IVAITS Global Disability Training

Annual Report 2023-24

1st July 2023- 30th June 2024



education, training Esupport

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

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Meheen Dalamal
CHAIR OF MAITS
TRUST BOARD

Dear friends and supporters,

It is with immense pride and honour that I present the MAITS Annual Report for the year 2023-24.

According to the latest data from UNICEF, children with disabilities face significant disparities compared to their peers. They are:

- 24% less likely to receive early stimulation and responsive care, often due to poverty, stigma, exclusion, and increased vulnerability to violence, abuse, and neglect.
- 42% less likely to have foundational reading and numeracy skills, facing barriers such as inaccessible schools and a lack of appropriate learning materials.
- 49% more likely to have never attended school, particularly those from the poorest households or with severe functional difficulties.
- 25% more likely to be wasted and 34% more likely to be stunted, with higher rates
 of malnutrition, especially among children with mobility challenges.
- 53% more likely to experience symptoms of acute respiratory infection and other illnesses, which can lead to severe health outcomes.
- 51% more likely to feel unhappy and 41% more likely to feel discriminated against
 due to their disabilities.

These sobering statistics highlight the urgent need for continued efforts to ensure that children with disabilities receive the care, education, and opportunities they deserve.

Since MAITS' founding in 2008, we have been steadfast in our mission to realise the rights of children with disabilities, working in alignment with the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and contributing to Sustainable Development Goals 3, 4, and 8. Our focus remains on promoting health and wellbeing, access to education, and the social inclusion of children with disabilities.

To date, MAITS has made an impact across 23 countries, with over 7,675 individuals trained, benefitting approximately 1.4 million children with disabilities and their families. This progress is thanks to our collaborations with 79 partner organisations and the dedication of our 284 trainers, which include Speech and Language Therapists, Occupational Therapists, Physiotherapists, Creative Arts Therapists, Special Educators, Nurses, and Psychologists. Of these, 102 trainers come from low- and middle-income countries, and we are working to increase that number to build even stronger local capacity. Additionally, we have 22 Master Trainers, 32 Basic Level Trainers, and 83 individuals currently under training across six countries.

This year's achievements would not be possible without the unwavering dedication of our volunteers, staff, and supporters. On behalf of the Board, I extend a heartfelt thank you to all involved, with special gratitude to our donors who share our vision of improving the lives of children with disabilities.

With gratitude,

Meheen



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

There are approximately 1 billion people in the world living with a disability, with almost 240 million of these being children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries, where there are fewer skilled staff to support them. In these low-income settings, families often lack access to crucial information and services, leaving children with disabilities facing severe health outcomes.

Sadia Mirza
DIRECTOR OF OPERATIONS,

Amidst ongoing recovery from the pandemic and new challenges arising from conflicts and climate change, MAITS has successfully adapted its training packages to meet evolving needs on the ground. Since our inception in 2009, we have trained 7,675 individuals in over 23 countries, positively impacting approximately 1.4 million children with disabilities and their families.

MAITS' roster has grown to include 284 trainers, with the majority being Speech and Language Therapists, Occupational Therapists, Physiotherapists, Creative Arts Therapists, Special Educators, Nurses, and Psychologists.

Small grants continue to play a vital role in facilitating our work. Since 2011, MAITS has awarded 197 grants to support training in rehabilitation and special education settings. In 2023/2024, we awarded eight new small grants to support training sessions in Zambia, Kenya, Burundi, and Nepal, and an additional five small grants to enable trainers from Uganda, Pakistan, Nepal, and the UK to participate in further training.

I extend my deepest gratitude to our delivery partners, trainers, donors, and supporters, especially the ZVM Rangoonwala Foundation, for their unwavering commitment to making a difference in the lives of children with disabilities. A special note of appreciation goes to our dedicated team members—Miranda Millan, Faryal Khan, Jenny Simpson, and Melody Waterworth—whose tireless efforts continue to advance 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 multidisciplinary team of experienced clinicians wrote the programme.



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.



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



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.



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



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.



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.

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.

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.

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.

2023



In 2024, MAITS launched a new website to enhance interaction with stakeholders and showcase the our collaborative achievements. The revamped site reflects MAITS' commitment to accessibility, transparency, and fostering stronger connections with its global community.

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 it's hybrid model of Training of the Trainer programme in five focus countries - India, Pakistan, Bangladesh, Sri Lanka and Uganda.

OUR IMPACT

Key Achievements

2023-24

Uganda

A heartfelt thank you to the MAITS trainers from Kyaninga Child Development Centre, Uganda, for their exceptional work in training the therapists at AGH Burundi. They delivered training on the MAITS Community Health Worker Empowerment Programme. Therapists from eight disability organisations participated, gaining valuable knowledge and skills to improve care for children with disabilities in their communities.

Burundi

The eight-day training on childhood disability management, held in February 2024 in Bujumbura, combined theory and practical sessions led by experts from Uganda and Burundi. Despite minor challenges like power outages and payment logistics, the programme was successful, equipping 15 trainees with skills to benefit 300 children and families within a year. Participants appreciated the training, highlighted its impact, and recommended further sessions with practical case studies to integrate disability support into routine healthcare.

