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MAITS

Global Disability Training

Annual Report 2022-23

1st July 2022- 30th June 2023



education,
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& support
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& support

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

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Dear friends and supporters,

It is with immense pride and honour that I present the MAITS Annual Report for the year 2022-23.

According to the WHO 2023 Factsheet, a staggering 1.3 billion people, equivalent to 16% of the world's population or 1 in 6 individuals, experience significant disabilities. Shockingly, some persons with disabilities face premature mortality, up to 20 years earlier than those without disabilities.

These individuals also bear twice the risk of developing various health conditions, such as depression, asthma, diabetes, stroke, obesity, or poor oral health. The health inequities they endure, stemming from factors like stigma, discrimination, poverty, and exclusion.

Meheen Dalamal
CHAIRPERSON

In 2006, the United Nations Convention on the Rights of Persons with Disabilities (CRPD) was ratified, coinciding with MAITS' establishment in 2008. Now, sixteen years later, we persist in our mission to realise the rights of children with disabilities through our unique training packages. Our efforts align directly with Sustainable Development Goals 3, 4, and 8, emphasising health and wellbeing, access to education, and the social inclusion of persons with disabilities.

To date, our impact spans 23 countries and involves 79 partner organisations, with 7379 trained individuals on the ground, collectively reaching over 1,400,000 families.

Our diverse roster of 284 trainers, including Speech and Language Therapists, Occupational Therapists, Physiotherapists, Creative Arts Therapists, Special Educators, Nurses, and Psychologists, reflects our commitment to inclusivity. Notably, 102 trainers hail from low- and middle-income countries, a number we are actively working to increase.

Our 15 Master Trainers, 25 Basic Level Trainers, and 88 Trainers in Training, spanning 6 countries, represent our dedication to building sustainable expertise. This year, in collaboration with 14 local organisations across 7 countries, we have trained 226 individuals, positively impacting approximately 6850 children with disabilities and their families.

None of these achievements would be possible without the unwavering passion and dedication of our volunteers, staff, and supporters throughout this challenging yet ultimately triumphant year.

On behalf of the Board, I extend a heartfelt 'thank you!' to all involved, with special gratitude to our donors who share our commitment to improving the lives of some of the most vulnerable individuals in society.

With gratitude,

Meheen



Dear friends and supporters,

I am pleased to share the impactful strides MAITS has taken in the past year, thanks to our dedicated colleagues, volunteers, and partners. Despite global challenges, our commitment to creating positive change for children with disabilities remains unwavering.

In low-income countries, where families often lack access to crucial information and services, children with disabilities face severe health outcomes. UNICEF (2022) reports that approximately 15% of the global population, totalling one billion people, live with a disability, including 240 million children.

Sadia Mirza
DIRECTOR OF OPERATIONS

Amidst ongoing recovery from the pandemic and new challenges arising from conflicts and climate change, MAITS has successfully adapted training packages to meet the evolving needs on the ground.

Since our inception in 2009, we have trained 7,379 individuals in over 23 countries, positively impacting around 1,400,000 children and their families.

Our flagship Community Health Worker (CHW) Empowerment Training has excelled in Pakistan, India, Bangladesh, and Burundi.

Small grants have played a vital role, with 184 grants awarded since 2011 and an additional 20 in the past year for training in Zambia, Kenya, India, Pakistan, Nepal, and Ghana.

A notable achievement in 2022 was the Appropriate Paper-Based Technology (APT) training session in SGCP, Nepal. Led by Heather and Alan Angilley, therapists from SGCP and ACELP in Pakistan gained valuable skills in creating sustainable, low-cost equipment for children with disabilities.

This success underscores the effectiveness of our approach, and we are thrilled that therapists from SGCP Nepal and ACELP now possess crucial skills in this significant technology.

I extend my deepest gratitude to our delivery partners, trainers, donors, supporters and especially ZVM Rangoonwala Foundation for their commitment to making a difference in the lives of children with disabilities.

Special appreciation goes to our dedicated team members – Mel Adams, Miranda McMillan, Faryal Khan, Jenny Simpson, and Melody Waterworth – for their tireless efforts in advancing our mission.

Through local action, we are achieving global change, and your continued support is instrumental in creating a world where all children can thrive.

With thanks,

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.

