

# MAITS

Global Disability Training

## Annual Report 2021-22

1<sup>st</sup> July 2021 - 30<sup>th</sup> June 2022



education,  
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& support  
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& support  
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training

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

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**Meheen Dalamal**  
CHAIRPERSON

*Dear friends and supporters,*

**I am both proud and honoured to share with you, the 2021-22 MAITS Annual Report.**

In 2006 the United Nations Convention on the Rights of Persons with Disabilities (CRPD) was ratified, and two years later in 2008, it came into force – the same year that MAITS was established.

Article Seven of the CRPD covers children with disabilities and acknowledges that state signatories should *‘take all necessary measures to ensure the full enjoyment by children with disabilities of all human rights and fundamental freedoms on an equal basis with other children’*, that *‘the best interests of the child shall be a primary consideration’* and critically that *‘children with disabilities have the right to express their views freely on all matters affecting them, their views being given due weight in accordance with their age and maturity, on an equal basis with other children, and to be provided with disability and age-appropriate assistance to realize that right’* (CRPD, 2006).

Sixteen years on from this convention being ratified, we are still working to ensure that the rights of children with disabilities are realised through delivering our unique training packages. Our work directly contributes to the Sustainable Development Goals 3, 4 and 8 - emphasising the importance of health and wellbeing for all, access to education and promoting the social inclusion of persons with disabilities.

To date, we have worked in 23 countries, with 79 partner organisations, training more than 7000 professionals on the ground, who have collectively reached more than 1,400,000 families. This year we have worked with local organisations to deliver our life-changing training to partners on the ground in Pakistan, Sri Lanka, India, Uganda and Bangladesh. Over the last year, MAITS has trained an impressive 228 individuals and reached approximately 11500+ children with disabilities and their families across these countries.

This would not be possible without the passion and dedication of everyone who has volunteered, worked for, and supported us through this challenging, but ultimately successful year. On behalf of the Board, I would like to extend a heartfelt ‘thank you!’ to all involved, and in particular to our donors, who share our commitment to improve the lives of some of the most vulnerable people within society.

With Gratitude,

*Meheen*



**Sadia Mirza**  
DIRECTOR OF OPERATIONS

*Dear Friends and Supporters,*

**Those living in low-income countries, where families often have little access to information, guidance or specialist services may have some of the worst health outcomes and quality of life for children born with disabilities - we are here to help our partners bring the change, and this year our work has been more important than ever. UNICEF (2022) reports that some 15% of the world’s population, which equates to at least one billion people, are living with a disability, of which around 240 million are children.**

As the world continues to recover from the impact of the pandemic, and faces new challenges posed by regional conflicts and climate change, I want to take the time to acknowledge how MAITS colleagues, volunteers and partners have worked tirelessly to deliver our vision for a world in which children with disabilities are able to reach their full potential. Despite global events, we have sustained delivery of our training packages to those working on the ground, continuing to meet their training needs, often in ever-more creative and flexible ways.

To date, we have worked in 23 countries, training more than 7000 professionals across 79 partner organisations, and reaching more than 1,400,000 families with disabled children worldwide. Our flagship Community Health Worker (CHW) Empowerment Programme has gone from strength to strength this year, with delivery in Pakistan, Sri Lanka, India, Uganda and Bangladesh. In this year alone we have trained 160 individuals on our Community Health Worker Empowerment Programme and altogether train 228 individuals who have benefited approximately 11500 families and children with special needs.

This year our Ugandan partner organisation has translated our CHW training into the local languages of Rutooro and Lhukhonzo to meet the needs of diverse communities in East Africa, ensuring that we reach children with disabilities in even the most remote parts of the world. This translation work will continue over the coming years. We have also given five project grants to enable training for staff working in rehabilitation and special education settings in Zambia, Kenya, Uganda and Ghana on a range of topics, including the making of low-cost equipment to promote learning and independence.

Looking to the future, in addition to our other packages, we will be piloting our Appropriate Paper-Based Technology (APT) training in Nepal and Uganda. APT is concerned with the production of useful articles from waste cardboard and paper such as therapy equipment and toys. This low-tech, low-cost way of making essential items that enables both the therapeutic support of children with disabilities as well as offering an income generation opportunity for families and organisations.