Zambia

Art therapists Lesley Hill and Nicola Kennell were awarded grants of £1500 and £800 respectively to provide training to 46 trainees in Zambia in February 2024. They are providing additional training to youth mental health champions, who have already received foundational training, and launching a monthly online mentoring programme for the youth mental health champions engaged in the 'Art Beyond Schools' project. The training focused on the inclusion of people with special needs and sensory impairments in the therapeutic art interventions that the youth champions are engaged in.

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PARTNER
ORGANISATIONS IN
EIGHT DIFFERENT
COUNTRIES

296
PEOPLE TRAINED

5,340
CHILDREN WITH DISABILTIES AND THEIR FAMILIES REACHED

Nepal

MAITS funded an APT training trip to Nepal for trainers Heather and Alan Angilley through our grants scheme. Along with 8 assistant trainers, they trained 22 individuals from 8 organisations in Kathmandu at Sundardhoka Saathi Sewa (SDSS). The six-day training covered the production, assembly, and finishing of stools, special chairs, standing frames, wedges, and toys. MAITS also funded the return of four therapists and one carpenter from ACELP, Karachi, who had attended the basic APT training in Nepal in October 2022, to participate in the Train the Trainer course in April 2024 at SDSS.

Pakistan

MAITS has trained 10 in-country trainers, all qualified professional therapists, to upscale Community Health Workers (CHWs) who support families of children with disabilities. Through these trainers, 89 CHWs have been trained, each working with 3 to 5 families, to teach basic life skills and early intervention techniques to children with special needs. This initiative is expected to reach up to 890 families this year, significantly improving the quality of life for both the children and their families.

India

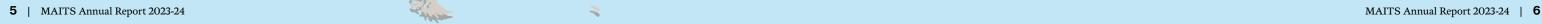
MAITS Master Trainer Shabnam Rangwala attended a regional partners meeting for the Children's Investment Fund Foundation (CIFF) in Delhi, where she engaged with professionals in the development sector focused on nutrition and child health in India.

Bangladesh

We collected data on children's ability to manage Activities of Daily Living (ADLs) like toileting, brushing teeth, and bathing independently. By the fourth visit from a CHW, there was a significant shift: fewer parents reported their child as unable to manage, and more noted progress in trying, sometimes managing, or often managing these tasks. Monitoring results from CHWs trained in July 2023 highlight incredible improvements, including school attendance increasing from 6% to 50%, independent eating/drinking from 21% to 63%, and toileting management from 12% to 75%.

Kenya

MAITS achieved significant progress in Kenya through advanced training led by Cath Barton and Ruth Stevens. The programme trained 24 participants, including 21 therapists and 3 APT technicians, focusing on managing children with Cerebral Palsy and using assistive paper-based technology (APT). Held at Joytown School and the Njoro APT workshop, the training included practical assessments of 12 children, with 7 measured for APT devices. This initiative enhanced local professionals' skills and strengthened support for children with disabilities in the community.



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 2024. 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 children with disabilities. Meeting the health, developmental and educational needs of children with special needs is a challenge in any setting but particularly for children living in low-income countries, where families often have no access to information, guidance or specialist services.

The mainstay of MAITS' work involves skilling community-based children 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

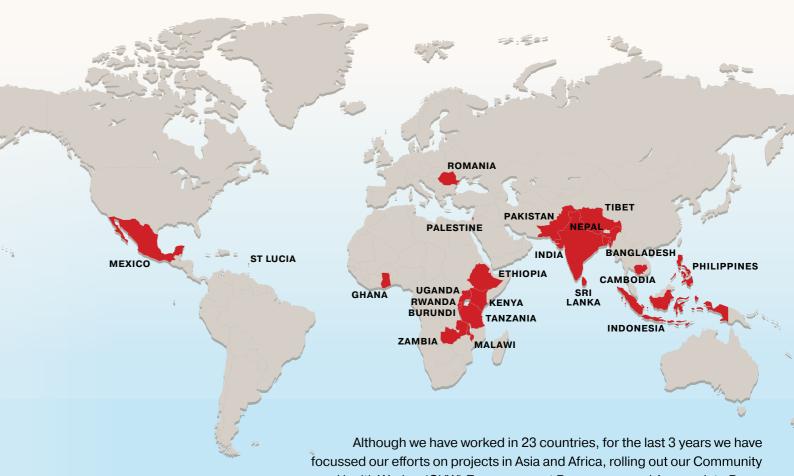
To improve the lives of children born with disabilities in places with limited or no access to specialist child health, development and education services. We do this by strengthening the skills of the local health and education workforce, caregivers and families in how to support babies and children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

Our work directly contributes to the Sustainable Development Goals 3, 4, 8 and 17¹ – marginalise 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)

Where we have worked

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



Health Worker (CHW) Empowerment Programme and Appropriate Paper Based Technology. This year, we expanded our programme to Burundi.

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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Our Packages and Programmes

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

APPROPRIATE PAPER BASED TECHNOLOGY

In the year 2023-2024, MAITS continued its efforts to build a strong team in Nepal, Pakistan and Kenya focused on Appropriate Paper-Based Technology (APT). This included organising a return visit by trainers and trainees, further enhancing their expertise.