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

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.

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



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.

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.

2023



MAITS has launched its inaugural video resource to enhance the Community Health Worker Empowerment Programme. This video provides fundamental life skills techniques tailored for parents and caregivers of children who may be experiencing delayed or different developmental trajectories. The video is openly accessible on YouTube, presented in two languages to ensure widespread availability and inclusivity.

2022



MAITS signed a 3-year partnership with CareTech Foundation to continue rolling out the CHW Empowerment Programme in Bangladesh and Pakistan - until 2024.

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.

OUR IMPACT

Key Achievements 2022-23

14
PARTNER
ORGANISATIONS IN
SEVEN DIFFERENT
COUNTRIES

226
PEOPLE TRAINED

6,850
CHILDREN WITH
DISABILITIES AND THEIR
FAMILIES REACHED

Burundi

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

Uganda

MAITS trained therapists from Kyaninga Child Development Centre are generously offering their voluntary services to train fellow therapists and social workers in the MAITS Community Health Worker Empowerment Programme. The comprehensive planning and development of training materials have been successfully accomplished, setting the stage for in-person training sessions scheduled to take place in Burundi in the upcoming financial year.

Ghana

MAITS supported a week-long intensive communication skills training which was conducted by three Allied Health Professionals, featuring Art Psychotherapists Lesley Hill and Liz Hall, along with Speech and Language Therapist Jenny Nayak. The innovative initiative, combining art psychotherapy and speech and language therapy, took place at the St Don Bosco School in the remote Upper West region of Ghana. The programme, attended by 22 participants including school teachers, the nurse, house mothers, and Ministry of Education stakeholders, aimed to enhance communication regarding children and young people (aged 8-18) with special needs. Additionally, members from the community mental health team (Ministry of Health) facilitated cross-professional learning.

Nepal

Appropriate Paper-Based Technology (APT) training session in SGCP, Nepal. This week-long training was attended by four therapists from the organisation, as well as three therapists and a carpenter from ACELP in Pakistan. APT is a method that allows the creation of sustainable custom built equipment, including adapted furniture, walking aids, and therapy tools for children with disabilities, all at a low cost.

Pakistan

MAITS partnered with HANDS (Karachi), Step to Walk (Hyderabad), Aga Khan Welfare Centre (Karachi), Donya Special School (Chitral), Marie Adelaide Leprosy Centre (MALC) along with continuing to work with our long-standing partners ACELP Institute of Child Development and Ziauddin University. Through these partnerships MAITS has trained 6 Level 2 Trainers and 68 Community Health Workers. We have estimated our reach to 680 families this year.

India

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

Bangladesh

MAITS offered additional training to 15 more therapists from CRP Bangladesh in order for them to reach more CHWs and families in need in their community. This training was led by one of MAITS's most experienced and respected Master Trainers who travelled from India, as well as three therapists from the CRP who were wanting to become MAITS Level 3 (Master) Trainers. These three CRP therapists started working with MAITS in February 2021. Since then, they have trained and worked with dozens of CHWs and families in their community using the MAITS guides.

Kenya

MAITS funded the engagement of two expert trainers, Cath Barton and Ruth Stevens, who conducted an advanced training course at The Potters House and Bethany Kids in Kenya. The training focused on the evaluation of children with Cerebral Palsy, therapy interventions, and the application of 24-hour postural management. The course also included hands-on instruction in the utilisation of Appropriate Paper-Based Technology (APT) for crafting assistive devices.

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

PURPOSES & AIMS

Who we are

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

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

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

Vision

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

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

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

SDG 3 = End preventable deaths of newborns and children under 5 years of age, SDG 4 = guaranteeing equal and accessible education, SDG 8 = Promoting inclusive economic growth and employment. [Sustainable Development Goals \(who.int\)](https://www.who.int).

SWOT Analysis

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



Where we have worked

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



Although we have worked in 23 countries, for the last 2 years we have focussed our efforts on projects in Asia and Africa, rolling out our Community Health Worker (CHW) Empowerment Programme. This year, we expanded our programmes to Nepal and Burundi. In Nepal, we delivered training on Appropriate Paper-based Technology (APT) to trainees from both Nepal and Pakistan. Further roll-out of our programmes in Sri Lanka have been put on hold for the time-being due to challenges on the ground. For our Small Grants programmes, MAITS does not restrict the geographical areas in which training is delivered, enabling skill-sharing with those serving marginalised populations in any part of the globe.