Through local action, we are achieving global change. I would like to take this opportunity to thank our delivery partners, trainers, donors, and supporters for helping to make a difference to the lives of children with disabilities. I would like to extend my appreciation and gratitude to our valuable team for their tireless efforts towards our mission – *Mel Adams, Miranda McMillan, Edwina Donnelly, Faryal Khan, Jenny Simpson and Melody Waterworth.*

With thanks,

*Sadia Mirza*

## THE CONTEXT

# Our Story so far...

2008

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

2009



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

2010



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

2011



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

Olivia Donnelly joined the board as a trustee.

2015



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

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

Annabel Heathcoat-Amory joined the board as a trustee

2014



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

2013



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

2012



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

2016



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

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

2017



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

2018



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

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

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

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

2022



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

2021



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

2020



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

2019

MAITS reached its millionth beneficiary this year!

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

OUR IMPACT

# Key Achievements 2021-22

12  
PARTNER  
ORGANISATIONS  
IN SIX DIFFERENT  
COUNTRIES

228  
PEOPLE TRAINED

11,550  
CHILDREN WITH  
DISABILITIES AND THEIR  
FAMILIES REACHED

**Uganda**

Staff at Kyaninga Child Development Centre (KCDC) received their initial training on the CHW Empowerment Programme in October 2020 in the height of Covid lockdown, when 21 therapists became trained as MAITS trainers. Since then, KCDC have been working with Village Health Teams (VHTs) in their community. The families have appreciated the new knowledge and skills they have gained from the VHTs.

**Zambia**

MAITS has been supporting therapists from Zambia Therapeutic Art since 2013 to support the establishment of the original Therapeutic Art course and the delivery of training to mental health staff and students in Lusaka and other centres in Zambia. It has delivered training to over 550 people since 2013. This training builds on the pilot CYP courses of 2019 and April 2022 and is in response to very strong interest from a range of sectors working with vulnerable children. It also seeks to increase the capacity of professionals trained in therapeutic art by adding person centred practice skills with children to their toolbox. The therapists were again supported in 2022 to deliver further training to 25 individuals in Zambia.

**Sri Lanka**

In Sri Lanka, MAITS partnered with the disability organisation MJF Charitable Foundation. We successfully delivered the first phase of our Training of Trainer Community Health Worker Empowerment Programme to MFJ Foundation staff in early 2021, where we trained 21 therapists through our adapted online programme (necessitated by travel restrictions caused by Covid-19). The training was delivered online by three MAITS Master Trainers. This was considered a huge achievement as face-to-face training is the usual gold standard. The training resources were translated into the local language and 280 CHWs, locally referred to as 'social development workers' in four provinces were subsequently trained. In total, approximately 1,120 families have been reached so far.

**Pakistan**

This year, MAITS partnered with Al Umeed Rehabilitation Association (AURA) and Marie Adelaide Leprosy Centre (MALC) along with continuing to work with our long-standing partners ACELP Institute of Child Development and Ziauddin University. Through these partnerships MAITS has trained 10 trainer of trainers who have further trained 84 Community Health Workers.

**India**

This year, we partnered with Tamahar Centre for Children with Developmental Disabilities in Bangalore who helped bring three other organisations in the region to join the programme. These organisations are Akshadha Foundation, Shristi Special Academy and Diya Foundation. Through this programme we trained 11 trainer of trainers who have in turned trained 24 Community Health Workers in Bangalore. The CHWs have now conducted their first visit to the families of children with special needs to assess their requirements and set goals to focus on in the next three visits.

**Bangladesh**

In 2021, 15 therapists from the CRP Bangladesh received the first phase of trainer of trainers programme online. Following video assessments of the trainees, it was decided that top-up training should be delivered to better equip the trainees to train and support the CHWs on the programme. Two one-hour online sessions were given by MAITS' clinical training consultant, Dr. Mel Adams, accompanied by Master Trainers Alexandra Hejazi and Ali Punjani. The local trainees have since trained 60 CHWs who are supporting 240 families.