The impact of APT training at ACELP, one of our key regional partner organisations, has been significant and transformative. Previously dependent on expensive and heavy wood and laminate materials, ACELP has shifted to using APT techniques to craft therapy equipment and educational tools. Since attending the basic APT training in Nepal in October 2022, ACELP has expanded its product range to include lighter, more affordable equipment such as Cerebral Palsy chairs, standing frames, and rotating disc puzzles in various shapes.

The advanced APT training has further refined their skills, enabling them to produce a broader variety of APT materials tailored for children with disabilities. Initially, this training was provided to 6-8 colleagues, including teachers and therapists, and 10-12 special needs children have already begun receiving APT-based support under supervision. MAITS in partnership with ACELP has plans to extend this training to other organisations across Pakistan, including both urban and rural areas.

Annually, ACELP estimates that 25-40 clients will benefit from APT, with these numbers expected to grow as the programme continues. The ongoing production of custom-made equipment at ACELP serves not only the children in their care but also fulfils orders from other organisations. Their commitment to improving facilities and enhancing the capabilities of families with special needs children remains unwavering.

In April 2024, MAITS funded an APT training trip to Nepal for trainers Heather and Alan Angilley through our grants scheme. Along with 8 assistant trainers, they trained 22 individuals from 8 organisations in Kathmandu at Sundardhoka Saathi Sewa (SDSS). The six-day training covered the production, assembly, and finishing of stools, special chairs, standing frames, wedges, and toys.

MAITS also funded the return of four therapists and one carpenter from ACELP, Karachi, who had attended the basic APT training in Nepal in October 2022, to participate in the Train the Trainer course in April 2024 at SDSS.

Here is an excerpt from a testimonial by trainer Nazia about her experience:

"APT (Appropriate Paper-based Technology) is an amazing technology that recycles paper into useful therapeutic materials for children with special needs. After attending the basic APT course in October 2022 in Nepal, I completed the Training of the Trainer course in April 2024. Thanks to MAITS (Multi-Agency International Training and Support) for facilitating this wonderful training to serve the underserved. MAITS is doing amazing work

globally to empower families of children with special needs. Thanks to ACELP for always encouraging continuous development projects and training for better care for children.

The experience during this training was nothing short of amazing. Having 8-10 different organisations come together to share multiple ideas and thoughts was indeed a great learning experience.

The most satisfying moment in the training was seeing the big smile on the children's faces after they were comfortably positioned in their respective chairs and standing frames.

The most important thing I realised during this Training of the Trainer Course is that you learn more as a trainer/teacher than as a student."



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

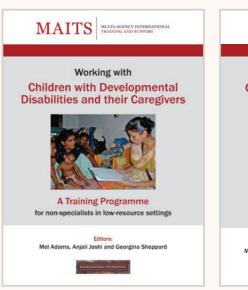
Potential trainers with the appropriate level of clinical expertise are trained on how to train others using the packages, through a combination of virtual and face-to-face learning. They are assessed throughout the process and only awarded certificates as MAITS trainers if they meet the criteria.

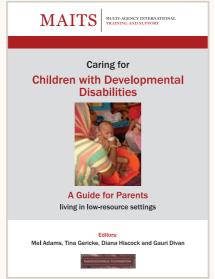
The roll-out of our programmes is facilitated by the organisations our trainers work for, who coordinate activities on the ground, release their staff to provide/attend the training and submit monitoring and evaluation data to us. MAITS provides overall co-ordination and pays for trainer and local costs.

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 Community Health Workers (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 UK certification service, and is being rolled out in Bangladesh, Sri Lanka, India, Pakistan, Burundi and Uganda through local Trainers - local healthcare staff who have experience of working with children with neurodevelopmental disabilities (e.g., Physios, OTs, Speech and Language Therapists) and have been through the MAITS ToT programme.





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.

CHW Empowerment Programme - Pakistan

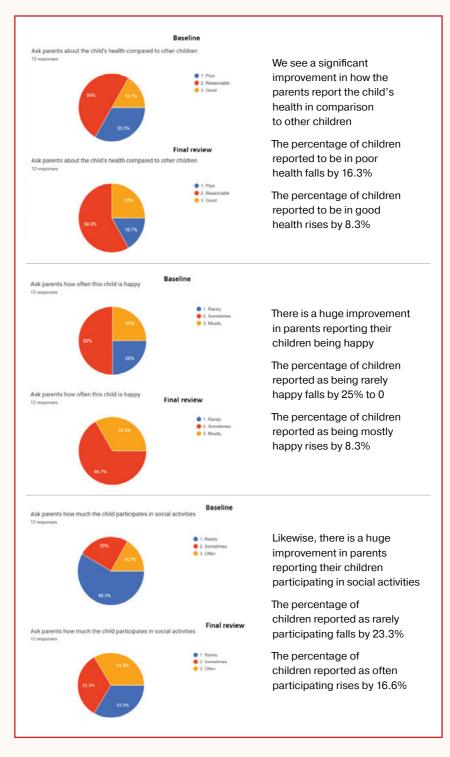
This year, MAITS has made significant progress in Pakistan through strategic partnerships and impactful training programmes. We have established a valuable collaboration with the University of Karachi (UoK), a prominent public institution known for its excellence in higher education and research. In February 2024, MAITS initiated a partnership with the Dean of the Education Department at UoK to integrate community-based rehabilitation into the curriculum for Special Education majors. This collaboration began with our expert Master Trainers conducting a curriculum review, followed by a successful week-long basic training in June 2024, which trained 16 individuals. This marks the first in a series of planned sessions under our memorandum of understanding.