Our Packages and Programmes

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

APPROPRIATE PAPER BASED TECHNOLOGY

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

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



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

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

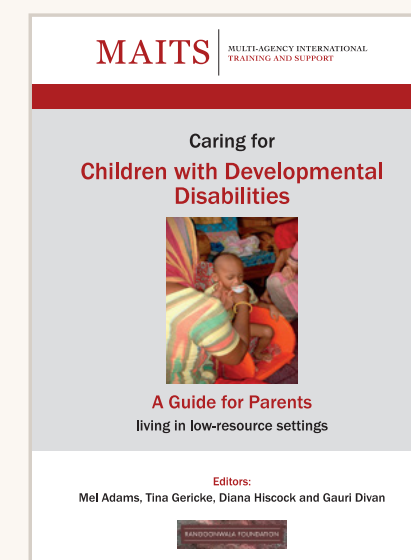
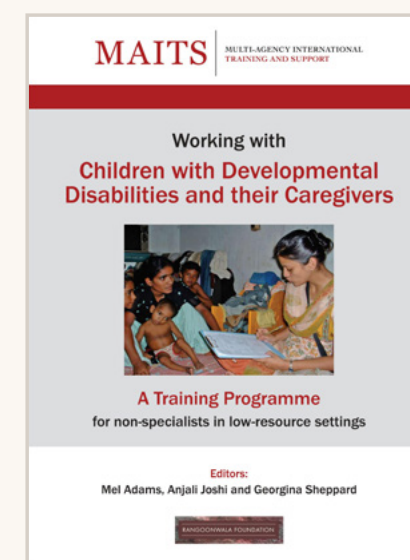
Potential trainers with the appropriate level of clinical expertise are trained on how to train others using the packages, through a combination of virtual and face-to-face learning. They are assessed throughout the process and only awarded certificates as MAITS trainers if they meet the criteria.

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

SUPPORT FOR DISABLED CHILDREN THROUGH THE COMMUNITY HEALTH WORKER (CHW) EMPOWERMENT PROGRAMME

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

Our Community Health Worker Empowerment Programme targets hard-to-reach families who have limited access to specialist therapists and therapy centres, and who rely on the skill and dedication of community workers to enhance the lives of their children with disabilities and therefore that of the family as well. The programme has been certified by the CPD certification service, and is being rolled out in Bangladesh, Sri Lanka, India, Pakistan and Uganda through local Trainers - local healthcare staff who have experience of working with children with neurodevelopmental disabilities (e.g., Physiotherapists, Occupational Therapists, Speech and Language Therapists) and have been through the MAITS ToT programme.



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

This is a user-friendly toolkit to be used by Keyworkers directly with parents. The MAITS programme is unusual because it takes a very functional and holistic approach and is unique in the way that it divides the guidance up according to levels of severity of disability as well as type (cerebral palsy and/or intellectual disabilities and/or autism spectrum conditions). The Guide takes the parents through the activities of the day, showing ways to promote the child's health, development and well-being. The guidance includes physical support as well as communication, with the aim of developing functional skills rather than addressing the impairments themselves – that being the role of specialist therapists.

The Guide contains useful tools to aid assessment of the child's strengths and needs, make decisions with the family on what aspects of their care to focus on, and then provides easy tips on how to support the child to develop their skills. It also includes tools to monitor progress and reset goals.

There are pictures to illustrate the simple support messages and we are in the process of making videos to accompany the Guide.



The resource has been reviewed by an Italian scientific journal, SCIENZA RIABILITATIVA 2020; 22(4):27-36. This review acknowledges the simplicity and usefulness of the MAITS package. The reviewer, Sofia Bizzarri (Paediatric Physiotherapist) recommends the Parent Guide and states:

“This is a very significant publication for those working in disadvantaged settings with the parents of children presenting with motor, cognitive and behavioural disabilities. It can be considered an essential guide for all professionals who are involved in CBHR experiences. After obtaining permission from the publishers, organizations and individuals are invited to copy, reproduce and adapt the contents of the manual, as well as translating them into other languages. Another aspect of the text deserves a mention. The authors call it a “work in progress” and professionals are invited to send their feedback with comments and suggestions to contribute to the contents of the next, revised edition. This invitation is an extra highlight, adding an original and dynamic opportunity of active participation. In conclusion this manual is highly recommended. It is easily available, free of charge, by sending the compiled request form to MAITS via email. The accompanying training program text and two similar books on feeding difficulties can be acquired the same way.”