**Kenya**

MAITS funded two international trainers to conduct a 2-week training programme on Appropriate Paper Based technology in Kenya, with the long term objective of developing APT workshops for the local production of postural support devices to meet the needs of children with cerebral palsy.

## PURPOSES & AIMS

# Who we are

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

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

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

### Vision

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

### Mission

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

### Strategic aims

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

Our work directly contributes to the Sustainable Development Goals 3, 4 and 8<sup>1</sup> – emphasising the importance of health and wellbeing for all, access to education and promoting the social inclusion of persons with disabilities. We work through qualified healthcare practitioners with specialist skills in working with babies and children with neurodevelopmental conditions. Our trainers provide in-country training as well as remote training support.

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

## SWOT Analysis

We have conducted a SWOT analysis to understand our strengths and opportunities.



## Where we have worked

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



Although we have worked in 23 countries, for the last 2 years we have focussed our efforts on our project work in India, Pakistan, Bangladesh, Uganda and Sri Lanka, rolling out our Community Health Worker (CHW) Empowerment Programme. This year, we will be expanding this programme to Nepal and Burundi. In Nepal, training is also being delivered on Appropriate Paper-based Technology (APT) to trainees from both Nepal and Pakistan, and in India and Bangladesh we have plans to provide training on Infant Feeding. Further roll-out of our programmes in Sri Lanka have been put on hold for the time-being due to difficulties on the ground.

# Our Packages and 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, supporting the local dissemination of much needed expertise. MAITS currently offers two Training of Trainer programmes based on our packages. This year, we are looking to enable the APT training, developed and delivered through our Grants Scheme, to follow a similar programmatic structure for roll-out.

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

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

Our Infant Feeding and Community Health Worker Empowerment programmes build capacity at the following levels:

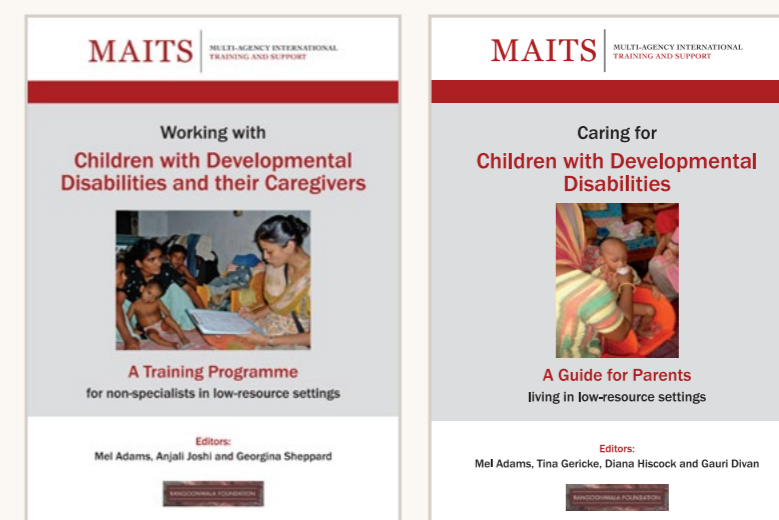
The roll-out of our programmes is facilitated by the organisations our trainers work for, who coordinate activities on the ground, release their staff to provide/attend the training and submit monitoring and evaluation data to us. MAITS provides overall coordination and pays for trainer and local costs.



