

This report was written in-house and the graphic design was provided on a pro-bono basis

MAITS

Global Disability Training

Annual Report 2017-18

1st July 2017- 30th June 2018



Children with disabilities face multiple forms of discrimination which leads to their exclusion from society and school. Attitudes toward children with disabilities, as well as a lack of resources to accommodate them, compound the challenges they face in accessing education. While lack of access to school is an issue, an equal concern is the inability of the education system to ensure quality education for children with disabilities. To ensure quality education for children with disabilities we must promote accessible and inclusive learning spaces, invest in teacher training for inclusive education, take a multi-sectoral approach, involve the community and collect data for evidence building and progress monitoring.

Source- UNICEF, 2012

MAITS brings people together to improve the lives of those with disabilities by building the capacity of healthcare and education professionals and those caring for people with disabilities.

Theresa May said in a personal letter to Geraldine O’Grady, co-founder of MAITS:

“Your decision to volunteer your skills in Indian special schools has done so much to support children with developmental disabilities to be able to access education. Your work inspired an entire charity and now, as a result of your ideas and energy, hundreds of thousands of people have benefitted across the world.”

Prime Minister, Theresa May

¹Emerson E, Yasamy MT, Saxena S. Scaling up support for children with developmental disabilities in low- and middle-income countries. J Appl Res Intellect Disabil. 2012 Mar;25(2):96-8.

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Chairperson's message



Meheen Dalamal
Chairperson

2017-18 has been an amazing year for MAITS and we have really evolved. Asif Rangoonwala, stepped down as Chair after nearly ten years, being on the board from MAITS' inception in 2008. Thank you to Asif for all his support of and dedication to MAITS, he remains a keen supporter. I am delighted to have taken over as Chairperson and to announce that Annabel Heathcoat-Amory has agreed to take on the role of Vice Chair and that we have recruited a new Trustee and Treasurer Stuart Robertson. We have identified and are in the process of recruiting some additional trustees with expertise in special needs education and marketing, really complementing the skills of our board.

We have focused heavily on putting all our governance and operating procedures in place to really build on MAITS' potential. We have also focused on demonstrating the impact of our work. The importance of this work is being recognised.

From being a small charity that was inspired by bringing together different organisations to share skills and knowledge on disability, we have secured external funding, made links with new organisations, developed our programme work and reviewed our processes. We have also started building a new clinical advisory group and are finalising the recruitment of some new members to the board of Trustees, which is an important step to really build our skill set and capacity.

We have created a new business plan that highlights our focus on grants as a means of reaching some of the most vulnerable people in society, in a way that maximises how far MAITS' funding goes. From that perspective, MAITS really makes a difference. Our model is so simple and yet it works. We bring together organisations in developing countries who identify their needs for training and support, and we link them with highly qualified educators and therapists who volunteer their time. We support them by matching them with people with the right skills and providing small grants to enable the training to take place. This means that our work is very cost-effective and our funding reaches the people who need it most. Many of our dedicated trainers not only contribute their time, but also contribute to some of the costs of the training they are running themselves and many remain in contact with the organisations they have trained remotely or through return visits.

Although we have come a long way, we are still ambitious for MAITS, and we are looking forward to our next phase: further developing the organisation and our grants work. Thank you to all of those who have supported and worked with us in the past, we could not have accomplished what we have so far without you. We hope you will join us in the next phase of MAITS' evolution and from myself and behalf of the whole of our board, I would like to extend our thanks to our volunteers, partners and new donors. I look forward to working with you again next year and continuing to have a positive impact on the lives of some of society's most vulnerable people.

Meheen Dalamal

Message from the CEO



Esther Hamilton
Chief Executive Officer

Photo credit: Desdemona Varon

This year, DFID declared disability as a key priority in the international development agenda. In July 2018, this commitment to the inclusion of people with disabilities was celebrated, with the first ever Global Disability Summit. We are really delighted that three MAITS' volunteers, including one of our co-founders, received the Prime Minister's Points of Light award for their work with us, to coincide with the summit. Geraldine, Janet and John were invited to Whitehall to be presented with their award and attend a round-table meeting with Lord Bates, Minister of State, in the lead-up to the event.

One of the key themes of the summit, and of our work, is inclusive education – focusing not on an individual's difficulties, but on breaking down the barriers to learning for those that are differently-abled. MAITS was set up after our co-founders started a project bringing together teachers from schools in India to provide capacity building. The model of skill-sharing to develop the skills within the community and improve the lives of people with developmental disabilities is so simple, yet so effective. Since then, MAITS has grown, expanding to provide training and support in healthcare and mental health services too, as we believe that everyone deserves to reach their full potential. We build the capacity of those working with and caring for people with disabilities. By doing this, we help to create longer-term, sustainable solutions on how to support people with disabilities.

There are 59 million children around the world who are not in school and a large percentage are children with disabilities who face barriers such as stigma and teaching approaches which exclude them by failing to take into account their specific needs.

2018 is the international year of the volunteer. For MAITS this is particularly significant as our capacity building work is delivered almost exclusively through our volunteer trainers whose work in building the skills of those working with and caring for people with disabilities brings about change within communities. We are very proud that this year 13 local professionals in Rwanda, Pakistan and Nepal who received MAITS training, have now become MAITS' master trainers in their own communities; from delivering our infant feeding training in Rwanda, to therapists in Pakistan and Nepal who are training community health workers.

I would like to thank all our volunteers for their dedication. It is particularly heart-warming that many people who have benefitted from MAITS' training have then gone on to train others in their own communities too.

We are delighted to have attracted a number of new supporters and donors without whom some of our work for this year and next, would not have been possible. It is a privilege to be working in an organisation that works based on the good-will and commitment of so many talented people willing to share their skills across the world.

Esther Hamilton

Who we are, where we work and what we do

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.

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, with good health and wellbeing, through access to 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 Sustainable Development Goals 3, 4 and 8 – 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' post-qualification, experience and 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.

