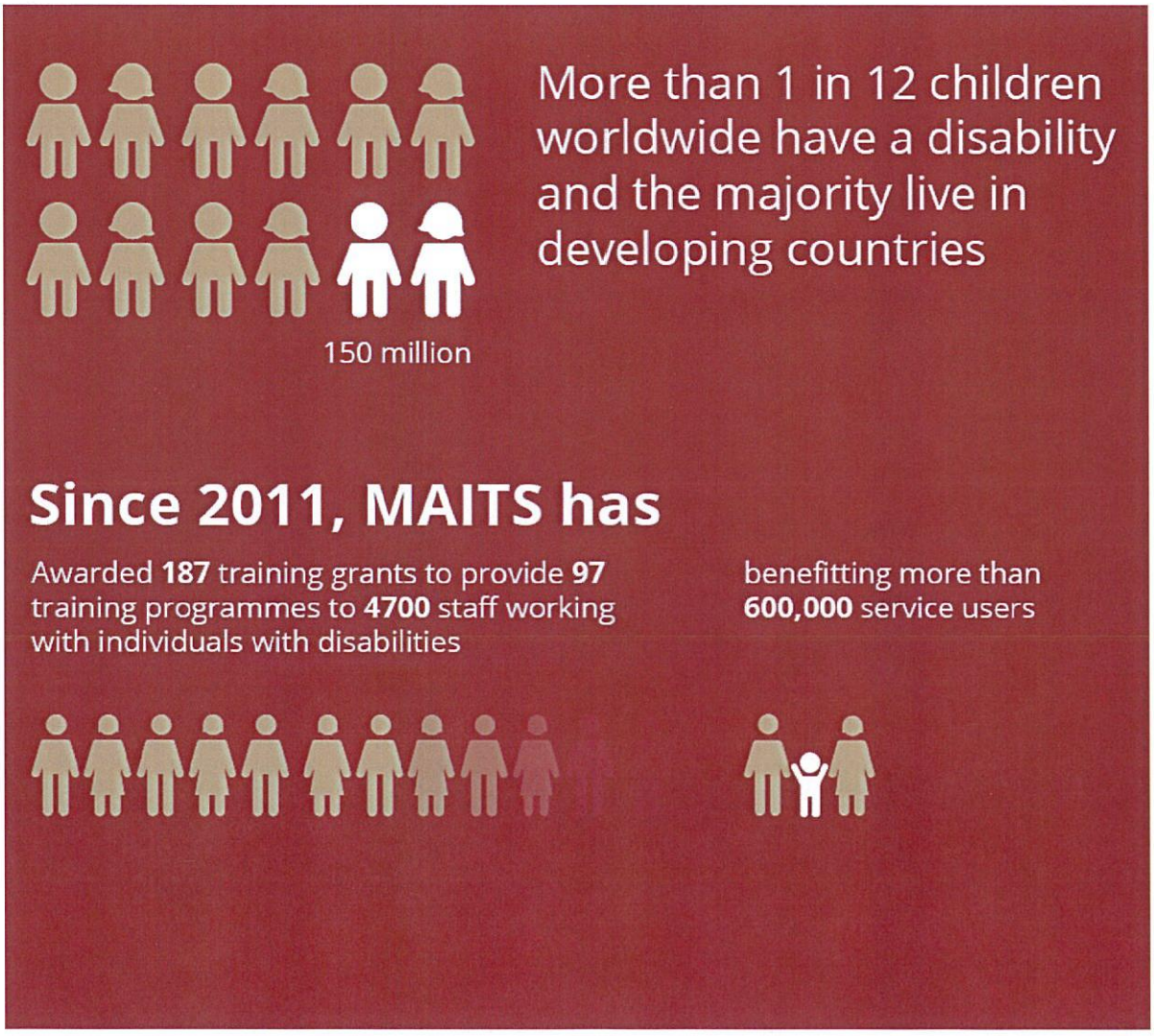
MAITS

MULTI-AGENCY INTERNATIONAL TRAINING AND SUPPORT

Annual Report

1st July 2016-30th June 2017



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LEGAL AND ADMINISTRATIVE INFORMATION

MAITS

Report of the Management Committee for the year ended 30 June 2017

Reference and Administrative information

Charity Name	Multi-Agency International Training and Support
Charity Registration Number	11262668
Company Registration Number	06695839
Registered Office and Operational Address	86/87 Wimpole Street London W1G 9RL

