

# MAITS

Global Disability Training

## Annual Report 2020-21

1<sup>st</sup> July 2020- 30<sup>th</sup> June 2021



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& support

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& support

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training

# MAITS – Improving the lives of people with developmental disabilities worldwide through the transfer of knowledge and skills

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**Meheen Dalamal**  
**CHAIRPERSON**

*Dear friends and supporters,*

**I am both proud and honoured to share with you, the 2020-21 MAITS Annual Report.**

Looking back, it is easy to focus on how challenging this year has been, but MAITS colleagues, volunteers and partners have proven that it is still possible to come together, while remaining a safe distance apart.

International travel is an integral part of MAITS operating model, so at the outset of the pandemic, we were concerned we would have to halt delivery our life-changing training in developing countries. However, thanks to our dynamic team and trusted partners, we utilised technology to aid our training and day to day work, which in the longer term has actually ended up supporting our delivery model, and helping to realise huge advantages in terms of flexibility and reach.

Over the last year, MAITS has trained an impressive 1009 individuals and reached almost 30,000 children with disabilities around the world. This would not be possible without the passion and dedication of everyone who has volunteered, worked for, and supported us through this challenging, but ultimately successful year. On behalf of the Board, I would like to extend a heartfelt 'thank you!' to all involved, and in particular to our donors, who share our commitment to improve the lives of some of the most vulnerable people within society.

With Gratitude,

*Meheen*







## Dear Friends and Supporters,

Those living in low-income countries, where families often have little access to information, guidance or specialist services may have some of the worst health outcomes and quality of life for children born with disabilities - we are here to change that, and this year our work has been more important than ever. In 2020-21 the world experienced the unprecedented impact of the Covid19 pandemic, with the UN Secretary-General highlighting that 'persons with disabilities are disproportionately affected by health, social and economic impacts of COVID-19' ('A Disability-Inclusive Response to COVID19' policy briefing, UN, 2020).

### Sadia Mirza

DIRECTOR OF OPERATIONS

This year, despite the pandemic, we were able to work in eight different countries, training 1009 people through 32 of our trainers, and ultimately helping to improve the lives of an incredible 30,000 children with disabilities. We responded rapidly by adapting our delivery models to include an online learning platform for practitioners and parents/ carers so we could continue providing our critical 'live' training online, focusing on areas most relevant to the pandemic. As restrictions eased, we have successfully moved to a hybrid model of in-person and online delivery, allowing us to remain flexible in our responses to changing circumstances worldwide.

This year we have also focussed on revamping our unique 'Trainer of Trainers' (ToT) model, following consultation with partners and a review of all our services. The new model now showcases a true example of community-led development in the disability sector where the needs assessment, training requirements, plan of action and monitoring and evaluation is all brought in by the local partner organisations.

Through local action, we are achieving global change. I would like to take this opportunity to thank our delivery partners, trainers, donors, and supporters for helping to make a difference to the lives of children with disabilities.

*Sadia Mirza*



## THE CONTEXT

# Our Story so far...

2008

MAITS was established and registered as a UK Charity in December 2008 as the result of a trip by one of the founding members, Niels Chapman, to Pakistan. He visited special needs schools and rehabilitation centres in Karachi, Pakistan to understand the need for professional training on disability in low resource settings.

2009



First multi-disciplinary team of MAITS professionals trained 30 Speech and Language Therapists from Komo Centre and Entebbe Welfare School, Uganda. MAITS hired its first clinician onto the team in addition to the highly experienced volunteer clinicians and educators that we work with.

2010



MAITS conducted training visits to Sadhana Village, India to start compiling its very first training manual for community workers, caregivers and parents of children with special needs. A multi-disciplinary team of experienced clinicians wrote the programme.

2011



Biggest overseas training trip by a team of 11 clinicians delivered trainings at four major special needs institutes and centres in India. The team of volunteer speech and language therapists, occupational therapists, physiotherapist and special needs teachers directly trained 168 disability professionals in India benefitting over 480 individuals.

Olivia Donnelly joined the board as a trustee.

2014



MAITS started working on training for babies struggling to feed because of an underlying disability or premature birth. This resulted in the development of our life-saving training programme on infant feeding difficulties.

2013



MAITS started providing APT (Appropriate Paper-Based Technology) training on how to make therapy equipment out of paper and cardboard in Bangladesh. The team trained 29 professionals, representing nine different organisations in Chittagong. Since, the team has been again in 2014, 2016, 2018 and again in 2019 to continue their APT training in Bangladesh creating an effective continued training programme.

2012



MAITS launched its very first training manual for caregivers to work with children with developmental disabilities.



2015



The launch of our online platform for trainers and organisations to register with MAITS which allows us to match people looking for training with professionals who can provide tailored courses to match their training needs.

We also partnered with the Nathan Ebanks Foundation in Jamaica to train over 150 professionals working with children with developmental disabilities.

Annabel Heathcoat-Amory joined the board as a trustee

2016



MAITS released its training package on supporting children with feeding difficulties.

We also organised the first train the trainer style programme at Nathan Ebanks, Jamaica which resulted in the development of our training manual for Community Health Workers.

2017



MAITS hired our first ever CEO, Esther Hamilton, as part of the recommendations in a review by an external charity to develop our work. We launched our impact report spanning our achievements from 2011 – 2017.

We had the sixth return visit by Art Therapists to Zambia Therapeutic Art Centre taking the total number of beneficiaries of this training programme to 697. MAITS wins first external funding by pitching at a Dragon's Den style event at The Funding Network.

2021



MAITS launched its hybrid model of Training of the Trainer programme in five focus countries – India, Pakistan, Bangladesh, Sri Lanka and Uganda.

2020



Established online training programme by adopting the Caring for/ Working with children with neuro developmental disabilities to keep reaching out to marginalised families during pandemic.

2019

MAITS reached its millionth beneficiary this year!

MAITS expanded its team after having secured funding for a Project Coordinator and a Fundraiser from The Funding Network and the Fore, with a contribution from the Big Lottery.

2018



Three MAITS volunteers were awarded the Prime Minister's Points of Light Award for their voluntary work with MAITS! Janet Ivin, John Carter and Geraldine O'Grady were three of only six people who received this award for their outstanding volunteer work for those with special educational needs and disabilities.