²SDG 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

Where we work

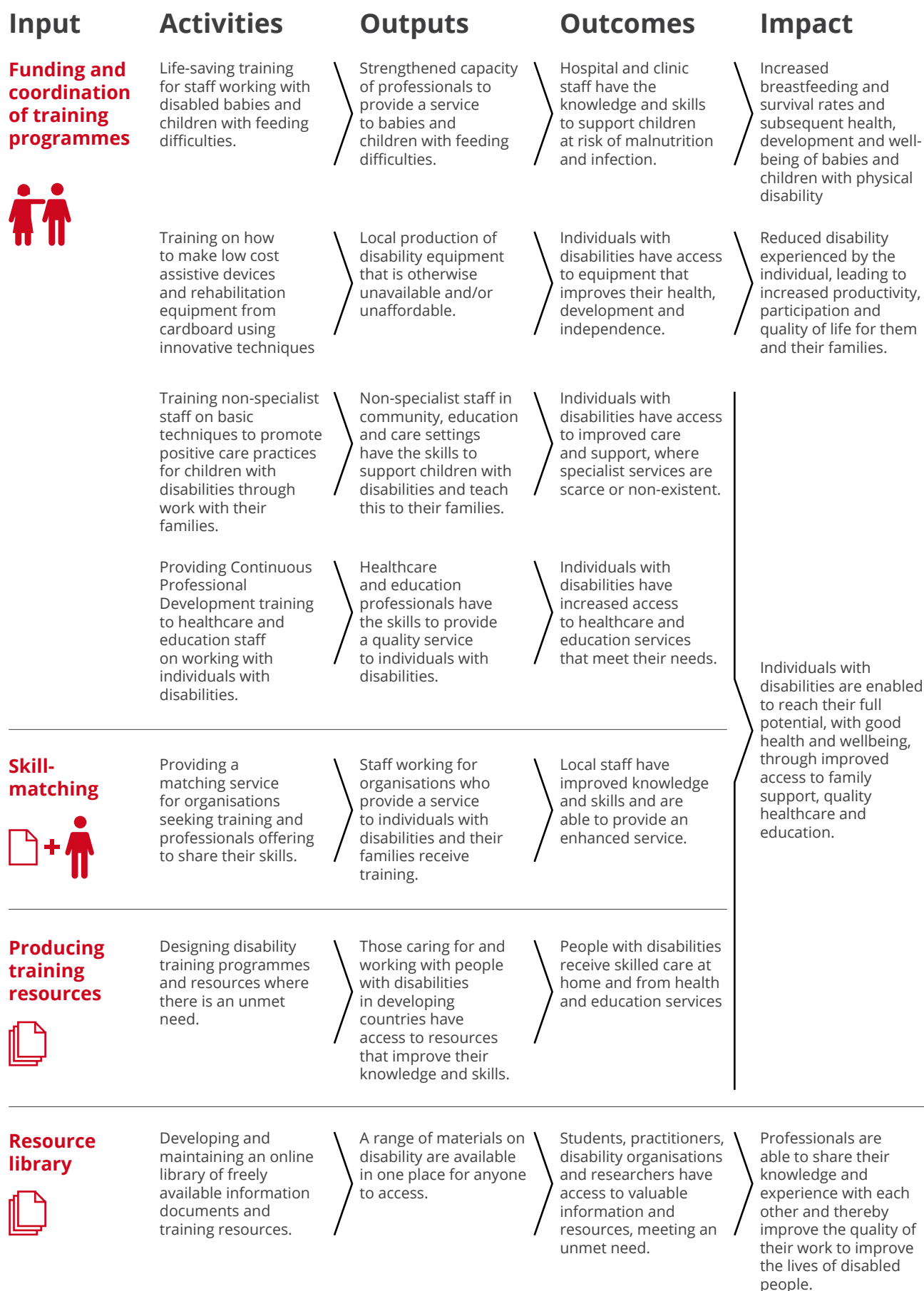
We have worked in over 20 countries and have focused on South Asia and Africa for our larger Trainer of Trainer programmes. For our small grants, MAITS is not prescriptive and we work with local partners to deliver training in Low and Middle Income Countries wherever a need is identified.



What we do

The impact of our work

Theory of Change – how what MAITS does contributes to what we want to achieve



Our priorities for last year

What we said we would do

Work priorities

- Develop Trainer of Trainer projects for disability training of community health workers and infant feeding projects in South Asia and Africa.
- Pilot and evaluate Trainer of Trainer projects, so that projects can be driven by the local population.
- Continue to respond to needs-led requests for training, by matching organisations wanting training with volunteers and specialist trainers who can provide it.

Strategic priorities

- Develop as an organisation expanding our programmes.
- Develop as an efficient, transparent, needs-led organisation which focuses on sustainable projects driven by local people.
- Diversify our funding so that we can expand our programmes
- Develop our Communications and Marketing Strategy

Summary of our achievements against the priorities for last year

Three of our volunteers won the Prime Minister's Point of Light Award for their work with us!

**POINTS
OF LIGHT**

They were amongst just six people recognised for their voluntary work on disability, based on how their "actions have changed lives and how their stories can inspire thousands more to get involved or start their own initiatives." This award coincided with the Global Disability Summit in London. (Note this achievement is being reported as a special event as it took place shortly after the end of the financial year on 25th July 2018).

Launched a Community Health Worker Trainer of Trainer programme in Nepal and Pakistan. Therapists from both countries were trained to become master trainers and their roll out will continue in 2018. The training materials are available in Nepalese and are being translated into Urdu.



10
Master
trainers



25
community
workers



900
Reached
children

We also successfully raised funding for the Community Health Worker programme in Pakistan as part of our first ever online fundraising campaign with Global Giving, engaging 50+ new individual donors who helped us raise more than £5900 for the project, in this financial year.



Engaged **50+**
individual donors

Raised more than
£5,900

We trained 60 people in our infant feeding Trainer of Trainer pilot project in Rwanda, building on the success of previous pilots of infant feeding in Malawi, Sri Lanka and Uganda. We trained 24 healthcare staff, including 3 master trainers who went on to train a further 36 staff, under the clinical supervision of the MAITS trainers. This project has reached 535 babies in four months alone.



3
Local
Master
Trainers



60
People
trained

The American Association of Pediatric's Academic Journal accepted an abstract on the MAITS' feeding project and will be publishing the ongoing results of the project. This is a joint submission with Partners In Health, who are our partners in evaluating this project.

We raised £7000 in one night for the infant feeding project after a successful Dragon's Den-style pitch to donors at The Funding Network!

£7,000

We have provided training in five countries

Pakistan and Nepal

Community Health Worker
Training for local therapists
and Master Trainers

Rwanda

Infant feeding
training

Cambodia

The country's first
ever university
level speech and
language course

Ghana

Irlen Syndrome
screening

We reached out to all our clinicians to identify those that would want to support MAITS in an advisory capacity and identified clinicians with a range of specialisms.

We prioritised making our child and vulnerable adult protection policies and practice more robust and transparent.

Our CEO was invited to carry out a training needs-assessment in Lebanon for a charity there and made a match with a trainer for community health worker training.