In addition to UoK, MAITS has forged partnerships with IHRI, the Pakistan Memon Women's Association, and Ronaq e Islam School, focusing on providing capacity-building training to community-based workers and staff

in special schools across Karachi's underserved suburbs. These efforts are particularly aimed at marginalised communities, including Pashtuns and Balochs, who have historically faced limited access to support.

In Pakistan, MAITS has trained 10 in-country trainers, all qualified professional therapists, to upscale Community Health Workers (CHWs) who support families of children with disabilities. Through these trainers, 89 CHWs have been trained, each working with 3 to 5 families, to teach basic life skills and early intervention techniques to children with special needs. This initiative is expected to reach up to 890 families this year, significantly improving the quality of life for both the children and their families.

The data presented here includes a cohort of 12 CHWs trained at Marie Adelaide Laprosy Centre in March 2022. These efforts reflect MAITS' ongoing commitment to enhancing education, rehabilitation, and community support across Pakistan, fostering inclusive growth and empowering individuals in marginalised communities.















CHW Empowerment Programme – India

MAITS Master Trainer Shabnam Rangwala attended a regional partners meeting for the Children's Investment Fund Foundation (CIFF) in Delhi, where she engaged with professionals in the development sector focused on nutrition and child health in India. Despite being the only participant from a disability-focused organisation, Shabnam was able to introduce MAITS' resources during group discussions. She highlighted the Feeding Difficulties and Eating and Drinking Challenges training package and shared the CHW Training package, which sparked interest among the attendees.

Shabnam effectively positioned the MAITS resources as valuable tools that could be integrated into existing maternal and child health programmes. Dr. Hemang, Child Health and Development Director CIFF, India, encouraged other CIFF partners to consider incorporating MAITS resources into their training initiatives.

CHW Empowerment Programme - Bangladesh

Founded in 1979, the Centre for the Rehabilitation of the Paralysed (CRP) remains a beacon of hope for persons with disabilities in Bangladesh, offering comprehensive services including physiotherapy, occupational therapy, and vocational training.

Based in Savar, Bangladesh, CRP continues to expand its impact through the Community Health Worker (CHW) Empowerment Project delivered by MAITS. In October 2022, 15 Special Educators received MAITS Level 1 at the CRP, marking a pivotal moment in our efforts to enhance community healthcare capabilities. Subsequently, we received comprehensive data from 56 families, forming the basis of an insightful end-of-project report.

- February 2021: Training for therapists at CRP was conducted, led by Master Trainers Aasiya Sachwani, Ali Punjani, and Alexandra Hejazi. 15 Level 2 Trainers were successfully trained.
- CHW Training: These Level 2 Trainers subsequently trained 60 Community Health Workers (CHWs) in person. The training was initially delivered online, with top-up training provided online in March and April 2022.
- Impact on Children: Between September 2021 and November 2022, 120 children were visited by CHWs in their homes. The focus was on assessing how well these children were able to manage in 11 core areas known as Activities of Daily Living (ADLs).

We collected data on how well children are able to manage in ADLs, which include essential tasks like toileting, brushing teeth, and bathing independently. A comparison of the graphs shows a significant reduction in the number of parents reporting that their child is unable to manage these ADLs by the time the CHW has conducted four visits. Conversely, there is a notable increase in the number of parents reporting that their child is trying to manage, sometimes managing, or often managing these tasks.

We have received all monitoring and evaluation forms from the CHWs trained in July 2023. The results are incredible:

- At the first visit by the CHW to the family, 6% of parents reported their child goes go to school. By the final visit, 50% of parents report that their child is sometimes or often attending school.
- At the first visit, 21% of parents report their child is managing to eat/drink independently. By the final visit, 63% of parents report their child is sometimes or often managing to eat/drink independently.
- At the first visit, 12% of parents report their child is managing with toileting. By the final visit, **75% report that** their child is sometimes or often managing toileting independently.

Furthermore:

- At the first visit, 88% of parents reported their child to be in poor health in comparison to other children and 13% reported their child to be in good health. By the final visit, this had fallen to zero, and 67% reported their child to be in good health.
- At the first visit, 88% of parents reported their child to be rarely or never happy. By the final visit, this had fallen
 to zero, and 56% reported their child to be mostly happy.
- At the first visit, 75% of parents reported themselves to be not at all confident in how to help their child grow and develop. By the final visit, this had fallen to zero, and 69% of parents reported themselves to be mostly confident in helping their child grow and develop.
- We are absolutely delighted that the CHWs have had such a positive impact on the lives of the children and families they are working with.

Future plans

At our partner organisation, CRP Bangladesh, we currently have:

- Two Level 3 Master Trainers (who can train trainers)
- Thirteen Level 2 Trainers (who can train Community Health Workers CHWs)
- Eight Level 3 Trainers in Training (awaiting certification)
- One hundred and twenty trained CHWs (who work in their communities, visiting families)

We are planning future trainings to develop some of our L2 Trainers at CRP, Bangladesh into L3 Master Trainers. This will enable them to train more therapists as L2 Trainers. It will also develop the team of trainers at CRP, Bangladesh and allow expertise to be disseminated to their subcentres around the country as well as at their main centre in Savar.