The project we partnered with the Nathan Ebanks Foundation to run in Jamaica won a merit award at the World Cerebral Palsy Awards!

We ran 17 small training programmes in response to locally developed requests. We launched our infant feeding programme as a Train the Trainer programme in Rwanda where our trainers and their new trainees ensured that we exceeded our target and trained 94 local professionals. This was funded by The Funding Network.

Our long-term Chair Asif Rangoonwala stepped down from the board after 10 years' of dedicated service. Meheen Dalamal was elected the new Chair, Annabel Heathcoat-Amory was elected Vice Chair and we recruited a Treasurer, Stuart Robertson.

## OUR IMPACT

# Key Achievements 2020-21



11

ORGANISATIONS  
IN SIX DIFFERENT  
COUNTRIES  
PARTNERED WITH

1009

NUMBER OF  
PEOPLE TRAINED

33,470

APPROXIMATE NUMBER OF  
PEOPLE WITH DISABILITIES  
THAT WE REACHED

### Ethiopia

Our senior trainer, Aasiya Sachwani delivered customised training to the Special Educators from CHADET which was locally disseminated to over 300 Special Needs Teachers in Ethiopia benefitting 1800 children as reported by the partner organisation.

### Uganda

Three psychologists led training in Kampala to produce a Forum Theatre performance to raise awareness of disability and mental health problems, as many children born with disabilities are believed to be the consequence of infidelity or evil, leading to mothers and babies being rejected by their family and communities. Working with local healthcare workers and people with disabilities, they used a range of group exercises to look at the participants' personal experiences of mental health.



## Sri Lanka

Partnered with CP Lanka and trained 18 therapists through MAITS ToT Programme. The therapists aim to further build capacity of 90 Community Health Workers in a years of time who would provide services to children with disabilities in comfort of their homes. Translated MAITS Training Package in Sinhala to remove language barriers.

## India

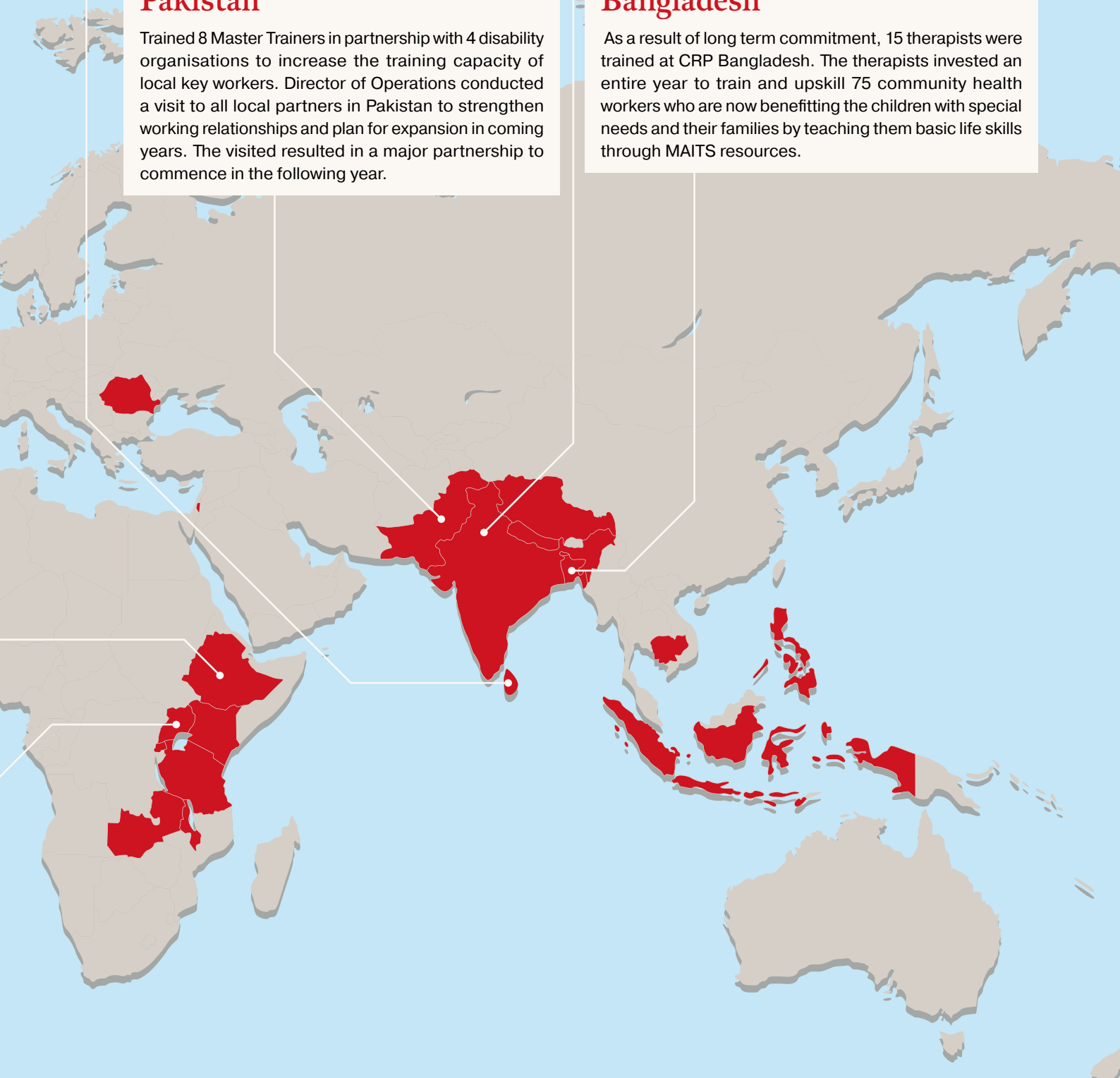
Reconnected with Satya Special School to support Anganwadi Worker Training to care for children with neurodevelopmental disabilities through MAITS resources. MAITS trained 12 therapists at Satya Special School and translated the resources in Tamil to facilitate knowledge sharing with the key workers and parents of children with special needs.

## Pakistan

Trained 8 Master Trainers in partnership with 4 disability organisations to increase the training capacity of local key workers. Director of Operations conducted a visit to all local partners in Pakistan to strengthen working relationships and plan for expansion in coming years. The visited resulted in a major partnership to commence in the following year.