We developed an outline of a Communications and Marketing Strategy, produced our first impact and annual report last year, as well as securing over £2000 worth of pro-bono graphic design work to improve our branding and marketing materials. We trained all of our staff and interns on GDPR and contacted all 400+ trainers and volunteers.

The focus of our work

Our work has focused on the following things:



1. **Funding and coordination of training programmes**

We work 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, and for education and disability specialists prepared 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 of individuals with disabilities in low-resource countries. The resources are developed by experienced trainers and tested out and evaluated by local staff in their communities. The resources are developed by experienced trainers and are tested out and evaluated by local staff in their communities.



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.

The materials include MAITS' own resources, as well as other resources on neuro-developmental disabilities from a range of sources.

Key achievements in the areas we work in:

1.

Funding and coordination of training programmes

Our two key programmes this year have been the Infant Feeding project in Rwanda and the Community Health Worker project in Pakistan and Nepal.

Our two key programmes this year have been the infant feeding project in Rwanda and the Community Health Worker project in Pakistan and Nepal.

Infant Feeding in Rwanda

The facts

- **In developing countries, 50% of babies born at 32 weeks die due to a lack of support, including support to breastfeed. In developed countries, almost all survive.**
- **15 million babies are born prematurely every year**
- **1 million babies are born with a disability**

MAITS' infant feeding training aims to reduce infant mortality and improve the chances of babies with an underlying disability or those born prematurely to survive and thrive by using simple feeding and caregiving techniques suitable for use in low-resource countries.

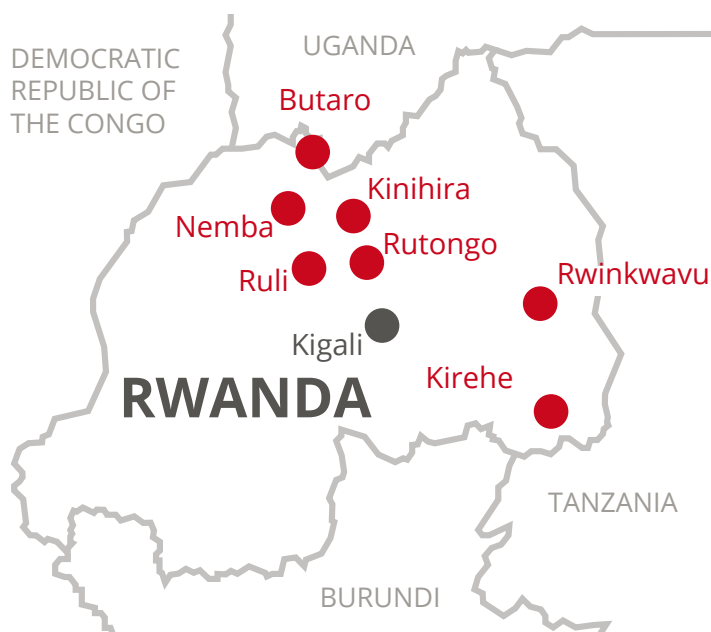
Our impact in this area so far

Pilots of our life-saving infant feeding training in Malawi, Uganda and Sri Lanka achieved the goal of exclusive breastfeeding with 100% success. Using our techniques, which are specifically for babies born prematurely or with an underlying disability, 60% of the babies started feeding within minutes and 100% within 2 weeks – this means the difference between life and death.

Following on from the success of our infant feeding

pilots, we successfully secured funding from the Funding Network, after a Dragon's Den style pitch, to run a Train the Trainer Infant Feeding Project in Rwanda.

How many we reached in Rwanda



We trained 60 health care professionals from seven hospitals in five districts, including 3 local Master Trainers.

These healthcare professionals have used this training to support 535 babies and mothers from February – June 2017.

2 expert mothers received training from the master trainers on how to support other mothers on the wards.

The current trainees alone will reach 4200 babies

per year in the seven neo-natal units in 5 districts. These numbers are increasing all the time as training continues to be rolled out to more professionals on a regular basis, who will reach even more babies and their mothers.

MAITS taught simple, life-saving techniques to 60 hospital staff in seven hospitals in five districts of Rwanda (Butaro, Kinihira, Kirehe, Nemba, Ruli, Rutongo, Rwinkwavu hospitals). The MAITS' trainers worked directly with Partners In Health, the hospital staff, mothers and babies to provide direct on-the-job training.

The impact on the lives of Denise and her twin babies

Denise, a 21-year-old mother, had baby twins Brian and Theoneste, who were born two months prematurely and had been admitted to the neonatology ward for ten weeks with feeding difficulties. They were supported as part of the infant feeding training which works directly with mothers and babies. During the training, participants showed Denise how to hold her babies in an optimal position to promote breastfeeding, even trying a position that allows her to feed both twins at once! Denise described how she is still learning but feels more confident breastfeeding her boys and said they are growing well. Denise recommends similar help for other mothers, saying "they can teach others to breastfeed the way I learned." By the end of the training, both were strong enough to go home.



Case studies and initial impact of the training

Three of our trainees became master trainers and reported that they felt *"confident to teach independently now"*. Trainees are now more assured and coordinated in their approach to breastfeeding. We asked some of the master trainers' first trainees what they thought of what they had learnt:

Samuel Byiringiro is a Quality Improvement Advisor in Ruli District Hospital in Rwanda. He said he "uses these skills on a daily basis ... This training proved really useful... I do not doubt that the time all staff at my facility will be trained, this training will have a significant effect on the growth and survival of babies."

Marie-Claire Abimana is a Quality Improvement Advisor at Rutongo District Hospital in Eastern Rwanda and said that *"since the training, I have been able to have most babies in the neonatal unit who previously would have been fed with a feeding tube, successfully breastfeed in different positions that I learned during the training. I have even seen this work not only in the hospital but also at the health centres to try different positions and successfully breastfeed. Mothers and babies are bonding very well in these new positions we learned, because the mother and babies are in direct face-to-face contact."*

Alex Tugume is a nurse and Head of Neonatology for Rwinkwavu District. Since the training he has been able to help babies he didn't think he could help before, like those with cleft palates and babies of just several days old. He is using the skills he learned during the training every day in his work and says he thinks the *"babies are feeding 85% faster than before the training and that there still might be a need for this kind of training in the community, as well as in hospitals."*

95% of the trainees reported a high level of confidence in their command of the new infant feeding techniques they learnt, where before the training an initial assessment indicated that 30% of respondents reported low levels of confidence, knowledge and skill with regards to these feeding techniques.