Management Committee

Asif Rangoonwala	Chair
Meheen Dalamal	
Olivia Donnelly	
Annabel Heathcoat-Amory	

Senior Management Team

Esther Hamilton	Chief Executive
Mel Adams	Operations Director
Sadia Mirza	Finance and Personnel Manager

Independent Examiner	Maxwell & Co Chartered Accountants & Registered Auditors The Granary Hones Yard 1 Waverley Lane Farnham Surrey GU9 8BB
Bankers	HSBC 18a Curzon Street London W1J 7LA

REPORT OF MANAGEMENT COMMITTEE

Purposes and Aims

Who we are

MAITS is an international disability charity that works with people with disabilities such as autism, cerebral palsy and learning disabilities in developing countries. We have a team of healthcare and education professionals who volunteer their time to provide training to those working with and caring for people with disabilities.

We have a small team of specialists who create resources and we connect those looking for training with those who can provide it.

We bring people together to improve the lives of those with disabilities.

Vision

We envision a world in which individuals with developmental disabilities are fully able to access the health and education services they need to achieve their full potential.

Mission

MAITS is an international disability charity whose mission is to improve the lives of some of the world's poorest people with developmental disabilities and the lives of their families, through better access to and quality of health and education services and support.

Aims

The aim of MAITS is to improve the lives of some of the world's most vulnerable individuals living with disabilities by helping them to reach their full potential, through access family support, quality healthcare and education. MAITS specifically supports people with developmental disabilities such as cerebral palsy, autism and learning disabilities. We do this through a team of volunteers from all over the world, who are experienced professionals, and provide capacity-building training and resources to those caring for and providing health and education services to individuals with disabilities in community or institutional settings.

Strategic objective

To improve the lives of children with developmental disabilities living in some of the poorest countries in the world, by strengthening the skills of carers and those working in disability and mainstream health and education services, to ensure better, more accessible and sustainable services.

Our work directly contributes to the Sustainable Development Goals 3, 4 and 8 [1] – emphasising the importance of health and wellbeing for all, access to education by building inclusive learning environments, as well as promoting the social inclusion of persons with disabilities. We work through volunteer trainers, who are either qualified healthcare staff or special educators, with at least four years' experience post-qualification, a background of training and experience in a developing country. Our trainers typically volunteer for two weeks and then provide follow-up remotely, often returning for repeat visits.

Where we have worked

- We have worked globally in 20 countries with a focus on South Asia and Africa for our larger Trainer of Trainer programmes.
- For our small grants, MAITS does not restrict the geographical areas in which we deliver training, enabling skill-sharing with those serving marginalised populations in any part of the globe, such as refugee communities from Tibet or people living in war-torn countries such as Palestine.

Our work has focused on the following:

1. **Funding and coordination of training programmes** – We collaborate with organisations overseas to develop sustainable development programmes, building the capacity of health and education services to meet the needs of disabled people. Our training projects are designed to provide sustainable solutions to unmet need. Our focus is increasingly on training experienced therapists and special educators to roll out MAITS' training programmes in their own countries. MAITS provides discreet grants to enable training to take place.

2. **Skill-matching** – We have a matching service for organisations looking for training in a specific area of therapy or education and disability specialists able to provide training. Both trainees and trainers are eligible to apply for grants.

3. **Producing training resources** - MAITS develops training resources to be used by trainers to improve the delivery of therapy, healthcare and education to individuals with disabilities in low-resource countries. The resources are developed by experienced trainers and piloted by local staff in their communities. The resources are then modified according to the feedback and evaluated for their effectiveness.

4. **Resource library** – MAITS' website also houses a resource library with training materials and guidelines available free of charge, bringing together a range of disability resources in one place.

[1] 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

Key achievements in the areas we work in:

1. Funding and coordination of MAITS' flagship Trainer of Trainer (ToT) programmes

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

Infant feeding

The facts – 15 million babies are born prematurely every year

1 million babies are born with a disability

200,000 babies are born with cleft lip and palate

- **In developing countries, 50% of babies born at 32 weeks die due to lack of support, including support to breastfeed.** Previous pilots in Malawi, Uganda and Sri Lanka achieved the goal of exclusive breastfeeding with 100% success. Using our techniques, 60% of the babies started feeding within minutes – and feeding means the difference between life and death.

MAITS' infant feeding programme aims to reduce infant mortality and improve the lives 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.

To date we have piloted this life-saving training in Sri Lanka, Malawi and Uganda, training 199 staff in neo-natal units and clinics and have reached approximately 58,000 babies.