## Bangladesh

As a result of long term commitment, 15 therapists were trained at CRP Bangladesh. The therapists invested an entire year to train and upskill 75 community health workers who are now benefitting the children with special needs and their families by teaching them basic life skills through MAITS resources.



## PURPOSES & AIMS

# Who we are

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

We have a network of partner organisations in different regions whose specialist disability staff deliver MAITS training packages to front line health workers, teachers and community workers who in turn skill up families and caregivers. These packages are delivered following a 'Trainer of Trainer' model of capacity building. We also facilitate bespoke training to healthcare and education staff on specific topics related to disability and mental health, which is delivered by specialists under our Small Grants scheme. All training is provided free of charge. MAITS helps to facilitate the training and provides grants to cover costs.

### Vision

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

### Mission

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

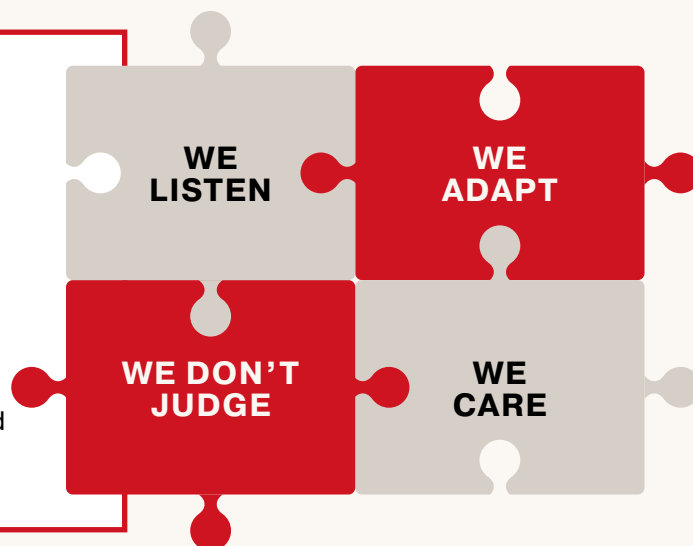
### Strategic aims

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

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

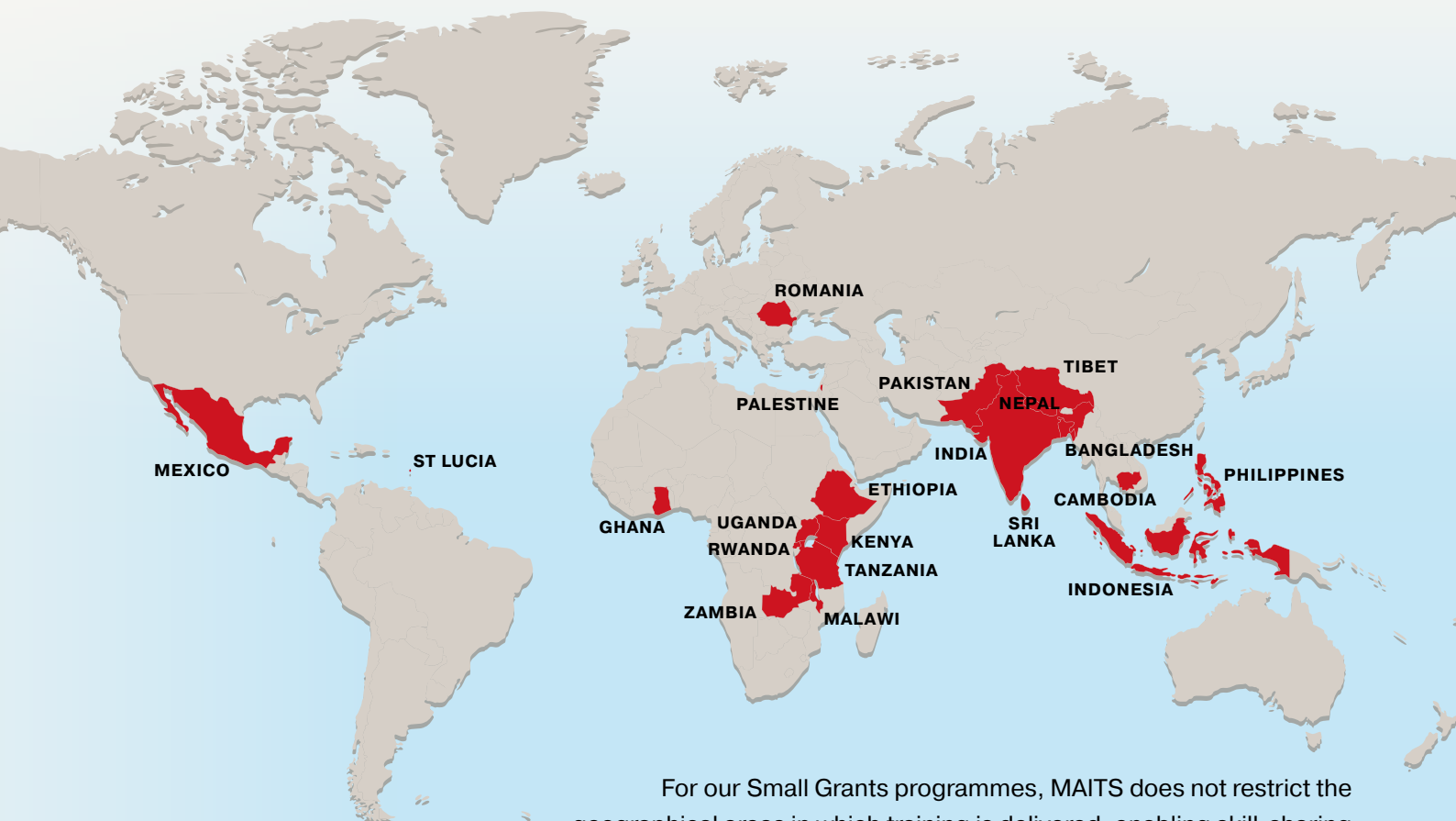
## MAITS Values

MAITS requested our key stakeholders this year to share their views on the values exhibited by our staff and through our programmes. We received 22 responses from various stakeholders and collated these. The four most highly rated attributes, illustrated in the image below have now become recognized as our core organisational core values.