The MAITS trainers are providing monthly clinical supervision to the three master trainers remotely, for six months.

The project has led to the employment of two additional local staff members, the expert mothers, who are peer supporters who had babies that were born preterm a year ago with a low birth weight. They have been trained by the three Master Trainers to support mothers in the hospital on how to breastfeed and express and store breast milk. They continue to receive mentorship from the Master Trainers and are working alongside the health professionals in the wards, supporting hospital staff who have a high caseload.

How we are continuing the impact of the training

Our partners, Partners in Health are collecting evidence on the impact of this programme, to build a case for bringing this project to other areas of Rwanda.

An abstract of the project has been accepted by the American Academy of Pediatrics (AAP) academic journal. As result, its effectiveness will be measured on an ongoing basis with some of the initial findings set to feature as a poster presentation at the AAP National Conference in the Orlando, Florida in November 2018 and as a presentation at the Council of International Neo-Natal Nurses' (COINN) conference in Kigali, Rwanda in October 2018. This means that the project is informing practice on a wider level.

This project is sustainable as it is embedded in the local structures - the majority of the trainees are employed by the Ministry of Health and the NGO Partners In Health who have been working in Rwanda for the last fourteen years. Therefore, it has built the skills of local professionals who will carry on this work far beyond the scope of the initial project.

Our partners in Rwanda funded the translation into French of all the training materials and some of the materials have also been translated into Kinyarwanda. These are being made available on MAITS' resource library on our website for professionals working with neurodevelopmental disabilities free of charge.

Achievements of the infant feeding programme in Sri Lanka, Malawi, Uganda and Rwanda

To date we have run this training programme in four countries training 259 staff in neo-natal units and clinics and have reached 58,985 babies to date!

The Community Health Worker project in Pakistan and Nepal

This project in Pakistan and Nepal enables local therapists to roll out disability training to Community Health Workers who are already conducting home visits with families, to help them develop the skills needed to support their children with disabilities.

In October 2017, MAITS brought together six therapists from Pakistan and four therapists from Nepal in Kathmandu and provided training for them to become Master Trainers for the Community Health Worker project within their own communities. This project is improving wellbeing and access to health services for children with developmental disabilities by:

- Providing support for children at home through caregiver training, that will have a direct impact on the child's health and well-being
- Providing easy to understand resources for families to promote the children's development and independence and increase understanding of the children's conditions
- Strengthening identification of children with special needs and referral systems between community and specialist services

Case study for the Community Health Worker Project in Nepal

"Four therapists from our charity attended the Trainer of Trainers project for Community Health Workers. This has been very helpful for the new field workers, they can find specific topics and the language is very simple, not too technical. The Community Health Worker manual is

so good and user friendly. We have 25 Home Visitors in total and they work in 22 of the 77 districts in Nepal. All 25 Home Visitors had an induction on the materials and have used the Community Health Worker guide as part of their work and have reached 900 children with disabilities up to the end of June 2018. The resources are also used by our in-house doctor and physiotherapist to explain key techniques to parents on the exercises they can do with their children and to increase their understanding of the children's condition. Parents can take away hand-outs and illustrations on the issues affecting their child. There is such stigma in Nepal around disability. Parents often feel that their child cannot be helped. But parents are very happy with the work of the Home Visitors. When the Home Visitors play with them, the child becomes more active and the Home Visitor actually becomes an agent for change. Children who could not walk or stand have made progress. Maybe they stand for 10 seconds for the first time or walk their first two steps."

This resource is now available in Nepalese for other organisations in Nepal who would like to use it.

We brought together six Master Trainers from Pakistan who were trained in Nepal, alongside their Nepalese counterparts, which enabled both sets of trainers to see how things were done in neighbouring countries and enabled them to interact with other therapists who worked in a different context to them. The Master Trainers came from Aga Khan University Hospital,

Ziauddin University Hospital and the two local NGOs ACELP and MEANS Institute. A local coordinator in Pakistan has been recruited to arrange the logistics and organise the first eight-day training of the Lady Health Workers. The six Master Trainers that were trained in Karachi are planning the initial roll-out in Karachi to organisations running community programmes.

Bakhtawar, one of the Occupational Therapists from Pakistan that undertook the training in Nepal said: *"I learnt a lot more about the relevant standards and simpler ways of management techniques for cerebral palsy and developmental disorders. I feel pretty well-equipped with knowledge of how to manage these cases at home and I am confident enough that I can deliver the gained knowledge to our community health workers and implement the disability management rules in our underprivileged areas. The MAITS' trainer got the learning message across by breaking everything down into simplified sections. She gave a complete manual of managing criteria and had a very good knowledge of the standards. I must say, a very good mixture of theoretical and practical training."*

Translations of resources for parents, which teach families more about their child's disability and techniques they can use to support their children ranging from exercises to feeding techniques will be made available in the local language Urdu. This resource will also be available on the MAITS' website in our resources section in Urdu where we have a library of resources in different languages to share.





2.

Skill-matching

MAITS runs first ever university accredited introductory course in speech and language in Cambodia!

Children with disabilities in Cambodia face real difficulties accessing education and services compared to other children in the country who do not have a disability. According to the 2018 UNESCO report on Education and Disability: Analysis of data from 49 countries, Cambodia came out as the country with the largest gap in access to education for disabled children with 1 in 2 not accessing school compared to 1 in 14 children without a disability.

After many years of MAITS providing training to disability staff in Cambodia, the first ever university accredited introductory course to speech and language therapy was run at Paññāsāstra University by MAITS volunteer trainer Kari, who is an Adjunct Professor at George Washington University. Kari was involved in formal & practical training in Cambodia, as well as mentorship to the 12 trainees on the university credit certificate course “An introduction to Paediatric Speech Pathology.”

Trainees on the course included Cambodian disability workers, Cambodian teacher’s aides (or teaching assistants) in state and private schools and Cambodian public hospital medical professionals in paediatrics. Given the disparity in access to education for children with disabilities in Cambodia, it was particularly important that educators were included in the course. By the end of the course:

- Trainees were better able to identify children who are at risk or have characteristics of speech, language & feeding disorders
- Trainees were more capable of identifying traits of disorders that impact speech, language & feeding development, as well as conditions such as cerebral palsy and autism.

The 12 trainees in the course work in a variety of settings around Phnom Penh, Cambodia; they interact with related professionals and client families on a regular basis. Kari explained “During clinicals, the trainees

and I observed at two local schools and then debriefed about observations and recommendations for the teachers. Several of the trainees worked at these facilities, so they gained information and techniques to implement.