## COMMUNITY HEALTH WORKER (CHW) EMPOWERMENT PROGRAMME

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

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



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

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

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

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



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

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

**Barefoot training: Working with Children with Developmental Disabilities and their Caregivers**

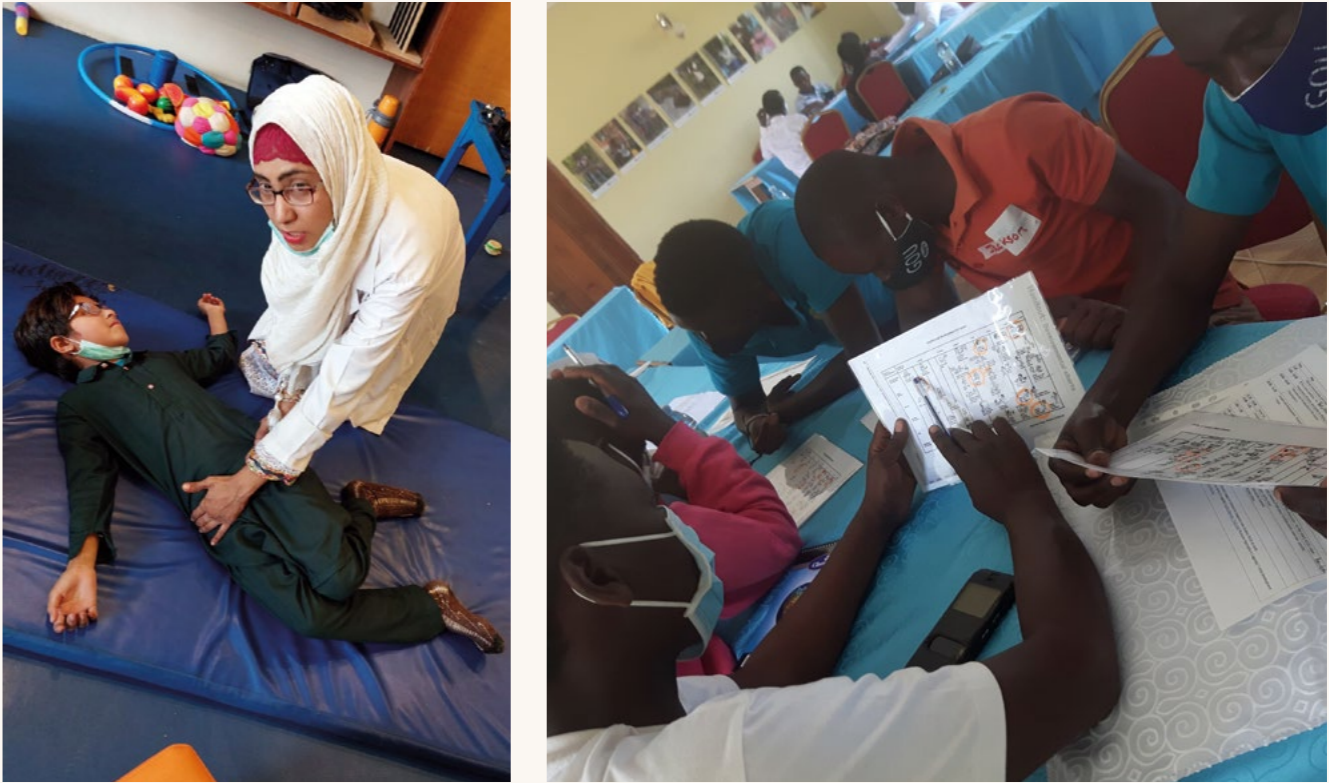
This is a 7–8-day training programme equipping keyworkers who have little or no knowledge of developmental disability to provide basic guidance to families, using the MAITS Parent Guide.

The course aims to provide trainees with:

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

**Accompanying videos**

We have been working hard this year to create video clips that will accompany both resources above and strengthen the accessibility and quality of the programme.



**CHW Empowerment Programme – Pakistan**

This year, MAITS partnered with Al Umeed Rehabilitation Association (AURA) and Marie Adelaide Laprosy Centre (MALC) along with continuing to work with our long-standing partners ACELP Institute of Child Development and Ziauddin University. Through these partnerships MAITS has trained 10 Level 2 Trainers who have further trained 84 Community Health Workers. The Community Health Workers (CHWs) had a little or no prior knowledge of working with children with neurodevelopmental disabilities and are now trained to a level to offer early intervention services. The CHWs have started visiting families with children with special needs and are teaching them how to keep their child healthy and learn basic life skills. The children are happier and developing a level of independence, which is not only improving their quality of life but that of the entire family. We are aiming to reach approximately 1,800 families in a year’s time. This estimation is based on each trained individual reaching out to 20 families in a year.