## Where we have worked:

We have worked in 23 countries, with a current focus on South Asia and Africa for our larger Trainer of Trainer programmes. For our Small Grants programmes, MAITS does not restrict the geographical areas in which training is delivered, enabling skill-sharing with those serving marginalised populations in any part of the globe.



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## WHAT WE DO: THE IMPACT OF OUR WORK

# Theory of Change

How what MAITS does contributes to what we want to achieve

INPUT	ACTIVITIES	OUTPUTS	OUTCOMES	IMPACT
<b>Funding and coordination of training programmes</b> 	Life-saving training for staff working with disabled babies and children with feeding difficulties.	Strengthened capacity of professionals to provide a service to babies and children with feeding difficulties.	Hospital and clinic staff have the knowledge and skills to support children at risk of malnutrition and infection.	Increased breastfeeding and survival rates and subsequent health, development and well-being of babies and children with physical disability.
	Training on how to make low cost assistive devices and rehabilitation equipment from cardboard using innovative techniques.	Local production of disability equipment that is otherwise unavailable and/or unaffordable.	Individuals with disabilities have access to equipment that improves their health, development and independence.	
	Training non-specialist staff on basic techniques to promote positive care practices for children with disabilities through work with their families.	Non-specialist staff in community, education and care settings have the skills to support children with disabilities and teach this to their families.	Individuals with disabilities have access to improved care and support, where specialist services are scarce or non-existent.	
	Providing Continuous Professional Development training to healthcare and education staff on working with individuals with disabilities.	Healthcare and education professionals have the skills to provide a quality service to individuals with disabilities.	Individuals with disabilities have increased access to healthcare and education services that meet their needs.	
<b>Skill-matching</b> 	Providing a matching service for organisations seeking training and professionals offering to share their skills.	Staff working for organisations who provide a service to individuals with disabilities and their families receive training.	Local staff have improved knowledge and skills and are able to provide an enhanced service.	Individuals with disabilities are enabled to reach their full potential, with good health and wellbeing, through improved access to family support, quality healthcare and education.
<b>Producing training resources</b> 	Designing disability training programmes and resources where there is an unmet need.	Those caring for and working with people with disabilities in developing countries have access to resources that improve their knowledge and skills.	People with disabilities receive skilled care at home and from health and education services.	
<b>Resource library</b> 	Developing and maintaining an online library of freely available information documents and training resources.	A range of materials on disability are available in one place for anyone to access.	Students, practitioners, disability organisations and researchers have access to valuable information and resources, meeting an unmet need.	Professionals are able to share their knowledge and experience with each other and thereby improve the quality of their work to improve the lives of disabled people.



# Key Achievements 2020-21



## Funding and roll-out of MAITS community health worker empowerment programme

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

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

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

Despite the COVID restrictions, MAITS has been working extensively in India, Pakistan, Bangladesh, Uganda and Sri Lanka to improve the quality of lives of families for whom access to support has been even more challenging than in usual times due to difficulties with travel and the recent shift of healthcare priorities.

### CHW Empowerment Programme – Pakistan

This year, MAITS partnered with ACELP Institute of Child Development, Ziauddin University, Indus Hospital, Al Rozan Association for Special Children and URAAN for a one-year programme. Through this programme MAITS has trained 14 Trainers who have further trained 65 Community Health Workers: 50 in Hyderabad and 15 in Karachi. The Community Health Workers (CHWs) had a little or no prior knowledge of working with children with neurodevelopmental disabilities and are now trained to a level to offer early intervention services. The CHWs have started visiting families with children with special needs to teach them basic life skills to give them some level of independence, and in turn improve the quality of life of the entire family. We are aiming to reach 325 families through the training in one year.

### MAITS Master Trainer, Aen Ul Huda, shared the story of Ahmed who is a 10





#### CASE STUDY

### **year old boy with Autism Spectrum Condition and is supported by a team of professionals at ACELP Institute of Child Development.**

He has undertaken a successful journey, from inattention to attention towards complex tasks (vocational programme), from non-compliance to compliance in activities with multiple people in multiple settings, and from snatching things to requesting.

Aen UI Huda from ACELP says, *"This is a huge achievement for our champ Ahmed! He's been helped through a team of professionals to achieve his potential by structuring his routine and making his life meaningful."*

According to his Mum, Ms Rabiya, *"He surprised us during the pandemic when sessions were made online and he participated well in them where even typical kids were struggling. It gives me so much satisfaction when I see him going to school all relaxed, wearing a smile on his face."*

## **CHW Empowerment Programme – Sri Lanka**

In Sri Lanka, MAITS partnered with the CP Lanka Foundation to deliver the Community Health Worker Empowerment Programme in 4 regions of the country; Northern Province, Southern Province, Central Province and North-Western Province, to train 18 therapists as MAITS Trainers. These trainers were trained online through 1-2 hour sessions delivered over the course of two weeks by a multidisciplinary team of MAITS Master Trainers from Canada, India and Pakistan.

In order to reach out to the communities at the grass root level, we translated the Parent Guide into Sinhala and Tamil with the help of our local partner organisation. The 18 therapists will train 90 Community Health Workers spread over 4 provinces to reach out to children with special needs and their families. The training of the Community Health Workers was put on hold due to in-country COVID restrictions, as this level of training is more suited to face-to-face training. Through this programme, MAITS aims to improve the lives of 450 families in Sri Lanka.

## CHW Empowerment Programme – India

Our partner in Sri Lanka introduced MAITS to Satya Special School in South India. MAITS had previously funded APT (Appropriate Paper-based Technology) training at Satya Special School and considered the organisation a good fit to disseminate our Community Health Worker programme in their region. This year, MAITS partnered with Satya Special School to train 12 of their therapists to become MAITS Trainers. Through this programme, Satya Special School committed to train 60 Anganwadi Workers (government community health workers) in South India, using the Tamil translation of the resources, who will benefit 300 families with children with special needs in their community. The training was delayed due to the Anganwadi Workers' participation in the COVID vaccination programme; the training resumed in October 2021.