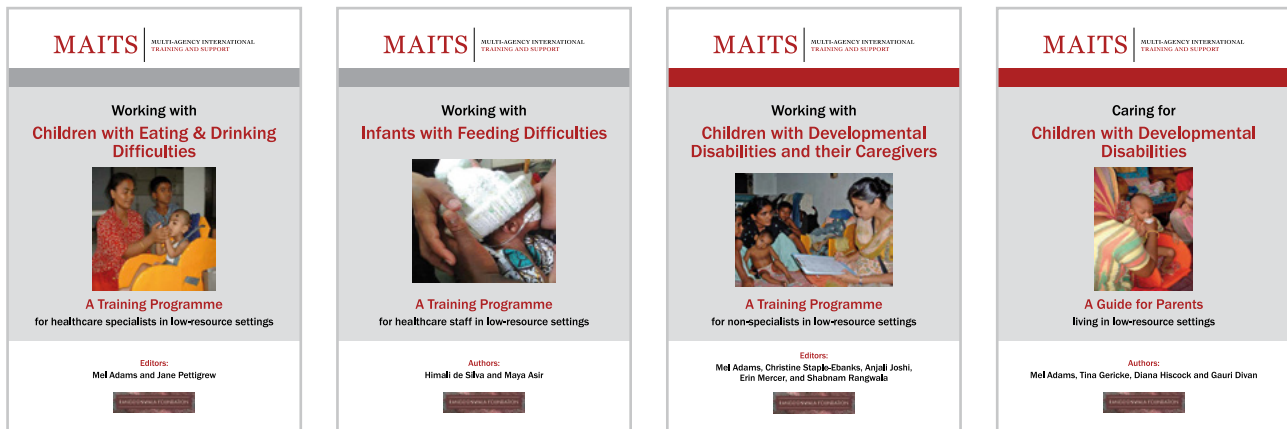
It was great to see the progress that Speech Therapy Cambodia (STC) has made in the 4 years that they have been an organisation. STC has grown in their partnerships with other organisations in Cambodia who also have a goal of building a sustainable degree program in speech and language therapy and speech and language pathology. They have become an official NGO and have agreements to work in several hospitals. This was the first certificate programme in Speech and Language Therapy/ Speech and Language Pathology in Cambodia and overall, it went smoothly.”

Post course surveys indicated that the trainees felt they had learned a lot in the course and would recommend it to others. The university recognised the graduates in a special, separate graduation ceremony. Parents and other teacher/hospital workers expressed interest in completing the course in the future if it is offered again.



3.

Producing training resources



MAITS has produced four training programmes in total – the Infant and Child Feeding Programmes, a Parent Guide and the Community Health Worker programme. This year, we took the decision to focus on two things a) rolling out our current training resources and b) ensuring that the training resources are available in the local languages of the countries where they are being delivered.

- The roll out of the Infant Feeding project and the Community Health Worker programme, which also incorporates the Parent Guide, took place in Rwanda, Pakistan and Nepal.
- We believe that our training should be accessible to those working with the most vulnerable communities and recognise that often, this means that the materials need to be made available in languages other than English.

In many cases, our partners have arranged for translation of the materials into the languages spoken in their areas.

Translation of our infant feeding training programme into French

Through our partnership with Partners In Health and the Boston Children's Hospital, MAITS' Infant Feeding Resources were translated into French and some of the supporting training slides were translated into Kinyarwanda.

Translation of our Community Health Worker training programme into Nepalese

Our partners, Self-Help Group Cerebral Palsy (SGCP), who were involved in developing and piloting the MAITS' Parent's Guide, carried out the translation of our Community Health Worker manual.

Translation of these training packages and all the materials that go with them are no small task, as they are several hundred pages each. MAITS would like to thank these organisations for the work and cost involved in doing this. We really appreciate that our partners translated these materials and that they are now available for other organisations to benefit from them.

4.

Resource library

This year, our resource library, which comprises our own materials and a collection of useful resources, was accessed from all around the world.

- Our MAITS' training resources were downloaded 33 times for use in 23 countries. This includes:
- 14 Community Health Worker manuals
- 16 feeding manuals

When approached by partners to access the resources in the MAITS' resource library, we ask for a little information on what they want to use the resources for and follow up, to see how useful they were.

These are some of the ways our resources were used: MAITS' materials on the Community Health Worker and on feeding disorders have been used as the basis for a competency training programme on a Paediatrics post-graduate course in Egypt, produced in Arabic.

"They have been used to design a competency training programme on cerebral palsy for paediatric residents through the Master Degree Thesis of Paediatrics for one of my postgraduate students. The other manual was a carer-to-carer programme which was used to design a training programme on feeding and nutritional disorders in children with cerebral palsy for parents, through the Paediatrics Master's Degree Thesis for another of my postgraduate students. The other carer-to-carer programme has been used to generate parents' handouts in Arabic to be used for training on feeding and nutritional problems of children with cerebral palsy. These handouts are already available on request." Prof. Dr Tarek Omar, Professor of Paediatrics from Alexandria University, Egypt.

Another NGO working in the Great Lakes Region in Africa has used the Community Health Worker training programme and this was their feedback:

"Our organisation has launched a pilot project in the Great Lakes Region in Africa to enable fieldworkers and parents to support their children with cerebral palsy. Your manual (A Guide for Community Health Workers: Supporting Children with Disabilities) has been a very useful reference point. We are now in the process of developing a platform

so that all project participants can have access to key resources and we would like to include your manual."

Roll out of our infant feeding programme in Uganda

Using MAITS' infant feeding resources, under an externally funded programme, eight healthcare workers in Uganda received infant feeding training. The trainees have reported back that after their infant feeding course, they feel *"more confident in advising mothers in how to breastfeed."* One even reports they feel *"confident enough to train others"* and some identify that they have *"greater knowledge about positioning for babies with cleft lip and palate."*

This training will allow these healthcare professionals to reach around 1450 babies per year.

Other achievements

Prime Minister's Points of Light Award



Three MAITS volunteers received the Prime Minister's Points of Light Award for their work with us. Janet Ivin, John Carter and Geraldine O'Grady were three of only six people who received this prestigious award for their outstanding volunteer work for those with special educational needs and disabilities. Their awards coincide with the first ever Global Disability Summit on 24th July 2018 in London, co-hosted by DFID, the government of Kenya and International Disability Alliance.