The programme is a simple easy-to-follow course for staff working with infants with feeding difficulties in low-income countries. This is the first infant feeding programme of its kind which is specifically for babies who are having feeding difficulties due to an underlying disability or premature birth. This year we secured funding from the Funding Network to run this project in Rwanda in February 2018.

Support for disabled children in the community

1 in 12 children worldwide have a disability, the majority of whom live in developing countries where there is a scarcity of specialist disability staff. Community Health Workers are therefore a vital resource but lack disability training. In response to this, MAITS developed a guide for parents, 'Caring for Children with Developmental Disabilities: A guide for parents living in low-resource settings', that could be used by community health workers and other non-specialist workers, to help parents understand their child's disability and learn techniques to support their development through everyday activities.

This has been so well received that we have gone on to develop a training programme for Community Health Workers who do not have previous disability training, to equip them in delivering the programme to parents.

This year, MAITS conducted an initial evaluation of the parent guide in Pakistan and adapted it based on feedback. In October 2017, MAITS will bring together therapists and experienced community disability workers from both Nepal and Pakistan for a joint master trainer workshop

to learn about the revised Guide for Parents and the Community Health Worker training, to enable them to roll the programme out in their own communities.

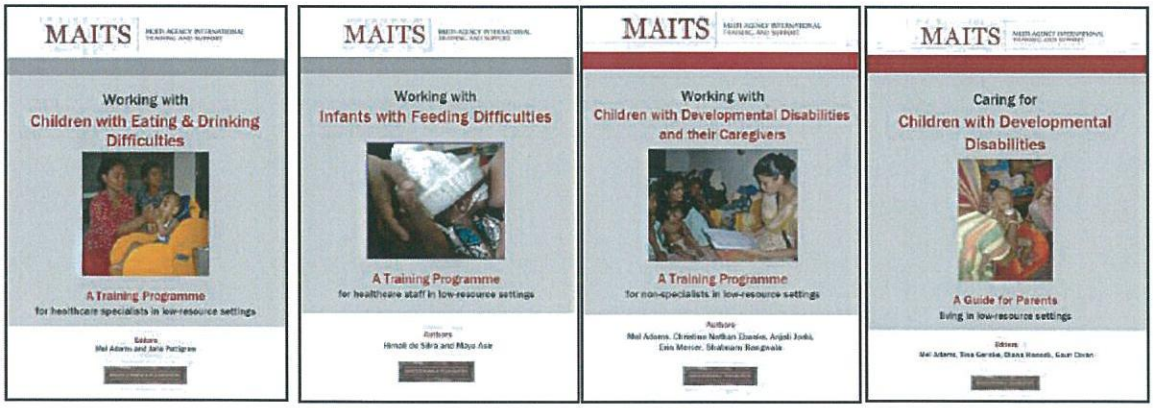
2. Skill-matching

There are 1 billion people in the world living with a disability. Around 150 million of these are children. 80% of people with disabilities live in developing countries, where there are fewer resources to support them.

MAITS provides a skill-matching service for organisations in low and middle income countries, who are seeking disability training with qualified professionals from all over the world, offering to share their skills for free. MAITS trainers are enhancing existing services for individuals who have a disability and/or mental health challenges by training workers in new skills and upgrading their existing skills. We provide skill matching both through direct contact with our register of trainers and through our online matching service.

MAITS has also provided small grants to enable training to take place. Since 2011, we have provided 187 grants to enable 97 training programmes to 4700 staff members working with individuals with disabilities, in a range of areas, including special education, rehabilitation and the making of low cost equipment to promote learning and independence.

3. Producing training resources



There is a lack of resources for trainers and staff working in low and middle income countries on developmental disabilities. MAITS has produced a range of resources to bridge this a gap.

Our training resources have been accessed by more than 200 individuals and organisations in over 40 countries around the world.

The focus of our resources

We have infant and child feeding programmes which have a specific focus on the management of feeding difficulties, to enable improved nutrition and better chances of survival in this most vulnerable group, for whom specialist services are rarely available. These resources teach life-saving feeding techniques and strategies to those caring for babies and children with disabilities to promote ongoing health and development and reduce the risk of preventable death.

Evaluation of our resources

Our guide for parents on caring for children with developmental disabilities was evaluated by researchers from Aga Khan University, Karachi, in 2016.