## CHW Empowerment Programme – Uganda

In 2020, MAITS trained 21 therapists at the Kyaninga Child Development Centre in Uganda to become MAITS Trainers. These 21 therapists were trained online through sessions spread over two weeks and conducted by a multidisciplinary team of Master Trainers from Pakistan. The same team of Master Trainers is assigned to visit Kyaninga to deliver a bespoke programme on Sensory Integration to the therapists when travel restrictions are lifted.

So far, the Kyaninga therapists have trained 61 Village Health Workers on the first part of the training package. The training was paused because of COVID curfews and has been scheduled to resume in October 2021. Through this training the VHTs will be able to help 450 families with children with special needs in the first year following training.



### CASE STUDY

Mary Ochaki, a Village Health Worker (VHT) from Fort Portal who was recently trained at Kyaninga Child Development Centre, shares her belief around disability:

*“Children with disabilities must fit in the community with others. To my knowledge every child and family is different. The training has really helped us understand about disability.”*

Kalyegira, VHT from Kaguma says:

*“I have learnt a lot about identifying disabilities. This training has been so very helpful and capacity building. I promise to go on to change the lives of many in our community.”*



## CHW Empowerment Programme - Bangladesh

In 2020, MAITS also partnered with the renowned CRP (Centre for the Rehabilitation of the Paralysed) to roll out our Community Health Worker Empowerment Programme in Bangladesh. MAITS has trained 15 therapists from the CRP to become MAITS Trainers. Since then, they have successfully trained 45 CHWs who have now started home visits and have collected baseline information from 43 children with special needs. We aim to reach over 200 families in one year.

In summary, MAITS has this year trained 80 healthcare professionals to become MAITS Trainers who in turn have trained 321 Community Health Workers working with families in desperate need of guidance on how to care for their child with special needs.

Our Community Health Worker Empowerment Programme is currently focused on the capacity building of professionals and caregivers living mainly in South Asia and East Africa. The aim is to develop enough local expertise to enable the continued cascade of knowledge and skills, and thus the delivery of this essential early intervention work to more and more children and families in their own homes.





# Other Services

## MAITS programme for infant feeding difficulties



One million babies are born every year with a disability which is often associated with premature birth. All of these babies will need support with breastfeeding.

In developing countries, 50% of babies born at 32 weeks die due to lack of support, including support to breastfeed. MAITS' Infant Feeding programme aims to reduce infant mortality and improve the health of babies with disabilities and those born prematurely, by enabling healthcare staff to support mothers to use simple feeding and caregiving techniques that can significantly improve their chance of survival and improve their quality of life.

Previous pilots of our package in Malawi, Uganda and Sri Lanka achieved the goal of exclusive breastfeeding with 100% success. Using our techniques, 60% of the babies started feeding within minutes; meaning the difference between life and death.

This is a very hands-on training and needs to be delivered face-to-face. Whilst being unable to train more trainers in new locations due to Covid travel restrictions we do know that our MAITS Trainers in Rwanda have been continuing to train staff on the ground using the MAITS infant feeding resources. One trainer (a senior nurse) explained that the MAITS Guide for Working with Infants with Feeding Difficulties has been adopted and integrated in the clinical and training protocol for staff at the Paediatric Development Clinic (PDC). Two of the trainers reported that the MAITS training had provided them with the knowledge, skills and confidence that enables them to train others as part of their day-to-day work.

We are making plans to resume dissemination of the Infant Feeding training, based on local requests, once Covid restrictions have reduced.

## Skill Matching and Small Grants Scheme



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

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

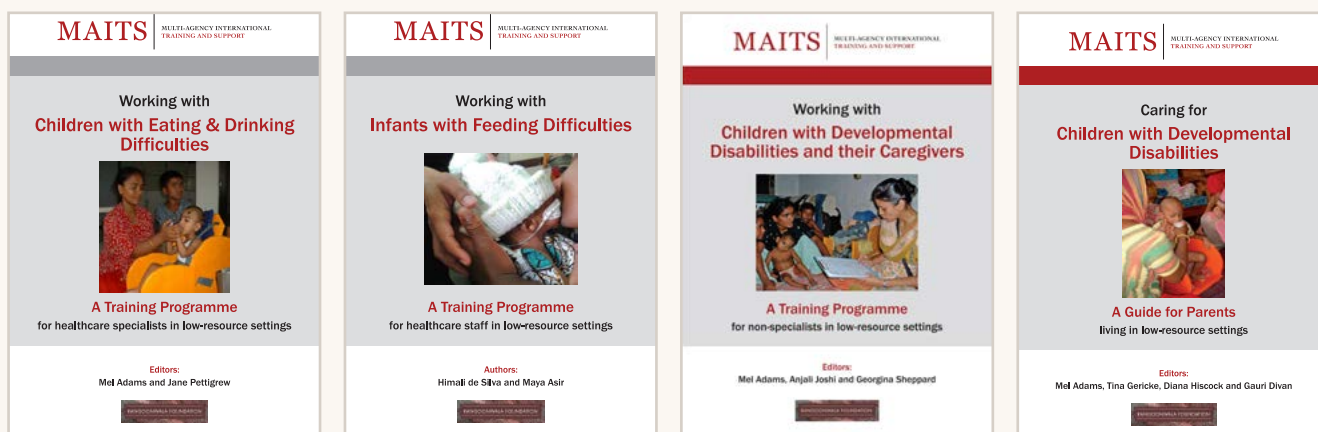
MAITS provides small grants to enable training to take place. Since 2011, we have provided 159 grants to enable training for 4378 staff working in rehabilitation and special education settings in a range of topics, including the making of low-cost equipment to promote learning and independence.

In 2020/2021 we approved 4 more small grants. These have been which have been deferred to 2022 due to current risks to the health and safety of the visiting trainers.

## Production of training resources



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

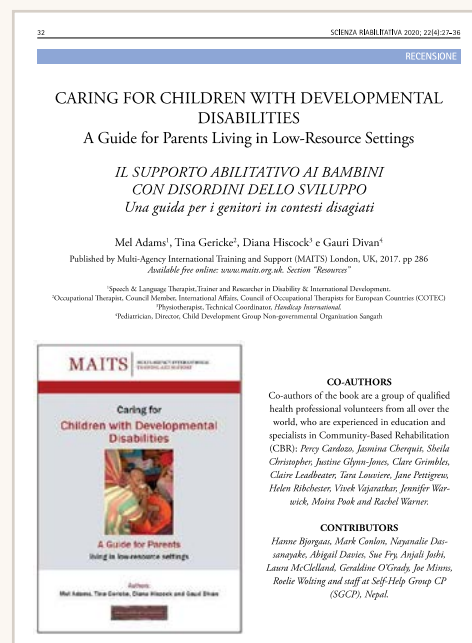


Our training packages have been accessed, to date, by more than 326 individuals and organisations in over 40 countries around the world.

