subject of advanced prosthesis 2.

The user used the devices for three weeks, and in the following are the results achieved through the using the new devices the differentiation between the previous and new devices.

The functionality of the new prostheses are shown in the chart opposite. The patient is satisfied with the new prosthesis and his overall health has improved.

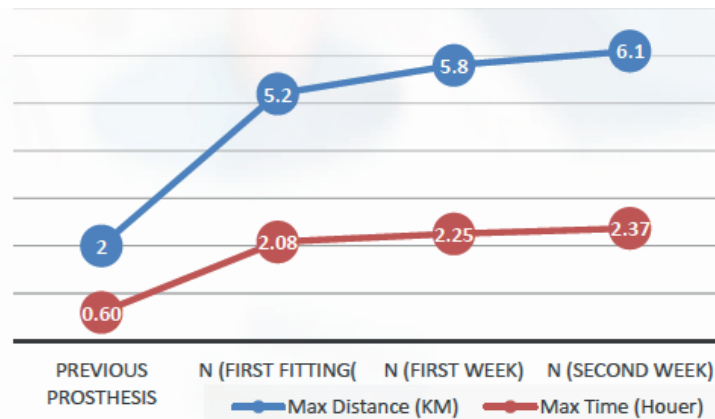
He plans on improving his abilities by following a body building training programme using the prostheses.

## Patient characteristics:

- 35 years old
- P&O technician assistance
- K Level: 5
- Hobbies: Body building sport
- Effected side: both lower limbs / Below knee amputations



## Function improvement



**PATIENT**  
H.A.



**EFFECTED SIDE**  
Left Bot lower limbs  
Below knee amputation



**RESULT**

		Max. Distance	Max. Time	Technician Comment	User Comment
New prosthesis	Previous Prosthesis	1.5 KM	30 Minutes	1. Pistoning movement R/L. 2. Wide prosthesis R/L 3. Pressure on the right Patella tendon	1. Pain in the distal end of Tibia on the left side 2. Pain in the Patella tendon on the right side
	First Fitting	2 KM	36 Minutes	1. Right Patella tendon pain relieved 2. Slight Pain in the left side in the distal medial, because of high pressure caused by applying carbon stockinet during the cast. it has been relieved after heating and refitting	1. The right Socket is comfortable 2. The left side isn't well fitted at the distal circumference
	First week	5.2 KM	125 Minutes	1. The Prostheses are good and gives great results. 2. Skin condition has got better.	1. The prostheses are good and the best devices I have ever used 2. I feel weight is well distributed around the stump
	Second week	5.8 KM	135 Minutes		
Third week	6.1 KM	142 Minutes			



**TECHNICIAN**  
Fatima Almubarak  
Technician at  
NSPPL – Reyhanli

## CASE STUDY 2

When my patient came in she was nervous. The past few years have been difficult for her.

I evaluated her situation and decided the Bellman technique was best for her case. Bellmen is a new technique and one of the production skills I learned whilst studying with Human Study. We have now started using it in the production of prosthetics.

In the past my patient experienced constant pain – the previous limb was not suitable for her. Other designs restrict the mobility of the ankle, although there are some cases where the ankle attachment has no problem in its range of motion.

The Bellman technique keeps the range of motion for this patient, finally relieving pressure on the stump through creating a better balance for the load. She feels more confident as she engages in her daily activities.



**PATIENT**  
R.H.



**EFFECTED SIDE**  
Left side: below knee  
(Ankle disarticulation)



**RESULT**

Lower Limbs	ROM	
	Left	Right
<b>HIP: Flexion</b>	130°	130°
<b>Extension</b>	11°	14°
<b>Abduction</b>	30°	38°
<b>Adduction</b>	20°	25°
<b>Internal rotation</b>	35°	40°
<b>External rotation</b>	40°	42°
<b>KNEE: Flexion</b>	123°	130°
<b>Extension</b>	5°	5°
<b>ANKLE: DF</b>	0°	0°
<b>PF</b>	0°	35°

# HUMAN STUDY UK

## Statement of financial activities for the year ended 31 December 2020

<b>Income:</b>	Unrestricted £	Restricted £	Total funds £
Total Income for the period:	14	3,000	3,014
Total Income:	<u>14</u>	<u>3,000</u>	<u>3,014</u>

<b>Expenditure:</b>			
Total Direct Expenses:	0	1,629	1,629
Total Administrative Expenses:	14	0	14
Total Expenditure:	<u>14</u>	<u>1,629</u>	<u>1,643</u>
Total (Deficit)/Surplus:	<u>0</u>	<u>1,371</u>	<u>1,371</u>

<b>Balance Sheet as at 31 December 2020</b>		£
<b>Assets</b>		
Bank		1,371
		<u>1,371</u>
Total Current Assets		1,371
Total Fixed Assets		0

The accounts were approved by the trustees on 27 October 2021.  
and signed on their behalf by David Buchanan.

# FUTURE PLANS

## We plan to:

- create the first internationally accredited Category 2 General Practitioner Prosthetic & Orthotic (P&O) training course in Arabic,
- secure funding for the development of the first Internationally Recognised and Accredited P&O training facility in Ghana,
- secure funding to train 12 Prosthetist/Orthotists to BSc Degree level Prosthetists/Orthotists (graduate teachers) in Ghana,
- secure partnerships and funding to train 10 prosthetic technicians in lower limb modules for above knee and below knee prostheses over a 10 month programme in Armenia,
- establish delivery and funding partnerships for the creation of training programmes in Sierra Leone and the Democratic Republic of Congo,
- establish delivery and funding partnerships for the creation of training programmes in Sierra Leone and the Democratic Republic of Congo,
- secure funding to appoint PT CEO.

## ACKNOWLEDGEMENTS

We would like to thank the **Chalk Cliff Trust** for giving us our first donation and getting us started in the UK.

We would like to thank the **Sir Bobby Charlton Foundation** who began funding us in November (first payment received in the next financial year) and whose gift will help transform P&O services in Syria.

We would also like to say thank you to **John Mitchell**, our volunteer CEO in our first year. John is moving to Canada and will be supporting the set-up of Human Study in North America, and Human Study UK are seeking funding for a PT CEO to replace him.

We would like to thank all the students and staff at **NSPPL**, our Syrian partner, for the tremendous work that they are doing in incredibly difficult circumstances.

Our delivery in Syria and Turkey has been made possible by the dedication and incredible commitment shown by **NSPPL**, our training partner on the ground in Idlib and Al Bab in Syria and Reyhanli, Turkey. We salute the teams working inside Syria for their courage and dedication to supporting people injured by war to gain their lives.

We could not have achieved what we have achieved this year without the ongoing support, access to tutors and teaching materials and mentoring that the team have received from **Christian Schlierf** and the team at **Human Study**, our sister organisation in Germany.

Finally we would like to thank **Giles Duley** and the **Legacy of War Foundation**, whose support and partnership enabled us to start our programme in Syria.