The purpose of the evaluation was to:

- Trial the materials to evaluate their effectiveness in supporting child development, health and wellbeing
- To evaluate the overall format and content

It was trialled with a range of professionals working with children with disabilities, including a neurologist, special educators, a psychologist and a speech and language therapist, as well as Community Health Workers and carers in a children's home, to evaluate whether the resource could be used in a setting with a larger group of staff and what adaptations would be needed. It was evaluated by 21 members of staff with 34 children and their caregivers over a six-week period.

The study was extremely informative in terms of the accessibility of the materials to the different professional groups and the effectiveness of the resource in different contexts. The consensus was that the materials were beneficial and would be an asset to the different services. We went on to adapt the materials so that they are more accessible to a larger group. The Guide will be used in the first training of trainer programmes about to be delivered to Master Trainers from Pakistan and Nepal, who will be rolling it out to Community Health Workers in their own countries.

4. Resource library

MAITS has developed a library of training programmes and other resources for parents, community health workers, healthcare and education staff including resources developed by MAITS-funded trainers as well as resources developed by other organisations.

Our Objectives

Our Memorandum of Association stipulates that MAITS' income shall be applied solely towards the promotion of the Objects, that none of the income may be paid to the members by way of dividend, bonus or otherwise, and that the directors may not be paid any remuneration.

The Company is recognised as a charity by the UK Charity Commission: Number 1126268.

- The practical effects of charitable status are that it entitles MAITS to certain tax benefits. These include relief from income tax, corporation tax and capital gains tax as well as relief from business or non-domestic rates and exemption from inheritance tax. It also enables MAITS to claim back Income Tax on donations made by UK resident tax-payers under the Gift Aid Scheme and donors to claim a deduction from their income for tax purposes (which is particularly attractive to those paying Income Tax at the higher rate).

Our theory of change

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

Ensuring our work delivers our aims

We review how our work is delivered through our trustee meetings, which this year focused on developing and implementing a new three year strategy, producing our first impact report and fundraising from a greater range of donors.

We also developed and started to pilot our first Trainer of Trainer programme for Community Health Workers in Pakistan and Nepal.

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 and/or mental health challenges in low and middle income countries.

We do this by providing training to the staff working in these sectors who have limited access to training and development. Our trainers are volunteers who are either qualified therapists, health staff or special educators/teachers, who have at least four years post-qualifying experience, previous experience of teaching or training, and experience in a low or middle income country.

In recent years, the emphasis of most internationally recognised organisations working in the disability sector has tended to focus on promoting rights rather than the capacity-building of technical rehabilitation staff.

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 providing capacity building of people supporting those with neuro-developmental disabilities such as autism, cerebral palsy and global delay.
- The range of disability and special needs professionals that it supports.
- Innovative and life-saving infant feeding training which pioneers techniques for helping premature babies and those with underlying disabilities to feed, with techniques suitable for low-tech environments.
- The model of repeated short-term volunteering opportunities for experienced professionals both from the Global South and the Global North wanting to share their skills.

Who used and benefited from our services?

- Health care and education professionals in developing countries benefited from our services, through the enhancement of their professional skills.
- Individuals with disabilities and mental health challenges who received a service from the professionals who had been trained through MAITS' benefited from a better quality and a greater range of interventions, with the aim of reducing the impact of their disability, enabling improved development and learning, and enhanced relationships with peers and family.
- Caregivers benefited from increased knowledge on how to support those they were caring for, they also benefited from the service provided to those they care for, through the improvements in the functioning, health and well-being of that individual as well as a greater sense of being supported themselves.
- Professionals who volunteered to provide training benefited from MAITS' services through building of their own skills and knowledge and in some instances to access employment or other learning opportunities. As trainers, they benefited from increased access to resources and professional guidance. They also gained additional skills from working in a different context, which they then took back to their own workplace.

MAITS has over 200 trainers on its register with this number growing monthly. The majority are Speech and Language Therapists, Occupational Therapists and Physiotherapists. Others include Creative Arts Therapists, Special Educators, Nurses and Psychologists. Twenty-eight of our trainers are from low and middle income countries and we are pro-actively aiming to increase the numbers of these.

Since 2011, we have provided training to 4700 staff in over 20 countries benefitting over 600,000 individuals with disabilities and their families. On our website, you can find our impact report covering from 2011 to July 2017.

Where we have been and what we have done in 2016 - 2017

24 travel grants were awarded to provide training in **10** different countries.

685 staff were trained, benefitting approximately **43,000** users in this year.

227

Teachers trained to work with children with special needs in Ghana and Cambodia.

228

Mental health professionals in Zambia trained on the use of Therapeutic Art.