We have received endorsements for both the Infant Feeding programme, which MSF would like to include in their resource library, and the Guide for Parents on Caring for Children with Developmental Disabilities, which has been reviewed in the scientific journal of the Italian Association for Physiotherapists (Associazione Italiana di Fisioterapia; October 2020).

This review acknowledges the simplicity and usefulness of the MAITS package. The reviewer, Sofia Bizzarri (Paediatric Physiotherapist) recommends the Parent Guide and states, “This is a very significant publication for those working in disadvantaged settings with the parents of children presenting with motor, cognitive and behavioural disabilities. It can be considered an essential guide for all professionals who are involved in CBHR experiences. After obtaining permission from the publishers, organisations and individuals are invited to copy, reproduce and adapt the contents of the manual, as well as translating them into other languages.”

As for the application of the resource, the reviewer suggests that “The manual format will be particularly useful to all working with disabled children in low resource settings (nurses, social and health assistants, educators, community workers), contexts in which the Community Based Rehabilitation model is indicated. It should be of interest to the international Specialist Interest Groups “Physiotherapists Without Borders” and “Paediatric Physiotherapy”. The reviewer goes on to say “In this sense, the manual was recently used by paediatric physiotherapists from Florence, Italy for a training project held for local rehabilitation and community workers in Aleppo, Syria. Several contents can serve as a valuable Parent Education resource for paediatric rehabilitation therapists working in western countries”.



# How our activities deliver public benefit

All our charitable activities focus on improving the quality of and access to therapeutic, health and educational services provided to individuals with disabilities in low- and middle-income countries. We do this by providing training to the staff working in these sectors who have limited access to training and development.

In recent years, the emphasis of most internationally recognised organisations working in the disability sector has tended to focus on promoting rights rather than developing the technical skills of staff working with children with special needs and their families.

Although the WHO and other international bodies are beginning to bring health workers back into focus, this remains at the level of service-level guidelines rather than grass-roots clinical guidance. MAITS is therefore aiming to address this gap.

MAITS is also unique in the following:

- Its specific focus as an international charity on neurodevelopmental disabilities, including autism and learning disability as well as cerebral palsy.
- The range of disability and special needs workers that it supports. The innovative approach to working with babies and children taught through our training packages; focusing on easy-to-learn, low-cost techniques which impact directly on life expectancy and quality of life.

The way we use the 'Training of Trainer' (TOT) model in our programmes to upskill staff working at the grass roots level. This is not only disseminated through local therapists trained up by MAITS but incorporates an ongoing system of quality assurance through regular supervision and support for the trainers and staff on the ground. **Who has used and benefitted from our services?**

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

MAITS has 284 trainers on its register. The majority are Speech and Language Therapists, Occupational Therapists and Physiotherapists. Others include creative arts therapists, special educators, nurses and psychologists. 111 of our trainers are from low- and middle-income countries and we are proactively aiming to increase the numbers of these.

Since 2009, we have provided training to 6952 individuals in over 23 countries benefitting over 1,373,671 children with disabilities and their families.





\* Figures are calculated based on average caseloads per trainee type (e.g. clinic based therapist vs community worker etc.) per year, multiplied by every subsequent year following training, up to a maximum of 5 years following training (due to inevitable attrition). These estimated caseloads are based on data we collected from trainers over a period of 4 years (2009-2013) during which 57 organisations received training.

# Plans Ahead – 2021-2022

## Our priorities:

Improved access to guidance for parents in low resource settings on how to support their babies and children born with special needs to survive and thrive. This will be achieved through the following:

- The continued roll-out of MAITS' Trainer of Trainer (ToT) programmes through current and new partnerships, focusing on promoting sustainability, with local communities leading change from within and embedding our programmes into existing structures where possible.
- Prioritising families with the most limited access to services and support.
- Developing additional resources ( . e.g., audio-visual materials) to assist the trainers and community workers in making their information accessible.
- Ensuring the ongoing quality of our programmes through the development of audio-visual resources, the systematic support and supervision of our trainers and the monitoring and evaluation of our programmes.
- Access for health and education staff working in low-resource settings to training on disability and mental health, facilitated through our matching service and Small Grants scheme.

## Our operational focus:

- Expanding and modifying our methods of delivering training and support remotely whilst maintaining quality and effectiveness.
- Continuing to diversify our funding.
- Strengthening our monitoring and evaluation processes and our social impact assessment.

## Challenges:

- Funding in the non-profit sector has diverted more towards COVID direct response programmes.
- Travel restrictions due to COVID pandemic have restricted our ability to deliver our training programmes (some can only be delivered face-to-face). We will continue to work with other local partners to raise awareness of developmental disabilities and the importance of making sure that the specific needs of people affected by neurodevelopmental disabilities are included in health, education and development programmes and strategies in the international context.

## Opportunities:

- Disability is an increasing priority in the development sector, with the introduction of disability into the “UN Sustainable Development Goals ” and the “Leave No-one Behind Agenda ”. With the Grand Bargain, there is a greater commitment than ever to gear funding towards and improve the capacity of local NGOs and partners. MAITS' emphasis has been on building the capacity of local partners in the field and responding to need, as identified by local partners.
- Local partnerships are a key priority within our strategy and we want to move towards ensuring that there is buy-in for the MAITS' model at a strategic level wherever we work.
- We will therefore be prioritising working with local government and academic institutions as well as local and international NGOs, local schools, health and disability services to embed the MAITS model within local structures, for maximum impact.