Keyworker training: Working with Children with Developmental Disabilities and their Caregivers

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

The course aims to provide trainees with:

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

Accompanying videos

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



CHW Empowerment Programme – Pakistan

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

CHW Empowerment Programme – India

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

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

CASE STUDY

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

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

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



CHW Empowerment Programme – Bangladesh

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

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

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

CHW Empowerment Programme – Burundi

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

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

CHW Empowerment Programme – Georgia

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

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

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

Other MAITS Services

CHW Empowerment Programme – UK Focused Project

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

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



WORKING WITH INFANTS WITH FEEDING DIFFICULTIES

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

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

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

SKILL-MATCHING

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

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

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

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

PRODUCTION OF TRAINING RESOURCES



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

Our training packages have been accessed to date, by individuals and organisations in over 40 countries around the world. We have produced videos to accompany the CHW Empowerment Programme resources – to be used during training as well as with caregivers, accessible via smart phone or other suitable platforms depending on the context.

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

advancingnutrition.org/resources/disability-resource-bank

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

Home > Resources

Feeding and Disability Resource Bank

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


[SEARCH THIS RESOURCE BANK](#)

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

[What Is in the Resource Bank?](#) +

[Why Focus on Children with Feeding Difficulties and Disabilities?](#) +

[Who Should Use the Resource Bank?](#) +




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

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

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

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



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
Funding and coordination of training programmes 	Life-saving training for staff working with disabled babies and children with feeding difficulties. Training on how to make low cost assistive devices and rehabilitation equipment from cardboard using innovative techniques. Training non-specialist staff on basic techniques to promote positive care practices for children with disabilities through work with their families. Providing Continuous Professional Development training to healthcare and education staff on working with individuals with disabilities.	Strengthened capacity of professionals to provide a service to babies and children with feeding difficulties. Local production of disability equipment that is otherwise unavailable and/or unaffordable. Non-specialist staff in community, education and care settings have the skills to support children with disabilities and teach this to their families. Healthcare and education professionals have the skills to provide a quality service to individuals with disabilities.	Hospital and clinic staff have the knowledge and skills to support children at risk of malnutrition and infection. Individuals with disabilities have access to equipment that improves their health, development and independence. Individuals with disabilities have access to improved care and support, where specialist services are scarce or non-existent. Individuals with disabilities have increased access to healthcare and education services that meet their needs.	Increased breastfeeding and survival rates and subsequent health, development and well-being of babies and children with physical disability. Reduced disability experienced by the individual, leading to increased productivity, participation and quality of life for them and their families. 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.
Skill-matching 	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.	
Producing training resources 	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.	
Resource library 	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.

How our activities deliver public benefit

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

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

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

MAITS is 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 for caregivers which impact directly on life expectancy and quality of life.
- The way we use the 'Training of Trainer' (TOT) model in our programmes to upskill staff working at the grass roots level. This is not only disseminated through local therapists trained up by MAITS but incorporates an ongoing system of quality assurance through regular supervision and support for the trainers and staff on the ground.

Who has used and benefitted from our services?

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

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

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

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

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

Our current beneficiary numbers are based on the following estimates:

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

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

H = Hospital inpatient unit: each nurse works with 3 cases per week > x 50 = 150 per year



Structure, Governance and Management

Governing Document:

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

Recruitment and Appointment of Management Committee:

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

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

Trustee Induction and Training:

Trustee induction and training for this period included:

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

Risk Management:

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

Key risks previously identified and mitigation update:

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

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

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

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

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



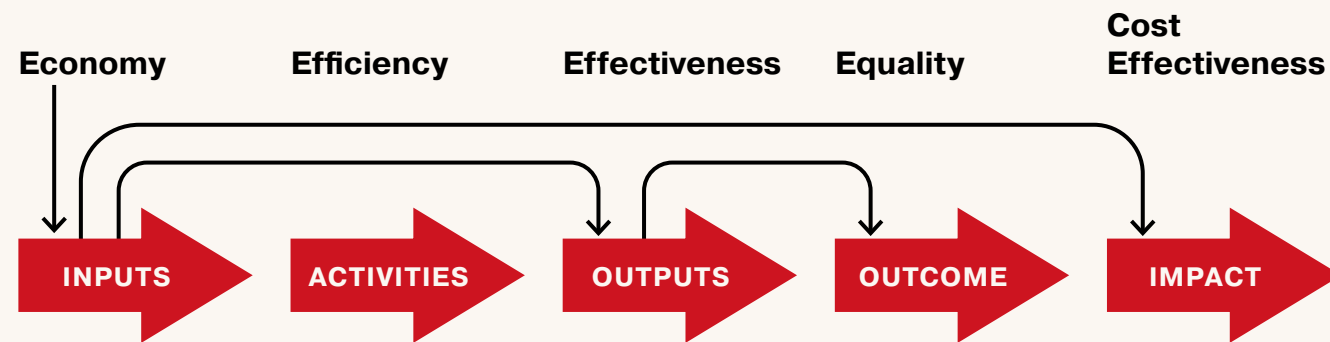
HOW MAITS REPRESENTS

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

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

Efficiency

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

Effectiveness

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

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

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

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

Cost Effectiveness

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

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

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

RESPONSIBILITIES OF THE Management Committee

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

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

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

Members of the Management Committee

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

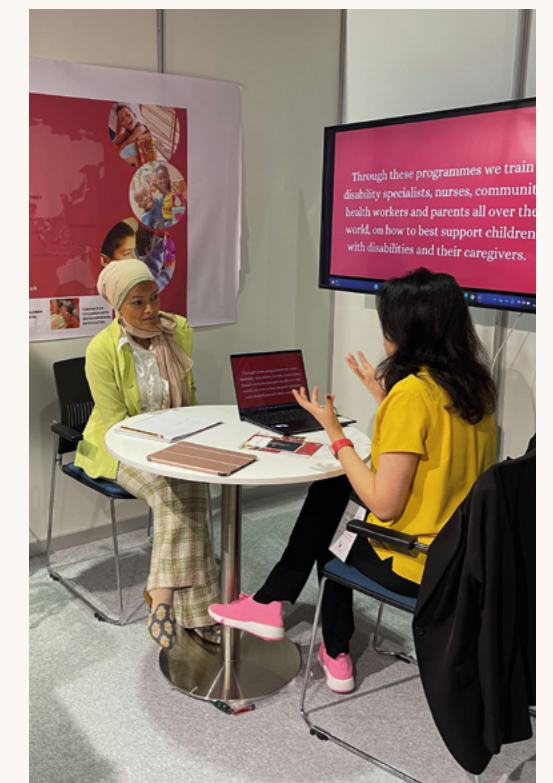
In accordance with company law, as the company's directors, we certify that:

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

Auditors

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

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



MAITS' Financial Activities

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2023

	Unrestricted fund (£)	Restricted fund (£)	2023 Total funds (£)	2022 Total funds (£)
INCOME AND ENDOWMENTS FROM				
Donations and legacies	24,502	85,552	110,055	127,676
Investment income	446	–	446	15
Total	24,948	85,552	110,501	127,691
EXPENDITURE ON				
Charitable activities				
Programme delivery	21,858	121,546	143,404	91,978
Governance costs	4,302	106	4,408	4,698
Total	26,160	121,652	147,812	96,676
NET INCOME/(EXPENDITURE)	(1,211)	(36,100)	(37,311)	31,015
Transfers between funds	3,534	(3,534)	–	–
Net movement in funds	2,323	(39,635)	(37,311)	331,015
RECONCILIATION OF FUNDS				
Total funds brought forward	51,238	65,135	116,373	85,358
TOTAL FUNDS CARRIED FORWARD	53,561	25,500	79,062	116,373