Of particular note is the stark difference in how parents report their confidence in caring for their child. Many parents now feel more capable of helping their child grow and develop, and their overall outlook on caring for their child has improved markedly.



A parent's perspective on the impact of the training:

"I understand more now about my child's condition. Now she can do so many tasks by herself. She is going to school more often. If we try, we can achieve. He is now toileting and brushing teeth independently. Next, I want him to learn to bathe independently. I learned I need to show him any task several times and let him practice."

In July 2023, another 15 CHWs successfully completed Level 1 training, followed by additional cohorts in February and June 2024. This ongoing initiative underscores our commitment to empowering local healthcare providers with essential skills and knowledge.

In a significant stride, nine Level 2 Trainers attained certification this year, bolstering CRP's training infrastructure. Presently, CRP boasts two Level 3 Master Trainers and thirteen Level 2 Trainers, who collectively trained forty-five CHWs in 2024. This effort has directly benefited 900 families, affirming our dedication to fostering sustainable community health practices.

As we look to the future, our focus will remain on expanding the reach of our training programs and ensuring the long-term sustainability of the CHW project. Plans are underway to introduce advanced training modules that will enable CHWs to address more complex health issues within their communities. We are also exploring partnerships with local and international organisations to enhance resource availability and support systems for CHWs.

CHW Empowerment Programme - Burundi

The eight-day training, held from February 16 to 27, 2024, at the Health District Office of Bujumbura Mairie Nord, focused on childhood disability management and was led by four rehabilitation experts from Uganda and Burundi. Combining theoretical and practical sessions, participants were trained on child development, disability support, and community-based care.

The training faced a few minor challenges, including power cuts that hindered the projection of presentation slides, limiting the information available to participants. Additionally, there were logistical issues in managing payments, which required the unexpected inclusion of an accounting officer.

Despite these challenges, the training was successful and well-received. The 15 trainees from AGH, including clinical psychologists, physiotherapists, and health promotion technicians, are expected to benefit 300 children and families within one year. Participants gained valuable knowledge and skills, which they plan to integrate into their practices. The training concluded with assessments and certificate presentations, and participants made recommendations for more sessions, practical case studies, and integrating disability support into routine healthcare activities. The positive reception and active participation underscore the training's significant impact on improving care for children with disabilities in the community.



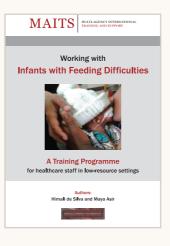


WORKING WITH INFANTS WITH FEEDING DIFFICULTIES

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

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

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



Other MAITS Services

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

MAITS provides small grants to enable training to take place. Since 2011, we have provided 197 grants to enable training for staff working in rehabilitation and special education settings in a range of topics.

In 2023/2024 we provided 8 more small grants to provide trainings in Zambia, Kenya, Burundi and Nepal. MAITS offered further 5 small grants to attend trainings in Nepal and Burundi. The trainers from Uganda, Pakistan, Nepal and the UK received small grants.

In February 2024, MAITS facilitated an experiential training on therapeutic art for 26 individuals working with young people with neurodevelopmental challenges in Zambia's Southern Province. Trainers Lesley Hill and Nicola Kennell trained Youth Champions from the Art Beyond Schools project in Livingstone and Kazungula. The training addressed neurodevelopmental challenges, stigma reduction, and the mental health impact of disabilities, with a focus on using art to promote agency and alleviate stress for both verbal and nonverbal youth. The interactive sessions, including role-playing, equipped participants with the skills and confidence to support children with various disabilities. Trainees reported significant gains and committed to ongoing mentoring to ensure sustainable practice.

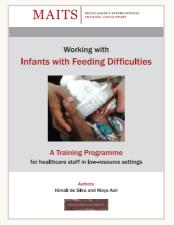
PRODUCTION OF TRAINING RESOURCES

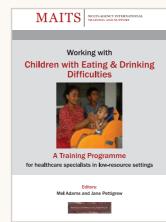
Due to a lack of resources for trainers and staff working with children with developmental disabilities in low- and middle-income countries, MAITS has produced a range of materials to bridge this gap.

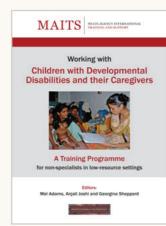
Our training packages have been accessed to date by individuals and organisations in over 40 countries around the world.

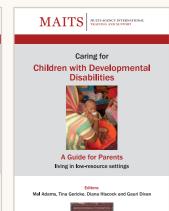
We have produced videos to accompany the CHW Empowerment Programme resources – to be used during training as well as with caregivers, accessible via smart phone or other suitable platforms depending on the context.

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 <u>USAID Disability</u> Resource Bank.









SUCCESS STORIES

CASE STUDY 1: Ahmed, a resilient 7-year-old boy facing a multitude of challenges due to hearing loss, visual impairment, seizures, and behavioural issues stemming from meningitis. Despite these obstacles, Ahmed's determination shines brightly.