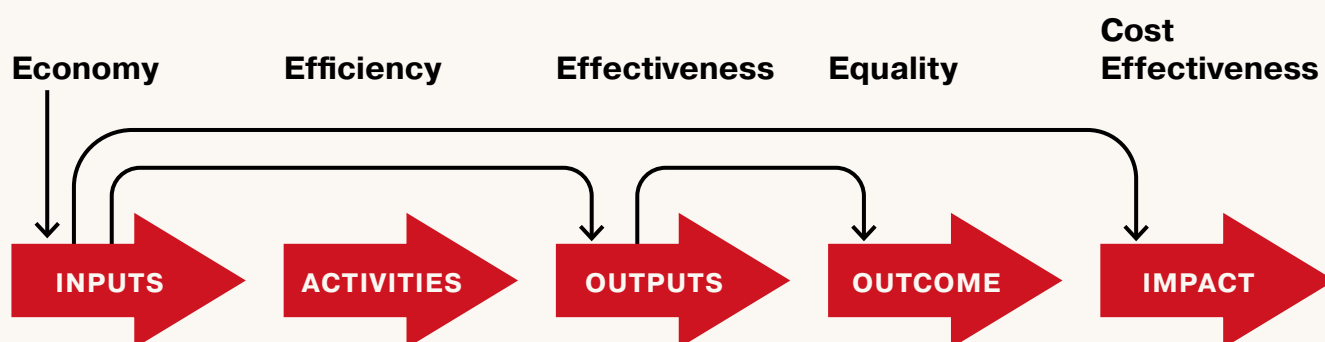
## HOW MAITS REPRESENTS

# Value for Money

MAITS is committed to the importance of Value for Money, which is vital in ensuring that funding provided by our donors is spent in a way that is accountable and that enables us to ensure that each pound is maximised to make the most difference to the lives of those we are seeking to serve. We take the responsibility of ensuring we are accountable for any funding awarded very seriously.

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

These are the keyways in which MAITS represents value for money:



### Economy

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

**Local Trainers** – As we are relying more and more on the local Trainer of Trainer model to deliver our programmes, not only are there reduced travel expenses for our trainers, but there is a greater likelihood that increased skills developed within the workforce will stay within local communities, with the risk of ‘brain drain’ reduced.

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

### Efficiency

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



## Effectiveness

**Monitoring, evaluation and adaptation** – We monitor our products and services through rigorous evaluation activities and modify them as required to ensure that our training resources, programmes and approaches are as effective as possible. We do this through stakeholder feedback, observation of trainings, observations of practical trainee assessments as well as collecting data from the field on the impact of the interventions delivered by our trained community health workers, using our Guide for Parents, on the children and families they support. We have plans for an independent evaluation of the Community Health Worker Empowerment Programme to be overseen by the London School of Hygiene and Tropical Medicine which will include recommended modifications. Some modifications made to the ToT programme this year include reducing the number of attendees at online training sessions, adding activities to make the sessions more interactive, commissioning the development of additional audio-visual resources to overcome the current limitations on face-to-face training, reviewing our criteria to qualify as a MAITS trainer and formalising the supervision and support structure for all trainers and community health workers using the MAITS resources. We also have plans to redevelop our website, in response to feedback, with the aim of enhancing our skill-sharing activities and promoting much-needed access to information.

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

## Equity

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

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

## Cost Effectiveness

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

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

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

# MULTI AGENCY INTERNATIONAL TRAINING & SUPPORT (MAITS)

## STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2021

	Notes	Unrestricted fund (£)	Restricted fund (£)	2021 Total funds (£)	2020 Total funds (£)
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	15,783	116,322	132,105	90,130
Investment income	3	5	–	5	95
Total		15,788	116,322	132,110	90,225
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
	4				
Programme delivery		18,107	86,185	104,292	128,839
Governance costs		10,241	–	10,241	7,546
Total		28,348	86,185	114,533	136,385
<b>NET INCOME/(EXPENDITURE)</b>		(12,560)	30,137	17,577	(46,160)
Transfers between funds	11	10,918	(10,918)	–	–
Net movement in funds		(1,642)	19,219	17,577	(46,160)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		21,865	45,916	67,781	113,941
<b>TOTAL FUNDS CARRIED FORWARD</b>		20,223	65,135	85,358	67,781



# MULTI AGENCY INTERNATIONAL TRAINING & SUPPORT (MAITS)

## BALANCE SHEET 30 JUNE 2021

	Notes	Unrestricted fund (£)	Restricted fund (£)	2021 Total funds (£)	2020 Total funds (£)
<b>CURRENT ASSETS</b>					
Debtors	9	–	–	–	25,153
Cash at bank		21,523	67,689	89,212	51,264
Total		21,523	67,689	89,212	76,417
<b>CREDITORS</b>					
Amounts falling due within one year	10	(1,300)	(2,554)	(3,854)	(8,636)
<b>NET CURRENT ASSETS</b>		20,223	65,135	85,358	67,781
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		20,223	65,135	85,358	67,781
<b>NET ASSETS</b>		20,223	65,135	85,358	67,781
<b>FUNDS</b>					
Unrestricted funds	11			20,223	21,865
Restricted funds				65,135	45,916
<b>TOTAL FUNDS</b>				85,358	67,781

# Our Partners – 2020-2021

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

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

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



## Our supporters

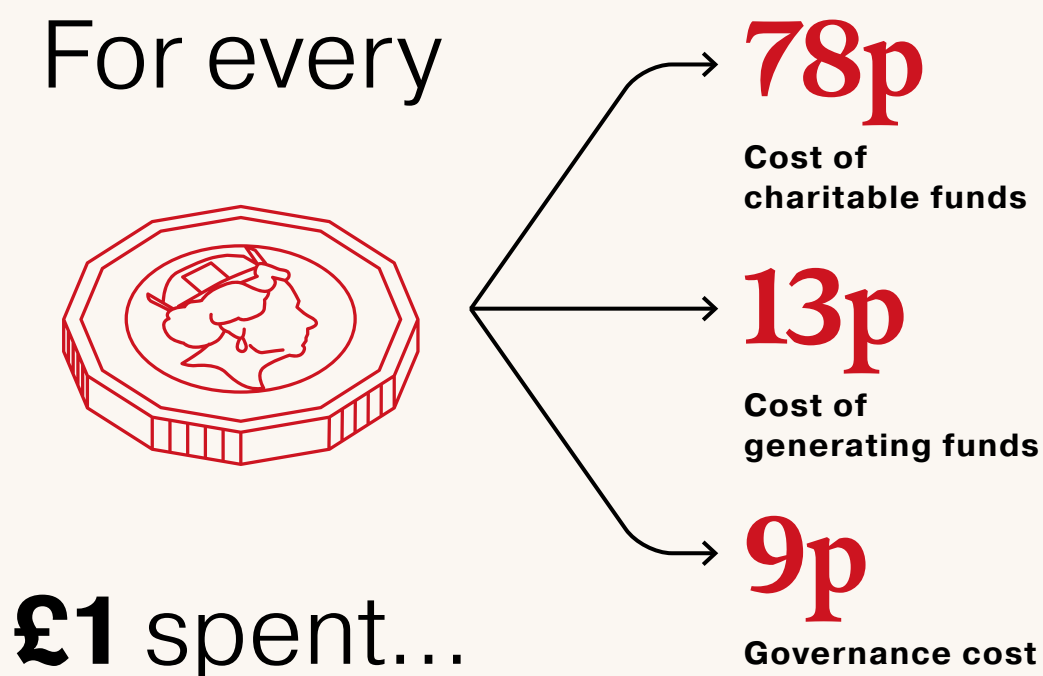
We would like to extend a big thank you to our supporters who make our work possible.