**CHW Empowerment Programme – Sri Lanka**

In Sri Lanka, MAITS partnered with the disability organisation, CP Lanka. We successfully delivered the first phase of L2 training to CP Lanka staff in early 2021, where we trained 21 therapists through our adapted online programme (necessitated by travel restrictions caused by Covid-19). The training was delivered online by three MAITS Master Trainers. This was considered a huge achievement as face-to-face training is the usual gold standard. The training resources were translated into the local language and 280 CHWs, locally referred to as ‘social development workers’ in four provinces were subsequently trained. In total, approximately 1,120 families have been reached so far.

**CHW Empowerment Programme – India**

This year, we partnered with Tamahar Centre for Children with Developmental Disabilities in Bangalore who helped bring three other organisations in the region to join the programme. These organisations are Akshadha Foundation, Shristi Special Academy and Diya Foundation. Through this programme we trained 11 L2 Trainers who have in turned trained 24 Community Health Workers in Bangalore. The CHWs have now conducted their first visit to the families of children with special needs to assess their requirements and set goals to focus on in the next three visits.

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

**CHW Empowerment Programme – Uganda**

The training with Kyaninga Child Development Centre (KCDC) originally took place online in October 2020 in the height of Covid lockdown, training 21 therapists as MAITS L2 Trainers. Since this time, KCDC have been working with Village Health Teams (VHTs) in their community. The families have appreciated the new knowledge and skills they have gained from the VHTs, but there have been reports of lack of weighing scales, height boards and middle arm circumference tapes in the local communities in order to take baseline and follow-up measures of the children’s nutritional status. MAITS is providing support for the acquisition of this equipment so the VHTs have all the resources they require to serve these children. There has also been the challenge of staff turnover at KCDC but fortunately there are enough staff trained on the MAITS programmes to keep the work going. We have received several case studies from the KCDC and have picked out one to illustrate the success of the programme, below.



**CASE STUDY**

AG is a 3 year old Ugandan girl with cerebral palsy (CP). She has been suffering from severe malnutrition and recurrent chest infections caused by feeding difficulties and vomiting on her food (a common problem associated with CP). AG and her mother were seen by a therapist working for the Kyaninga Child Development Centre, and provided with follow-up support from the Village Health Team (VHT) who have been trained on the MAITS CHW Empowerment Programme. At the initial interview, the mother reported limited support from the husband, especially with regards to giving her transport money to take the child to the outreach centre for therapy and for treatment for her malnutrition and chest infections. Consequently, AG was regressing in her milestones. She scored 1 out of 5 on her ability in all activities of daily living. She weighed only 5.7kg.

After a few weeks, the therapist and VHT worker went to AG’s house to conduct a follow-up interview. The mother was found in the garden with AG and her younger sister playing together while their mother was busy digging and planting ground nuts (peanuts). The mother reported the following:

*“AG has improved greatly and is much happier because she no longer gets chest infections, diarrhoea and skin wounds. She also likes playing now - reaching for objects while being supported to sit up, and she laughs. She enjoys mealtimes - she’s no longer vomiting and distressed - something she was unable to do before. I now spend less on medication and can use the money to get nutritious food for my child and transport to the outreach for regular therapy.*

*I was sometimes scared to go out with AG but now I carry her on my back wherever I go, like when I got to the market, to church or to visit friends. AG can now turn her head to look at things around her and enjoys play time with her brothers and sisters.*

*Taking care of her has become much easier because feeding has improved, there’s no more vomiting and she’s no longer refusing to eat, so mealtimes don’t take as long. There are no more chest infections and her weight is now 7.2kg.*

*The VHT visits have made a difference in my child’s life, mine and the whole family’s, because the advice I get from the VHT has helped me in learning how to take care of my child and I also get corrected if I perform any recommended activity in a wrong way. My husband is more supportive now - he provides for AG and sometimes helps out in taking care of her, like with playing and washing her, because when the VHT worker comes to visit, he also talks to my husband and encourages him to not give up and to continue supporting AG.”*