27

Staff from disability organisations in India, Sri Lanka and the UK trained to produce low-cost equipment for children disabilities, using Appropriate Paper Technology.

8

Healthcare professionals working with refugee communities in Tibet taught simple physiotherapy techniques.

44

Speech and language therapists from all over South Asia trained in working with children with cleft lip/palate.

6

Rehabilitation staff trained to promote positive care practices in children's homes in Jamaica.

99

Healthcare professionals in Sri Lanka trained to work with infants with feeding difficulties.

46

Healthcare staff in Uganda and Pakistan trained to provide a service to children and adults with feeding difficulties.

Financial Review

The charity has benefited from the long-term support of a long-standing donor, the ZVM Rangoonwala Foundation and this year, for the first time, we have successfully gained the financial support of other donors. We have also had considerable support from volunteers and significant pro-bono legal and graphic design support. At the current size of operation, this has enabled the charity to keep up operations and deliver services.

Principal Funding Sources

MAITS has been fortunate to have had the support of the ZVM Rangoonwala Foundation's support since its inception. This has provided us with a stable, ongoing source of funding. The focus of our new fundraising strategy has been to diversify our funding sources, which we have been able to do.

MAITS has also derived significant benefit from pro-bono office space and IT support and has benefitted from pro-bono graphic design and legal support, as well as help from interns in the UK office.

We acknowledge and thank the ZVM Rangoonwala Foundation, the Funding Network and all those who have provided pro-bono and in-kind support.

Investment Policy

The charity does not have any investments currently.

Reserves Policy

The organisation is working on building our reserves to cover three to six months' worth of running costs and one of our donors has agreed to hold further reserves for us, to be made available if needed.

Plans for future periods

In the year 2017 -18, our objectives are as follows:

Challenges

- Funding in the non-profit sector is increasingly competitive and MAITS' expansion comes at a time where a lot of organisations are applying for the same funding pots.
- In the disability sector, there is much greater emphasis on funding physical, rather than developmental disabilities such as autism, cerebral palsy and global learning delay.

During the coming year, we will raise our profile with a range of different donors and raise awareness of MAITS' achievements and impact.

We will also work with other organisations to raise awareness of developmental disabilities and the importance of making sure that the specific needs of people affected by neuro-developmental disabilities are included in health, education and development programmes and strategies in the international context.

Opportunities

Disability is an increasing priority in the development sector, with the introduction of disability into the UN Sustainable Development Goals and the Leave No-one Behind Agenda. With the Grand Bargain, there is a greater commitment than ever to gear funding towards and improve the capacity of local NGOs and partners. MAITS' emphasis has been on building the capacity of local partners in the field and responding to need, as identified by local partners. MAITS places a strong emphasis on bringing about positive change in communities, led by those communities and that is why our work has a sustainable impact.

Our priorities

MAITS' approach is to prioritise:

1. Improved access to and quality of health, disability, education and early intervention services.
2. Building the capacity of local communities to lead change from within
3. Ensuring the most marginalised families are able to access support.

We achieve this by increasing impact through:

Building the capacity of local professionals in a way that is sustainable, through the development and rolling out of Trainer of Trainer courses, working through local master trainers as well as through our global grants scheme. Our ToT programmes currently include capacity building for:

- Community Health Workers in Pakistan and Nepal
- Healthcare staff working with infants with feeding difficulties in Rwanda

Our global grants programmes include training and support on:

- Community based interventions
- Infant and child feeding
- Education for children with special needs
- Grant-making
- Identifying gaps in resources and services and responding to that need.

Local partnerships are a key priority within our strategy and we want to move towards ensuring that there is buy-in for the MAITS' model at a strategic level wherever we work.

Therefore, we will be prioritising working with Ministries of Health and Education, local authorities, universities and academic institutions (both in the UK and overseas) as we want to ensure the MAITS knowledge is embedded within local structures to ensure it has the maximum impact. We will work through partnerships with local and international NGOs, local schools, health and disability services. We place strong emphasis on working with families and children with disabilities as they are at the heart of everything we do.

Our operational priorities

- Developing our programmes further
- Continuing to diversify our funding
- Increasing our external profile and improving our Comms and Marketing, including developing our website
- Strengthening our social impact assessment

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.
- Our CEO and one of our trustees receives updates from the Charity Commission and raises the implication of these at the board meetings. One of the trustees attends trustee training and updates the other board members.