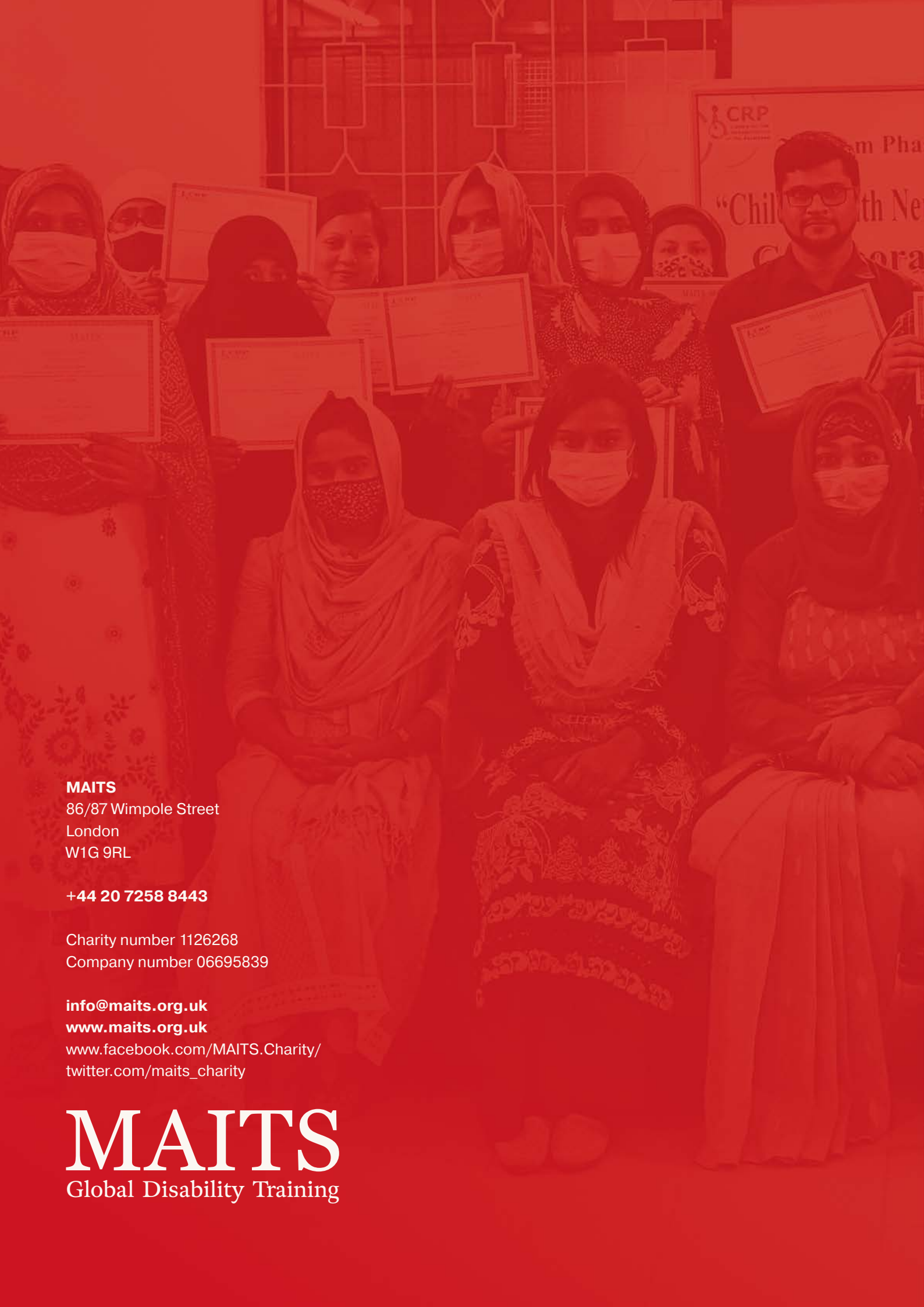
# HOW YOU CAN SUPPORT MAITS Work

**Become a volunteer trainer** – if you are interested in becoming a volunteer trainer and are a healthcare or education professional with 4 years' experience and experience in a developing country, get in touch via <http://www.maits.org.uk/register/> or contact us via [info@maits.org.uk](mailto:info@maits.org.uk).

- **Pro-bono work** – MAITS has received generous pro[1]bono support including from law firms and graphic design companies, as well as for office space.
- **For other volunteering opportunities** – whether for fundraising, comms or other please get in touch.
- **Donate by sending a cheque** to our office in Wimpole Street or online at <https://www.globalgiving.org/donate/45601/maits-multi-agency-international-training-and-support/> or get in contact to set up a direct debit.
- **Company giving and Trusts and Foundations** – please get in touch with our Director or Operations at [sadia@maits.org.uk](mailto:sadia@maits.org.uk) or 0207 258 8443







## **MAITS**

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Charity number 1126268  
Company number 06695839

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**[www.maits.org.uk](http://www.maits.org.uk)**

[www.facebook.com/MAITS.Charity/](https://www.facebook.com/MAITS.Charity/)

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# MAITS

Global Disability Training