MAITS' Financial Activities

BALANCE SHEET 30 JUNE 2023

	Unrestricted fund (£)	Restricted fund (£)	2022 Total funds (£)	2021 Total funds (£)
CURRENT ASSETS				
Debtors	–	5,100	5,100	19,000
Cash at bank	53,561	26,576	80,137	105,412
Total	53,561	31,676	85,237	124,412
CREDITORS				
Amounts falling due within one year	–	(6,176)	(6,176)	(8,039)
NET CURRENT ASSETS	53,561	25,501	79,062	116,373
TOTAL ASSETS LESS CURRENT LIABILITIES	53,561	25,501	79,061	116,373
NET ASSETS	53,561	25,501	79,062	116,373
FUNDS				
Unrestricted funds			53,561	51,238
Restricted funds			25,501	65,135
TOTAL FUNDS			79,062	116,373

Our Partners – 2022-23

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.

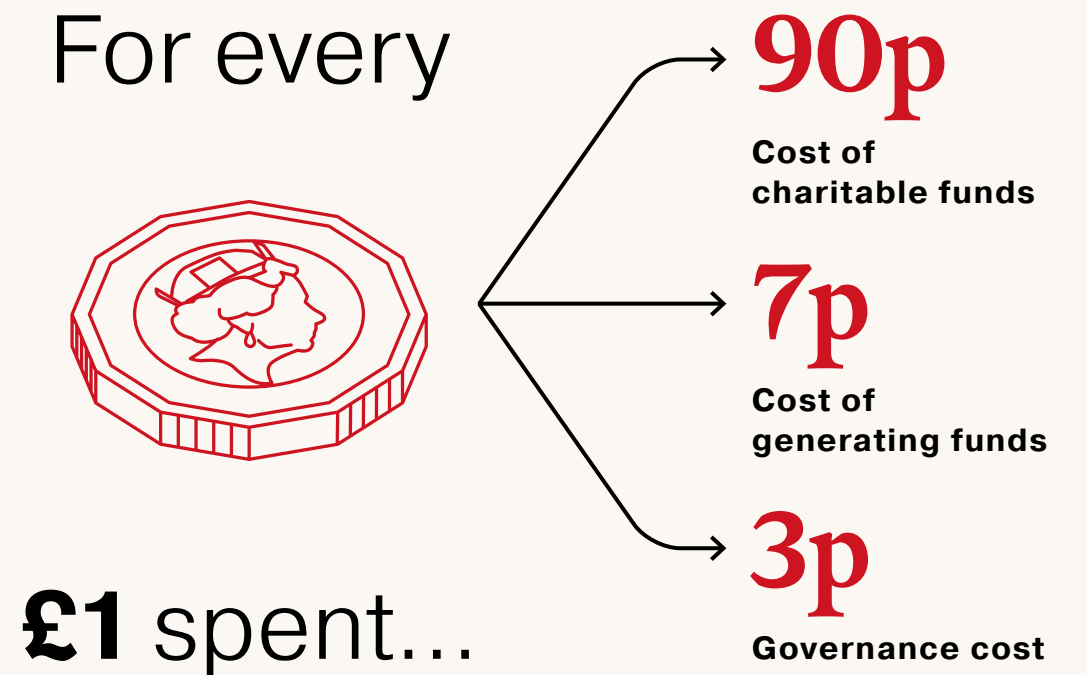
MAITS does not have any offices overseas. We work through local partners. They identify the local need, and we provide support and resources to help them bring about change within their own communities. We share information on the support we can provide so that they can choose what might be most relevant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

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



HOW YOU CAN SUPPORT MAITS' Work

- **Become a MAITS trainer** – if you are interested in becoming a MAITS trainer get in touch via <http://www.maits.org.uk/register/> or contact us via info@maits.org.uk.
- **Pro bono work** – MAITS has received generous pro bono support including from law firms and graphic design companies, as well as for office space. We are always looking for additional offers of support from technical experts.
- **Other volunteering opportunities** – whether for fundraising, comms or other, please get in touch.
- **Donate** – send a cheque to our office in Wimpole Street or online at <https://www.justgiving.com/m-a-i-t-s> or get in contact to set up a direct debit.
- **Corporate giving, Trusts and Foundations** – please get in touch with our Director of Operations at sadia@maits.org.uk or 0207 258 8443



A woman wearing a patterned headscarf and a face mask is holding the hand of a baby who is lying on a patterned blanket. The entire image has a red overlay.

MAITS

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MAITS
Global Disability Training