Risk Management

Moving forward, as we grow and expand our programmes, we are placing a strong emphasis on further developing our risk management processes. Systems, policies and procedures have been established to mitigate the risks the charity faces as well as the development of an in-depth risk register which will be finalised by the end of 2017. Systems are in place to monitor the recruitment of volunteers, 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.

Some of the key risks we highlighted were:

Need for more diversified funding – MAITS has taken on a CEO who has a strong fundraising background, with achievements of securing multi-million pound contracts and a strong knowledge of donor compliance. MAITS has successfully managed to attract external funding and begun to diversify our funding, following our new fundraising strategy. 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 taking up of interviewing and two references are taken for each volunteer prior to taking up their role, due diligence and vetting is carried out of the organisations that volunteers are sent to, we have a security briefing before departure and we have a safeguarding policy that we review every few years.

Our governance structures reflected the nature of our organisation being funded by one key donor previously – We have identified this as a risk in terms of the perception of MAITS as an organisation. In reality, whilst we have received support from a key donor since our inception, they are keen for MAITS to develop and expand and we are putting everything in place that is needed to ensure that MAITS can grow and diversify its funding. With this in mind, the trustees have taken the following steps: 1) this year MAITS was granted its largest ever budget to be able to expand and put in place the things needed to develop both programmatically and strategically, so that we are in a good position to appeal to other donors. 2) The recruitment process for new trustees, in particular, a treasurer has begun, with external advertisements for the role being advertised with a range of recruitment websites and charity networks. 3) The recruitment of other trustees with a range of skills and backgrounds is being prioritised for MAITS moving forward.

Risk of data protection issues - Current protection available to ensure data protection includes a highly qualified Data Controller with a masters in HR who oversees our data protection, non-disclosure agreements, protected servers, firewalls in place, private information and personal details not shared with third parties. We carry out due diligence before hiring. The CEO and the Data Controller are focusing on the changes with the GDPR legislation, which comes in, in May 2018.

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

Organisational Structure

MAITS' is going through an exciting period of growth and change. In the last financial year, an external organisation carried out a review of MAITS and its activities on behalf of the board. As a result of this review, the board of trustees made the decision to appoint MAITS' first CEO, to expand and grow the organisation, design and implement our long-term strategy and build our programmes and partnership working. MAITS' first CEO, Esther Hamilton, joined the team at the beginning of 2017 and has developed the organisational and fundraising strategies for the next three years, has successfully secured funding from new donors and is working with the board to further diversify our funding and develop our programmes.

The board of trustees oversees the strategic direction and MAITS' compliance issues.

The organisational structure is as follows:

Esther Hamilton joined as the CEO of MAITS in February 2017. Esther has a background of almost 20 years in the non-profit sector, including in post war Kosovo and the UK, working in a range of charities including those focused on children, women and health and also leading a network of Sure Start Children's Centres, with health and education programmes for families with children aged 0-5. She

holds an MSc in Global Development Management and has also delivered training for families with children with ADHD and is fluent in French, Spanish and Albanian. Her experience focuses on international development and particularly working for children and on gender issues, focusing on rights based justice and inclusion.

Dr Melanie Adams joined MAITS in October 2009. Mel is the Operations Director for MAITS and has an extensive background in speech and language therapy, disability services, international development and higher education. She has spent many years overseas, mainly in Sri Lanka and Bangladesh, setting up a speech and language therapy degree programme and other programmes for families of children with disabilities, one of which was the subject of her PhD. She plays a leading role in steering and managing MAITS programmes.

Sadia Mirza has been involved with MAITS since 2011. She graduated from NED University, Karachi and pursued a Masters in Human Resource Management at the Westminster Business School, London. She has worked in the Pakistan Textile Sector before establishing her career in Strategic HR and Business Management. Sadia is the Finance and Personnel Manager for MAITS.

MAITS provides training and capacity building to the developmental disability sector internationally through volunteers who are professionals working in the disability and/or mental health sector, have a minimum of 4 years post-qualification experience in their field of expertise and meet a range of other criteria. Professionals who apply to train with us and/or assist with our resource development and who meet the criteria set, including adhering to child protection requirements and reference checks are then added to a register of 'MAITS trainers'.

There are currently over 200 MAITS trainers on the register.

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 transformating.

We work closely with local NGOs, academic institutions including the Aga Khan University in Pakistan and the London School of Hygiene and Tropical Medicine in the UK, as well as overseas government hospitals and professional training institutes, schools and clinics.