# Other MAITS Services

## CHW Empowerment Programme – Bangladesh

In 2021, 15 therapists from the CRP Bangladesh received the first phase of L2 training online. Following video assessments of the trainees, it was decided that top-up training should be delivered to better equip the trainees to train and support CHWs on the programme. Two one-hour online sessions were given by MAITS' clinical training consultant, Dr. Mel Adams, accompanied by Master Trainers Alexandra Hejazi and Ali Punjani. The L2 Trainers have since trained 60 CHWs who are supporting 240 families. We have also been able to identify three therapists from the first L2 batch to pursue their journey with MAITS to becoming Master Trainers (Level 3) by the end of 2022 by assisting in the training of 10 more L2 Trainers ready to roll the programme out further in 2023.



## WORKING WITH INFANTS WITH FEEDING DIFFICULTIES

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

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

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

## SKILL-MATCHING AND SMALL GRANTS SCHEME

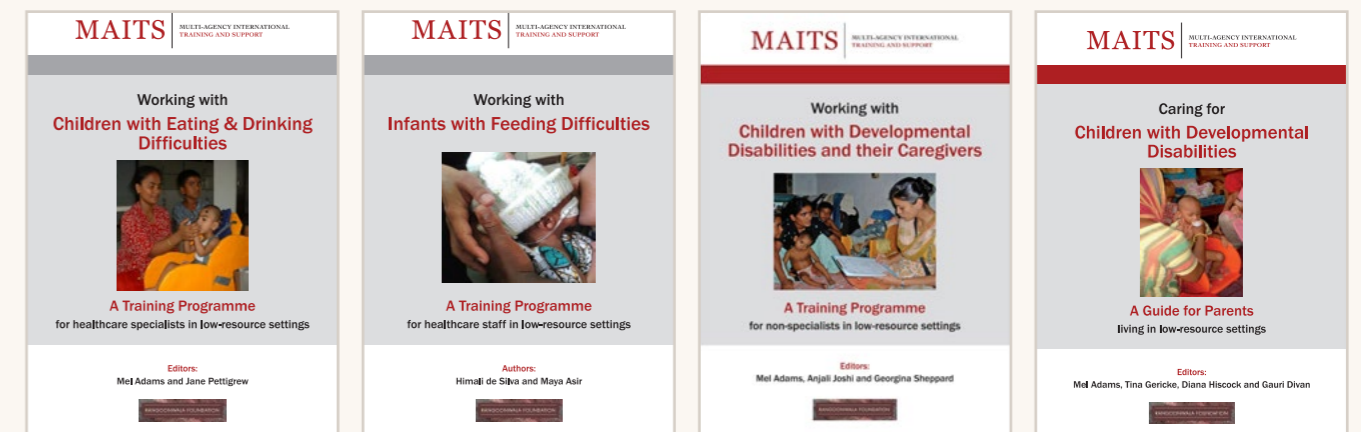
**There are approximately 1 billion people in the world living with a disability. Almost 240 million of these are children (UNICEF 2021). Eighty percent of people with disabilities live in developing countries where there are fewer skilled staff to support them.**

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

MAITS provides small grants to enable training to take place. Since 2011, we have provided 164 grants to enable training for staff working in rehabilitation and special education settings in a range of topics.

In 2021/2022 we provided 5 more small grants to provide trainings in Zambia, Kenya, Uganda and Ghana