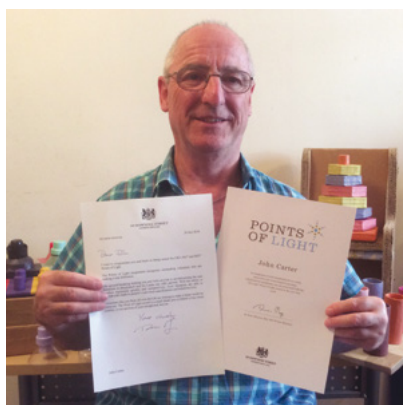
The Prime Minister's daily Points of Light award recognises outstanding individual volunteers - people who are making positive changes in their communities and around the world, with recognition of these individuals being based on how their "actions have changed lives and how their stories can inspire thousands more to get involved or start their own initiatives". These volunteers have been specially recognised to coincide with the first ever Global Disability Summit.

Geraldine, John and Janet were invited to Whitehall for a round table meeting with Lord Michael Bates, the Minister of State, along with the three other winners, where they were presented with a certificate and a signed letter from the Prime Minister. During this meeting they were invited to speak about their voluntary work and had the chance to discuss why they view volunteering as important and how it can be expanded to have a further lasting impact.

Geraldine, who is an educator for children with special needs at Whitefield Schools in London, won the award for her inspirational training in a college and special schools in India, and her role in setting up MAITS, along with Meheen Dalamal and Asif Rangoonwala from the ZVM Rangoonwala Foundation. Since then, we have worked in 21 countries and trained over 4700 staff who have ultimately reached over 600,000 people living with disabilities such as autism and cerebral palsy in developing countries. We have done this almost entirely through our team of volunteers.

In a personal letter to Geraldine, Prime Minister Theresa May said:

"Your decision to volunteer your skills in Indian special schools has done so much to support children with developmental disabilities to be able to access education. Your work inspired an entire charity and now, as a result of your ideas and energy, hundreds of thousands of people have benefitted across the world."



On winning the award Geraldine said:

"I am so thrilled to have been given this award and am pleased, humbled and incredibly grateful that my work is being recognised in this way. Thank you to MAITS, the international disability charity which nominated me, and Asif and Meheen from the ZVM Rangoonwala Foundation who saw the positive changes that training on special needs could bring about and enabled this to happen, as co-founding trustees and funders of MAITS. Thanks too to my colleagues at Whitefield Schools in Waltham Forest and Niels Chapman, a former head teacher, who along with me, volunteered in India. I would also like to thank DFID and Number 10 for giving me this award. It's a real honour! Volunteering is something that I would highly recommend and I never dreamed about the path it would take me on."

Janet and John received the award for their dedication and voluntary work training occupational therapists, physiotherapists and special needs teachers to make low-cost, therapy and rehabilitation equipment for children with disabilities out of paper and cardboard. This pioneering 'Appropriate Paper-Based Technology' (APT) is environmentally friendly and allows equipment such as specialised supportive chairs for children with cerebral palsy to be made to individual specifications from everyday items such as cardboard, newspaper and plastic bottles.

In a personal letter to Janet, Prime Minister Theresa May said:

"The ground-breaking training you and John provide is revolutionising the care therapists in Bangladesh and Sri Lanka can offer patients. With the ability to produce equipment quickly and inexpensively, local therapists are able to provide aides made to people's individual specifications and transform lives."

In a personal letter to John, Prime Minister Theresa May said:

"The work you are doing with Janet is transforming lives in Bangladesh and Sri Lanka. By training local therapists to use new technologies to produce equipment made to patients' individual specifications, you are supporting people to live fuller, more independent lives."

Commenting on receiving the award, Janet said:

"When I received the telephone call informing me that I had been chosen to receive the Points of Light award, I could not comprehend what I had just been told. I feel very humbled and honoured that my passion for volunteering my skills in APT and occupational therapy has led to this award. It has also been very affirming for me."

John said he was:

"Shocked – flabbergasted – to be honoured with the Points of Light award. Volunteering is my passion. I love teaching APT to benefit disadvantaged people in developing countries, sharing my knowledge with others knowing that when I return home our students are enthused to share their new skills. I feel very humbled to be receiving this award. Thank you."

Finding out a bit more about these three volunteers...

In 2008, Geraldine and some of her colleagues at the Whitefield School in Waltham Forest identified some special schools in India that were interested in special needs training and with the support of the Rangoonwala Foundation, they started the volunteering that was to lead to the set up to MAITS. This went so well that further requests for training came in and Geraldine, along with Asif Rangoonwala and Meheen Dalamal, set up MAITS, matching people who wanted disability training with those who could provide it. Geraldine was involved in the set-up of MAITS from the beginning; she also does assessments for our grant applications, helps to recruit new volunteers and is on our register of active volunteers for taking on overseas assignments during the holidays.

Here is Janet and John's story...

How did you become involved with MAITS?

Janet: *"MAITS had a stand at a university and I got chatting to the team member about my volunteering work at the Centre for Rehabilitation of the Paralysed CRP and she suggested that I apply for a small grant. This enabled me to cover some of my flight costs to provide training in Bangladesh in 2011. "*

MAITS has provided training grants for Janet and John on three occasions when they have facilitated Appropriate Paper-based Technology Training (APT) courses, in Bangladesh in 2011 and 2014 and in Sri Lanka in 2016.

Tell us a bit more about your careers

Janet: *"I trained late in life to become an Occupational Therapist, through a four-year part-time course whilst working as an OT Helper. I qualified in 1995, and having undertaken a placement in paediatrics during my training, I went straight into paediatrics after qualifying. I left the NHS many years ago, and started working independently on a small scale as a self-employed OT, to give me more flexibility for my overseas voluntary work."*

John: *"I have a background in engineering, working for some years as a Fabricator Welder. I then worked in the plastics industry. I had a career change in 2011, starting work in adult care services as a Day Service Support Worker and achieved a qualification in adult social care."*

John & Janet:

"Since volunteering with MAITS we have both grown in confidence and expertise in the training that we provide. With our different skills-background we complement each other in what we offer. For example, Janet usually comes up with the ideas for new therapy equipment, and the therapeutic uses, and with John's engineering background, he is able to design and produce a prototype."

We both undertake our voluntary work as self-funding volunteers, so the small grants that MAITS has provided for us has been invaluable in enabling us to carry out our passion for APT training!"

John currently works full-time and like many of MAITS' volunteers, he uses his annual and unpaid leave for his visits. Janet is self-employed so also contributes her spare time as well as her skills.

If others are interested in getting involved in MAITS as a volunteer or to apply for grant funding, what would you say to them?