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

This year, we have been focusing on our Trainer of Trainer projects, whereby local Master Trainers are trained to deliver and roll out MAITS' materials on subjects such as disability training for Community Health Workers and training for nurses on infant feeding difficulties.
Our partners on the Community Health Worker programme in Pakistan and Nepal include:

- Aga Khan University Hospital and the Division of Women and Child Health
- Ziauddin University Hospital
- MEANS Institute for Autism and Slow Learners
- ACELP Institute of Child Development

- Cerebral Palsy Nepal (SGCP)

This year we have also won funding for an infant feeding programme to teach life-saving techniques to those working with infants with feeding difficulties that are as a result of premature birth or underlying disabilities. We have initiated a partnership with the INGO, Partners in Health, who work extensively in Rwanda amongst other under-resourced countries and who will be rolling out this MAITS' training programme through their own programmes.

During this past year, we have delivered a range of training activities through our small grants programme working with a number of overseas organisations, as follows:

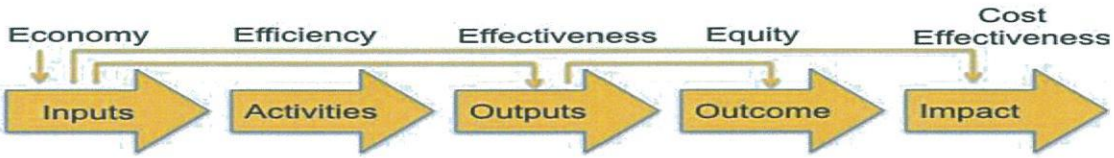
- Supporting children with developmental disabilities at school, in residential institutional settings and in the home – Jamaica, Cambodia, Ghana, India – the Nathan Ebanks Foundation, Jamaica; the Cambodian Consortium for out of school children and City University Cambodia; CLED Ghana; National Association for the Blind (NAB).
- Working with young children with cleft lip/palate to eat and drink and communicate – Sri Lanka (South Asia conference) and Uganda.
- Training on simple physiotherapy techniques for staff working in refugee communities - Tibet – Developing Physio
- Training on how to make low cost equipment for children with disabilities – Sri Lanka – Cerebral Palsy Sri Lanka
- Providing teaching on higher education speech and language therapy courses and CPD to qualified therapists from Pakistan, Sri Lanka, Bangladesh and India – hosted at Ziauddin University Pakistan and Kelaniya University Sri Lanka.
- Training on the use of Therapeutic Art in working with individuals with mental health challenges – Zambia – with backing from the Ministry of Health.
- We also provided a grant for a therapist to attend training on assisted paper technology in the UK in order to train up staff in India.

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 for any funding awarded to MAITS 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 and 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 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 respond long-term development of the local healthcare system independently.

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



Economy

- **MAITS runs almost entirely on volunteers** – We have trained 4700 staff predominantly through volunteers since 2011. This represents significant efficiencies saved in salary costs, but more than this, we see this as a long-term approach, rather than flying in staff who will take their expertise with them when they leave we are increasingly working to train local teams of professionals, who can then roll out training within their communities, therefore reducing costs. Our approach is designed this way to maximise the benefit to the local community.
- **Working with local organisations in the global south** - Our volunteers come from all over the world and many train within their own regions in the global south. When we use volunteers from developed countries, it is to provide skills that are not locally available. Our volunteers do receive a modest contribution towards the costs of providing the training and they cover some of the costs themselves too. To further reduce costs, they do often stay in accommodation provided by the host organisation. We also provide modest contributions to enable people to attend training and the host organisation will often support with the logistics.

Efficiency

- **Capturing lessons learned** – MAITS uses the lessons learned to develop more effective systems and programmes – we redeveloped our website to enhance our skill-sharing activities and promote much-needed access to information. This is provided through our online resource library that enables disability profesionals and carers to access materials that can support them to provide the best quality of care and education for those disabilities. We hold evaluations on some of our resources and materials and adapt both materials and approaches to reflect what we have learnt. For example, we moved increasingly towards a Trainer of Trainer approach enabling the upskilling of local professionals who can train others in their communities. We also maintain a resource library that enables other professionals,

community workers and those caring for people with disabilities to access materials that can support them to provide the best quality of care and education for those with disabilities.