Ahmed's mother, committed to providing him with the best possible care, sought assistance not only from the free government hospital but also from a compassionate MAITS Community Health Worker (CHW). This collaboration has been pivotal in Ahmed's journey toward holistic well-being.

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

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

CASE STUDY 2: The APT "trainers in training" at ACELP are crafting staircases from cardboard for exercise and fine motor skills development while students are honing their coordination through toy-making.

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

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









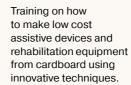
WHAT WE DO: THE IMPACT OF OUR WORK

Theory of Change

How what MAITS does contributes to what we want to achieve

INPUT

Funding and coordination of training programmes



ACTIVITIES

Life-saving training

for staff working with

disabled babies and

children with feeding

difficulties.

Training nonspecialist 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.

OUTPUTS

Strengthened capacity of professionals to provide a service to babies and children with feeding difficulties.

Local production of

disability equipment

unavailable and/or

Non-specialist staff in

community, education

support children with

disabilities and teach

this to their families.

Healthcare and

have the skills to

provide a quality

with disabilities.

and care settings

have the skills to

that is otherwise

unaffordable

at risk of malnutrition and infection

Individuals with disabilities have access to equipment that improves their health, development

Individuals with disabilities have access to improved care and support, where specialist services are scarce or non-existent.

and independence.

Individuals with education professionals disabilities have increased access to healthcare and service to individuals education services

OUTCOMES IMPACT

Hospital and clinic staff have the knowledge and skills to support children 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 that meet their needs.

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

disabilities are enabled to reach their full potential, with good health and wellbeing, through improved access to family support. quality healthcare and education.

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.

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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 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 22 Master Trainers, 32 Basic Level Trainers and 83 under Training in 6 different countries.

Since 2009, we have provided training to 7675 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, 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) during which 57 organisations received training.









Financial Review

The charity has benefitted from the long-term support of its main donor, **the ZVM Rangoonwala Foundation**, who this year donated a generous £70,000. MAITS has been fortunate to have had the support of the ZVM Rangoonwala Foundation since its inception. This has provided us with a stable, ongoing source of funding. The focus of our recent fundraising strategy has been to diversify our funding sources, which we have been able to do. We have also had considerable support from volunteers and significant services 'in kind' in terms of office space and utilities.

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

This year we have also been successful in raising funds through crowdfunding platforms, raising £2,214 through **GlobalGiving** and £2,500 from Individual Donors.

Investment Policy:

MAITS reviewed its reserves and investment policy in 2023 which has been signed off by the Board of Trustees. The policy is reviewed every two years. Currently, MAITS does not hold any short-term or long-term investments.

Reserves Policy:

The organisation is maintaining our reserves to cover three to six months' worth of running costs. The year ended with £51,332.00 of unrestricted reserves.

Plans for the year 24 -25

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

- Update MAITS' objectives with the Charity Commission and review the Memorandum of Articles of Association to ensure compliance and adherence to governance standards in England and Wales.
- Continue the growth of MAITS' Training of Trainer (ToT) programmes by collaborating with both current and new partners, emphasising sustainability, and empowering local communities to drive change and integrate programmes into existing structures.
- Review and update the five-year strategy and Theory of Change to guide future initiatives and ensure alignment with our long-term goals.
- Strengthen governance with improved due diligence and safeguarding, establish a Clinical Committee, enhance monitoring and evaluation systems, and submit the annual report within three months of year-end.
- Advance the Appropriate Paper-Based Technology (APT) and Infant Feeding Programmes by partnering with both new and existing organisations.
- Continuously update and improve the website to engage partners, donors, and other stakeholders effectively, ensuring it remains a dynamic and informative resource.
- Maintain high standards of programme quality through systematic support for partners, increased face-to-face
 visits, and regular supervision of trainers, while also providing continued training for health and education staff
 in low-resource settings.

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.

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

Recruitment and Appointment of Management Committee:

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

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

The Trustees sincerely thank Christina Gerick, who resigned from the MAITS Trust board in June 2024. Her clinical insights greatly enhanced our operations, and we deeply appreciate her dedication and contributions.

This year MAITS recruited two new trustees.

In June 2024, Monika Kapoor joined the MAITS Trust Board, bringing over twenty-five years of extensive experience across construction, manufacturing, and hospitality sectors. With seventeen years in the food service industry, including fifteen years in senior management roles, Monika excels in accounting and business administration. Her strong background in financial management and her ability to establish and maintain high operational standards through effective communication and internal systems development will significantly contribute to the Trust's mission and objectives.

Geraldine O'Grady rejoined the MAITS Trust Board in June 2024, bringing over 36 years of dedicated service in education to our team. Her journey began in London in 1986, where her passion for inclusive learning led her to specialise in teaching children with special needs. Geraldine spent over 25 years at Whitefield Schools and Centre, where she made significant contributions to the field of special education. Her unwavering commitment to inclusive education has been widely recognised, including a nomination for the prestigious Prime Minister's Point of Light Award in 2019.

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 – The trustees understand the risks involved with relying on single source of 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. This year we have successfully secured a grant from EA Foundation for the first time.

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

Risk of data protection issues – We have nominated our Director of Operations as the dedicated Data Controller within the team. 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.