Don't be afraid to apply as MAITS are very approachable! It is reassuring going with the support of MAITS, knowing that if there are any problems whilst overseas, they can easily be contacted for help and advice. We know that whilst carrying out our work we are accountable to MAITS, and therefore always ensure that we work to a high standard. The MAITS application process is very thorough and therefore ensures that volunteers will match the criteria for enquiring organisations, which will encourage organisations to have a MAITS volunteer.

Training on Irlen Syndrome in Ghana

Ten teachers were then taught to screen for Irlen Syndrome and were evaluated. They taught other teachers and trained a total staff of sixty nine; this comprised of forty teachers, fifteen education officers, nine workers of Ghana National Assessment Centre and five of CLED's own staff. Thirty eight children were screened during the training.



Work priorities and strategic priorities

Our areas of focus for 2018/19

1

Delivering the MAITS grant training programme

Focusing particularly on education and mental health grants. Continue to respond to needs' led requests for training.

2

Projects

Building on the success of 2017-18, continue to roll out the Community Health Worker project in Pakistan and develop the successful infant feeding project in areas of greatest need

3

Fundraising

Continue to develop and diversify our funding

4

Communications

Continue to raise MAITS' profile

5

Governance of the organisation

Continue to build on the work on governance we have put in place in the last year – including demonstrating impact and building our board

How you can get involved

Are you interested in becoming a MAITS volunteer?

MAITS has delivered nearly all of its work, through the highly skilled, highly qualified educators and therapists. Our volunteers are our biggest asset and without them MAITS would not have reached all the people we have!

If you are a therapist or educator that specialises in neuro-developmental disabilities and would like to get involved, please get in touch. We are looking for qualified disability therapists and educators who have:

- At least four years post-qualification experience
- Experience either working or volunteering overseas in a developing country
- Experience training or teaching

We can provide a small grant towards the cost of your travel and accommodation and if you are interested in volunteering in a developing country but do not have a particular organisation in mind, we can also put you in touch with organisations looking for training through our matching system.

To find out more, please contact us (our contact details are at the end of this report), or visit the grants section of the MAITS' website.

Meet one of our volunteers

MAITS' volunteer Kari Comer is an Adjunct Professor and Clinical Supervisor at the George Washington University in the United States. Kari volunteered for MAITS this year, teaching on the first-ever university level speech and language course in Cambodia!



MAITS: Kari, what made you want to become a MAITS' volunteer and how did you hear about us?

Kari: "I heard about MAITS through another SLP who has done a lot of international work. I was excited to learn that a programme like MAITS existed and wished I had heard about it sooner in my career. I was instantly interested in becoming more involved with MAITS in any capacity and contribute to your mission."

MAITS: Tell us a bit more about your professional life?

Kari: "I have been a Speech and Language Pathologist for almost 15 years now and have worked in a variety of settings including home health, public schools and a rehab hospital. I currently work full time at the George Washington University as a Clinical Supervisor and Adjunct Professor. I also consult with International Diagnostic Solutions. Recently, I have started my own (very small) practice to work with individuals providing accent modification coaching both online and in person.

I have had the joy of working in several other countries in different capacities. I volunteered with CLASP International in Lusaka, Zambia and taught and supervised graduate students. I also volunteered with a joint program with ASHA the University of Guyana to teach students online. I also have the privilege of leading study abroad for my department at George Washington University and have taken 12 graduate students to South Korea, Nepal

and Mexico to participate in a cultural and professional exchange to learn more about our field and related disciplines in different countries.”

MAITS: Tell us a bit more about the volunteering you have done with MAITS and what have the advantages been of volunteering with us?

Kari: *“I was able to volunteer with Speech Therapy Cambodia in November, 2017 to teach a course to 12 trainees who were in related disciplines. Initially I received a travel grant through MAITS and have learnt more about your mission and values which has been very helpful. Your guidance (and documentation) helped me organise my experience in a unique way by focusing heavily on learner outcomes and sustainability, as well as programme development and content. It’s also wonderful to know that there is a support system in place that is dedicated to my field and related disciplines when it comes to international work and providing access to individuals in need. Thank you for this opportunity. I look forward to working with MAITS in other capacities in the near future.”*

Since volunteering with us in October 2017, Kari has come forward to be one of MAITS’ voluntary advisors to support us with programme development, grant assessments, networking and increasing our reach to other clinicians. With MAITS, there is a lot of scope for volunteers to use their skills both in our overseas work and at an organisational level and we are always happy to hear from you!

Looking for a volunteer trainer for your organisation?

Do you want to receive disability training for your team? Do you work in healthcare or education? If your organisation works in an organisation in a Low or Middle Income Country and you are looking for training on developmental disabilities, we are keen to hear from you!

MAITS likes to work in partnership with organisations over the long-term. We are always looking to hear from new organisations based in developing countries who want training on developmental disabilities.

If you are interested having a MAITS trainer? These are the options...

- You can request training in a specific subject: you can advertise on our website free of charge.
- We will also contact relevant volunteers from our database of 400 volunteer trainers, as well as advertising in professional magazines and reaching out to our contacts.
- **If you have specific training that you have identified and have a trainer in mind, you can get in touch at info@maits.org.uk to see whether we can help to fund the training.**
- You can look at the offers of training we have being advertised on the training opportunities section of the website. Here we have had matches for training for everything from special needs teachers providing support on curriculum development to training on specific conditions for healthcare workers.

Both trainers and organisations receiving training can apply for small grants to cover costs that make the training possible. If you are interested in receiving or offering training, register at: <http://www.maits.org.uk/register/>

And please do tell others about us too!

How we identify projects and partners

We are often asked how we decide where to work and what training to offer. A real strength of MAITS is that we have a certain amount of flexibility in where we can provide training and there are a number of different ways to get involved. We work in low and middle income countries and a lot of our work comes through word of mouth, from others that have had MAITS trainers and also via our website where organisations can register and advertise free of charge for a trainer.

We can provide training remotely with a good internet connection and we do often do remote follow-up in this way.

MAITS carried out a needs assessment in Lebanon



This is one of the refugee camps in the Beka'a Valley in Lebanon that MAITS' visited. Families have been living here for four years, including children with disabilities.

In 2017, MAITS was contacted by *Médecins du Monde* (MdM), a long-established charity in Lebanon that has mainly local staff who invited us to do a needs assessment. Since the war in Syria, Lebanon has taken in 1.5 million Syrian and Palestinian refugees. This represents 30% of Lebanon's population, which is the highest per capita concentration of refugees in the world. Organisations such as MdM do an excellent job of supporting the refugee and vulnerable host population in challenging circumstances.