Effectiveness

- **Providing experience and expertise in the disability sector –** MAITS was established in 2008 and all of our volunteers and contractors have at least 4 years post-qualification experience, a background in developing countries and training or teaching experience. This means we can offer expertise and we have a very strong focus on ensuring that our work is sustainable, both in terms of the difference made to the lives of the individuals we work with, but also in terms of bringing about long-term changes in the contexts we work in.
- **Our focus is on health care, education and building local capacity -** We achieve this by working wherever possible with local academic institutions, ministries of health or local government and local NGOS for the future to ensure better quality provision and better access to services for more vulnerable groups.
- We monitor our products and services, through rigorous evaluation activities, and modify them as required, to ensure that our training resources, programme and approaches are as effective as possible.

Equity

- **A strong commitment to some of the most vulnerable members of society –** People with disabilities are the world's largest minority and face stigma and discrimination. Our work improves access to and quality of healthcare and education for individuals with disabilities but also improves independence skills and increases awareness of issues faced by those with disabilities by professionals and carers. This impacts on their long-term outcomes and potential both in terms of accessing services but also participating in society.
- **Do no harm -** Across all our approaches we ensure we follow the 'do no harm' principle in terms of the target community especially vulnerable groups.

Cost effectiveness

- **Contributions in kind -** MAITS has benefitted from significant contributions in-kind, which means that our governance costs are only 5.9%. 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 the volunteer trainers who provide the backbone of our work, we have also received pro-bono legal support, pro-bono graphic design work (including for this report), advice on measuring impact, video-editing for training materials. We have also received support from interns on evaluation, fundraising, comms.
- **Low cost support –** We always negotiate for charity rates and source the best value quotes

Improving and building the skills of local professionals and carers to ensure a more equitable society.

Independent Examiners

Maxwell & Co. Chartered Accountants were appointed as the charitable company's independent examiner during the year.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of MAITS for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Approved by order of the board of trustees on 26th March 2018 and signed on its behalf by:

Meheen Dalamal

Meheen Dalamal

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MAITS

Independent examiner's report to the trustees of MAITS ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2017.

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

H W G Maxwell FCA
Maxwell & Co
The Granary
1 Waverley Lane
Farnham
Surrey, GU9 8BB

Date: 26/3/2018

MAITS
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2017

	Notes	2017 Unrestricted fund £	2016 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies		125,500	95,919
Total		125,500	95,919
EXPENDITURE ON			
Charitable activities	2		
Special needs training		116,159	89,323
Governance costs		7,813	6,110
Total		123,972	95,433
NET INCOME		1,528	486
RECONCILIATION OF FUNDS			
Total funds brought forward		4,632	4,146
TOTAL FUNDS CARRIED FORWARD		6,160	4,632

CONTINUING OPERATIONS
All income and expenditure has arisen from continuing activities.

MAITS
BALANCE SHEET
AT 30 JUNE 2017

	Notes	2017 Unrestricted fund £	2016 Total funds £
CURRENT ASSETS			
Cash at bank		8,761	6,432
CREDITORS			
Amounts falling due within one year	7	(2,601)	(1,800)
NET CURRENT ASSETS		6,160	4,632
TOTAL ASSETS LESS CURRENT LIABILITIES		6,160	4,632
NET ASSETS		6,160	4,632
FUNDS	8		
Unrestricted funds		6,160	4,632
TOTAL FUNDS		6,160	4,632

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2017.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 30 June 2017 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 special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 26th March 2018 and were signed on its behalf by:

Meheen Dalamal

Meheen Dalamal

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 2015)', 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.

Pension costs and other post-retirement benefits

The charitable company does not operate a pension scheme. Contributions payable to the employee's personal pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs	Totals
	£	£	£
Special needs training	116,159	-	116,159
Governance costs	-	7,813	7,813
	116,159	7,813	123,972

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2017 nor for the year ended 30 June 2016.

Trustees' expenses

Two Trustees, in performing their staff roles, were reimbursed expenses totaling of £128.

4. STAFF COSTS

	2017	2016
	£	£
Special needs training	21,112	14,101
Governance costs	394	-
	21,506	14,101

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

Charitable Activities	1	1

No employees received emoluments in excess of £60,000.

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2017	2016
	£	£
Social security and other taxes	1,101	-
Accrued expenses	1,500	1,800
	2,601	1,800

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	At 1.7.16	Net movement in funds	At 30.6.17
	£	£	£
Unrestricted funds			
General fund	4,632	1,528	6,160
TOTAL FUNDS	4,632	1,528	6,160

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	125,500	(123,972)	1,528
TOTAL FUNDS	125,500	(123,972)	1,528

7. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2017.

8. FIRST TIME ADOPTION OF FRS 102

The policies applied under the charity's previous accounting framework are not materially different to FRS 102 and have not impacted on equity or profit or loss.