Related Parties:

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

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

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











































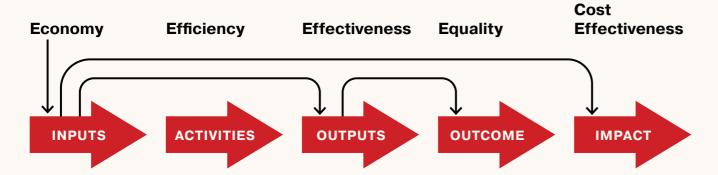
HOW MAITS REPRESENTS

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 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.

Equity

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

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

Cost Effectiveness

Contributions in kind – MAITS has benefitted from significant contributions in-kind, which means that our governance costs are only 6%. 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 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.

Approved by the Management Committee and signed on behalf by:

Melicen Palamal 12/11/2024

MAITS'

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2024

OBJECTIVES AND ACTIVITIES

Objectives and aims

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

Public benefit

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

FINANCIAL REVIEW

Financial position

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

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

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

Reserves

MAITS has reserves of £51,331 which equates to approx. 7 months of our running costs. This is in line with standard practice in the sector, in order to ensure that we have sufficient funding so that in case of an emergency, we would be able to sustain operations for a reasonable amount of time without putting the organisation at risk.

Restricted and unrestricted funding

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06695839 (England and Wales)

Registered Charity number

1126268

Registered office

86/87 Wimpole Street

London W1G 9RL

Trustees

M Dalamal

A Heathcoat-Amory Monica Kapoor

Geraldine O'Grady

Sunanda Mavillapalli D Huxford

Independent Examiner

Maxwell & Co

9 Abbey Business Park

Monks Walk Farnham Surrey GU98HT

Senior Management Team

Sadia Mirza **Director of Operations**

Bankers

HSBC

18a Curzon Street

London W1J7LA

Approved by order of the board of trustees on

Chair

Vice Chair

joined 23rd May 2024

joined 23rd May 2024

12/11/2024

and signed on its behalf by:

Melicen Dalamal

M Dalamal - Trustee

MAITS'

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MULTI AGENCY INTERNATIONAL TRAINING AND SUPPORT

Independent examiner's report to the trustees of Multi Agency International Training and Support ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

Ben Maxwell

HWG Maxwell FCA

Maxwell & Co 9 Abbey Business Park Monks Walk Farnham Surrey GU98HT

12/11/2024 Date:

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MAITS' Financial Activities

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2024

	Unrestricted fund (£)	Restricted fund (£)	2024 Total funds (£)	2023 Total funds (£)
INCOME AND ENDOWMENTS FROM				
Donations and legacies	72,501	42,713	115,214	110,054
Investment income	934	-	934	446
Total	73,435	42,713	116,148	110,500
EXPENDITURE ON				
Charitable activities Programme delivery	68,665	36,239	104,904	143,404
Governance costs	6,999	46	7,045	4,408
dovomanos codo				
Total	73,435	36,285	111,949	147,812
NET INCOME/(EXPENDITURE)	(2,229)	6,428	4,199	(37,312)
Transfers between funds	-	-	-	-
Net movement in funds	(2,229)	6,428	4,199	(37,312)
RECONCILIATION OF FUNDS				
Total funds brought forward	51,238	25,501	79,062	116,373
TOTAL FUNDS CARRIED FORWARD	53,561	31,929	83,261	79,061

MAITS' Financial Activities

BALANCE SHEET 30 JUNE 2024

	Unrestricted fund (£)	Restricted fund (£)	2024 Total funds (£)	2023 Total funds (£)
CURRENT ASSETS				
Debtors	_	8,500	8,500	5,100
Cash at bank	51,332	29,190	80,522	80,137
Total	51,332	37,690	89,022	85,237
CREDITORS		(5.701)	(F 701)	(0.470)
Amounts falling due within one year		(5,761)	(5,761)	(6,176)
NET CURRENT ASSETS	51,332	31,929	83,261	79,061
TOTAL ASSETS LESS CURRENT LIABILITIES	51,332	31,929	83,261	79,061
NET ASSETS	51,332	31,929	83,261	79,061
FUNDS				
Unrestricted funds			51,332	53,561
Restricted funds			31,929	25,500
TOTAL FUNDS			83,261	79,061

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2024.

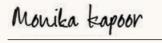
The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on $\frac{12/11/2024}{12024}$ and were signed on its behalf by:



M Kapoor – Trustee

MAITS'

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Expenditure

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

Taxation

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

Fund accounting

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

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

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	99,714	94,554
In kind donated services - office and facilities	15,000	15,000
In kind donated services - IT services	500	500
	115,214	110,054

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

	2024	2023
	£	£
Trust & Foundations:		
The Rangoonwala Foundation	70,000	65,000
CareTech Foundation	13,500	7,500
Ashworth Charitable Trust		2,600
The James & Grace Trust		1,000
The EA Foundation	11,500	
The Mathew Heathcoat-Amory Trust		7,000
The Barking & Dagenham Grant		500
Global Giving Crowd Funding Platform:		
Pakistan TOT programme	1,993	1,204
SriLanka TOT		223
Bangladesh TOT	222	479
Covid 19 response		46
Other donations	2,500	9,002
	99,715	94,554

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

3. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	934	446

MAITS'

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

4. CHARITABLE ACTIVITIES COSTS

	Direct	Support	
	Costs	costs	Totals
	£	£	£
Programme delivery	78,271	26,633	104,904
Governance costs	864	6,181	7,045
	78,103	33,846	111,949
5. NET INCOME/(EXPENDITURE) Net income/(expenditure) is stated after charging/(crediting):		
	2024	2023	
	£	£	
Examiner's remuneration	1,100	1,100	

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2024 nor for the year ended 30 June 2023.