MdM have a team of very dedicated workers who regularly carry out home visits to extremely vulnerable refugees to provide mental health support. We undertook the needs assessment and visited the refugee camps and clinics, as well as accompanying the outreach workers on field trips and speaking to the staff about the families they worked with and what they saw as the key needs. The work these outreach workers were doing with mental health disorders was remarkable. There was a huge level of need and we could see the difference these outreach workers could make to families with children with disabilities with some additional training and resources.

The Outreach Workers serve refugees from Syria who have been living for years in tents in make-shift refugee

camps (including the one shown here, which is in the Beka'a valley), who have little access to services. The annual Vulnerability Assessment of Syrian Refugees reveals that 58 per cent of households are now living in extreme poverty – on less than US\$2.87 per person per day. These families often have few or restricted rights to work. In the case of people with disabilities, living in poverty makes it even harder to access services. For many families, the outreach workers are the main link between themselves and other services, as living in remote locations, lack of money and lack of accessibility for those with disabilities mean that they are not easily able to move around. These children are in desperate need of support for their special needs, in addition to the hardship that they have experienced during their young lives.

The Outreach Workers have a caseload of 398 people, 123 of which are children. 42 of these have a diagnosis of a developmental disability, such as autism, cerebral palsy, ADHD or similar. There may be more children who are undiagnosed.

The Outreach Workers work as part of a larger structure of healthcare provision and are also able to refer children with more acute needs to specialist services. Senior workers in MdM are very engaged in

disability and will also receive the training, so there is a mainstreamed approach to working with children with developmental disabilities.

What happened next?

On discussion with the team from MdM, informed by what we had seen in the field, we jointly identified that the priority would be training for the outreach workers to recognise and understand disability, so that they could work with parents to support them and their children, teaching practical everyday techniques to support their development and independence.

At MAITS we then advertised on our website, contacted a number of professional publications, reached out to volunteer trainers on our database and used word of mouth recommendations as well.

We are pleased to say that we were able to identify an experienced MAITS volunteer trainer who is keen to lead the training for this team and we are finalising the details of the training for 2018-19 with the team in Lebanon and are hoping to get these resources translated into Arabic.

Donate to MAITS

If you would like to donate to MAITS, we would really appreciate your support. These are some of the reasons you may want to donate to MAITS:

- We work with some of the most marginalised people in the world – those with disabilities in developing countries
- MAITS is an organisation that works almost entirely through highly qualified volunteers who give their time and skills freely. Many of them also contribute financially towards the cost of the training that they give.
- We do not have offices with overheads in the countries we work in and instead operate by working in partnership with locally-based organisations.
- Our governance costs this year were only 5.9% - this is because we have donated offices, a modestly sized staff team, and we benefit from a significant amount of pro-bono work including pro-bono graphic design and legal services.
- This means that you can reach the people who need your support the most, through us.

Donate by sending a cheque to our office in Wimpole Street or online at:

www.justgiving.com/m-a-i-t-s or get in contact to set up a direct debit

JustGiving™

Generate free donations to MAITS from major retailers

We are part of two schemes which allow you to generate free donations, at no extra cost to yourself...

Major retailers donate to MAITS, when you make everyday purchases, without it costing you a thing.

Donations to MAITS when you shop at Amazon!:



Step 1. Just google amazon smile, or follow this link
<https://smile.amazon.co.uk/>

Step 2. Search for MAITS when it asks you which charity to support

Step 3. You will see amazon smile and the name MAITS on the middle of the page, as the charity you chose to support. Then shop as normal and Amazon will donate to MAITS!

GoRaise



You can help MAITS raise money through GoRaise. It doesn't cost you a penny.

This is our link

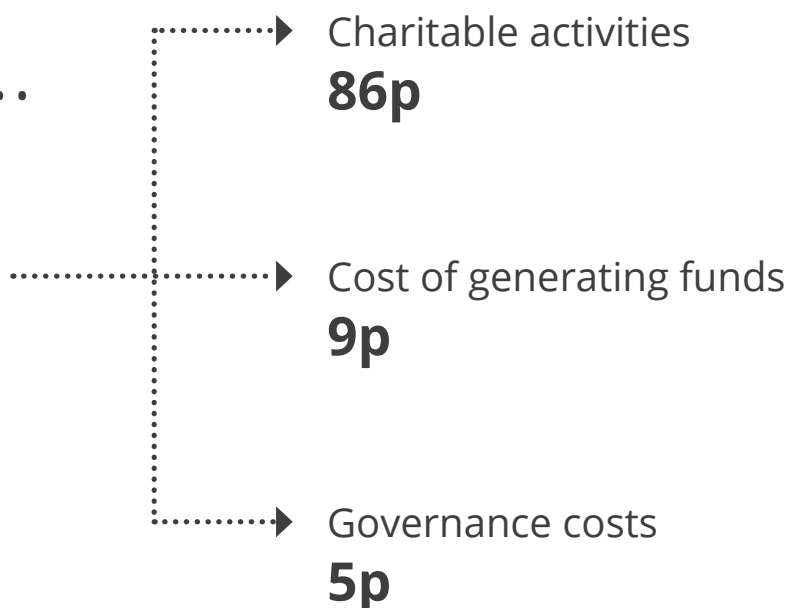
www.goraise.co.uk/maits/?refid=8768

Step 1. Start at GoRaise.co.uk

Step 2. Click on your chosen retailer

Step 3. Get a donation – after you have made your purchase, the retailer will donate a percentage of what you spend to MAITS, costing you no extra!

For every **£1** spent...



How you can support MAITS' work

- **Become a volunteer trainer** – if you are interested in becoming a volunteer trainer and are a healthcare or education professional with 4 years' experience and experience in a developing country, get in touch via <http://www.maits.org.uk/register/> or contact us via info@maits.org.uk
- **Pro-bono work** – MAITS has received generous pro-bono support including from law firms and graphic design companies, as well as for office space.
- **For other volunteering opportunities**, whether for fundraising, comms or other please get in touch.
- **Donate** by sending a cheque to our office in Wimpole Street or online at <https://www.justgiving.com/m-a-i-t-s> or get in contact to set up a direct debit.
- **Company giving and Trusts and Foundations** – please get in touch with our CEO, Esther Hamilton on 0207 258 8443

Acknowledgements

MAITS would like to thank all of our volunteers, trainers and partners, without whom our work would not be possible.

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