Trustees' expenses

Reimbursed expenses were paid to the trustees of nil (2023: nil).

7. STAFF COSTS

	2024 £	2023 £
Wages and salaries	23,898	25,827
	23,898	25,827
The average monthly number of employees during the year wa	as as follows:	
	2024	2023
Charitable Activities	1	2
No employees received emoluments in excess of £60,000.		

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024 $\,$

8. COMPARATIVES FOR THE STATEM	Unrestricted fund		ACTIVITIES Total funds	
	£	£	£	
INCOME AND ENDOWMENTS FROM				
Donations and legacies	24,503	85,552	110,055	
Investment income	446	-	446	
Total	24,949	85,552	110,501	
EXPENDITURE ON				
Charitable activities				
Programme delivery	21,858	121,546	143,404	
Governance costs	4,302	106	4,408	
Total	<u>26,160</u>	121,652	147,812	
NET INCOME/(EXPENDITURE)	(1,211)	(36,100)	(37,311)	
Transfers between funds	3,534	(3,534)	-	
Net movement in funds	2,323	(39,634)	(37,311)	
RECONCILIATION OF FUNDS				
Total funds brought forward	51,238	65,135	116,373	
TOTAL FUNDS CARRIED FORWARD	53,561	25,501	79,062	
9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR				
	2024 £	2023 £		
Trade debtors	8,500	5,100		

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

			2024 £	2023 £
Social security and other taxes			(71)	(33)
Other creditors			4,332	4,709
Accrued expenses			1,500	1,500
			5,761	6,176
11. MOVEMENT IN FUNDS		Net	Transfers	
	At 1.7.23	movement in funds	between	At 30.6.24
	At 1.7.23 £	£	funds £	30.6.24 £
Unrestricted funds				
General fund	53,561	(2,229)	-	51,332
Restricted funds				
General restricted funds	25,501	6,428	-	31,929
TOTAL FUNDS	79,062	4,199	<u>-</u>	83,261
Net movement in funds, included in the above	ve are as follows:			
		Incoming	Resources	Movement
		resources	expended	in funds
		£	£	£
Unrestricted funds				
General fund		73,435	(75,664)	(2,229)
Restricted funds				
General restricted funds		42,713	(36,285)	6,428
TOTAL FUNDS		116,148	(111,949)	4,199

MAITS'

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

	At 1.7.22 £	Net movement in funds £	Transfers between funds £	At 30.6.23 £
Unrestricted funds General fund	51,238	(1,211)	3,534	53,561
Restricted funds				
General restricted funds	65,135	(36,100)	(3,534)	25,500
TOTAL FUNDS	116,373	(37,311)	<u>-</u>	79,061
Comparative net movement in funds, include	d in the above a	re as follows:		
		Incoming resources	Resources expended £	Movement in funds £
Unrestricted funds				
General fund		24,948	(26,160)	(1,212)
Restricted funds				
General restricted funds		85,552	(121,652)	(36,100)
TOTAL FUNDS		110,500	(147,812)	(37,312)
A current year 12 months and prior year 12 m	onths combined	d position is as f	ollows:	
		Net	Transfers	
		movement	between	At
	At 1.7.22 £	in funds £	funds £	30.6.24 £
Unrestricted funds				
General fund	51,238	(3,440)	3,535	51,333
Restricted funds				
General restricted funds	65,135	(29,672)	(3,535)	31,928
TOTAL FUNDS	116,373	(33,112)	<u>-</u>	83,261

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds General fund	98,383	(101,824)	(3,441)
Restricted funds General restricted funds	128,265	(151,937)	(29,672)
TOTAL FUNDS	226,649	(259,761)	(33,112)

12. RELATED PARTY DISCLOSURES

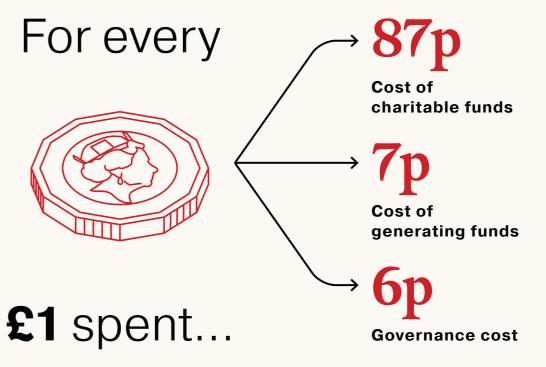
During the year donations of £70,000 (2023: £65,000) were received from The Rangoonwala Foundation.

MAITS Chairperson M. Dalamal is a trustee of The Rangoonwala Foundation as well.

HOW YOU CAN SUPPORT

MAITS' Work

- **Become a MAITS trainer** if you are interested in becoming a MAITS trainer get in touch via https://maits.org.uk/my-account/ 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



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