## PRODUCTION OF TRAINING RESOURCES

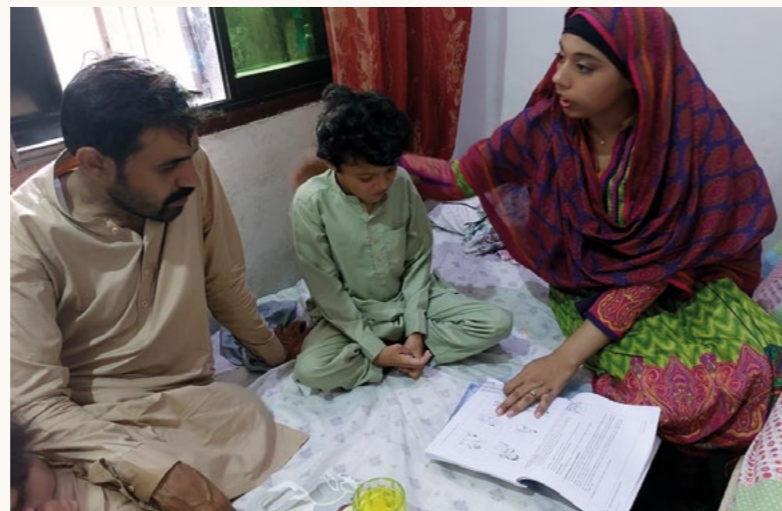


Due to a lack of resources for trainers and staff working with children with developmental disabilities in low- and middle-income countries, MAITS has produced a range of materials to bridge this a gap.

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

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

We have received endorsements for both the Infant Feeding programme, and the Guide for Parents on Caring for Children with Developmental Disabilities, both of which are soon to be included in the USAID Disability Resource Bank.



# WHAT WE DO: THE IMPACT OF OUR WORK

## Theory of Change

How what MAITS does contributes to what we want to achieve

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

# How our activities deliver public benefit

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

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

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

## MAITS is also unique in the following:

- Its specific focus as an international charity on neurodevelopmental disabilities, including autism and learning disability as well as cerebral palsy.
- The range of disability and special needs workers that it supports.
- The innovative approach to working with babies and children taught through our training packages; focusing on easy-to-learn, low-cost techniques for caregivers which impact directly on life expectancy and quality of life.
- The way we use the 'Training of Trainer' (TOT) model in our programmes to upskill staff working at the grass roots level. This is not only disseminated through local therapists trained up by MAITS but incorporates an ongoing system of quality assurance through regular supervision and support for the trainers and staff on the ground.

## Who has used and benefitted from our services?

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

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

Since 2009, we have provided training to more than 7000 individuals in over 23 countries benefitting over 1,400,000 children with disabilities and their families.



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

# Future Plans - 2022-23

## Our priorities:

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

- The continued roll-out of MAITS' Trainer of Trainer (ToT) programmes through current and new partnerships, focusing on promoting sustainability, with local communities leading change from within and embedding our programmes into existing structures where possible.
- The further development and roll-out of Appropriate Paper-Based Technology (APT) and Infant Feeding Programmes within new territories and with new/existing partners.
- Developing content using a range of media to help communicate the work we do and its impact.
- Developing our digital presence, including an overhaul of our charity website and continued emphasis on our social media presence.
- Developing additional resources (.e.g., audio-visual materials) to assist trainers and community workers to make information accessible.
- Ensuring the ongoing quality of our programmes through the systematic support of our partners and supervision of our trainers through more face-to-face visits and meetings.
- Conduct an impact evaluation of the CHW Empowerment Programme.
- The continued provision of access for health and education staff working in low-resource settings to training on disability and mental health, facilitated through our matching service and Small Grants scheme.
- Explore the need for resources for staff to support adults with acquired neurological impairments in the community.

## Our operational focus:

- Expanding and modifying our methods of delivering training whilst maintaining quality and effectiveness.
- Continuing to diversify our funding streams in order to future-proof our organisation and expand our reach.
- Strengthening our monitoring and evaluation processes and focussing on proving our social impact.
- Finding ways to communicate our work more effectively to others.

## Challenges:

- Funding in the non-profit sector has diverted towards more immediate global threats and challenges, including Covid-19, natural disaster relief and relief within global conflict zones.

## Opportunities:

- Disability continues to be a priority in the development sector, with the introduction of disability into the "UN Sustainable Development Goals" and the "Leave No-one Behind Agenda". With the Grand Bargain, there is a greater commitment than ever to gear funding towards and improve the capacity of local NGOs and partners.
- MAITS' emphasis has been on building the capacity of local partners in the field and responding to need, as identified by local partners. Local partnerships are a key priority within our strategy and we want to move towards ensuring that there is buy-in for the MAITS' model at a strategic level wherever we work.



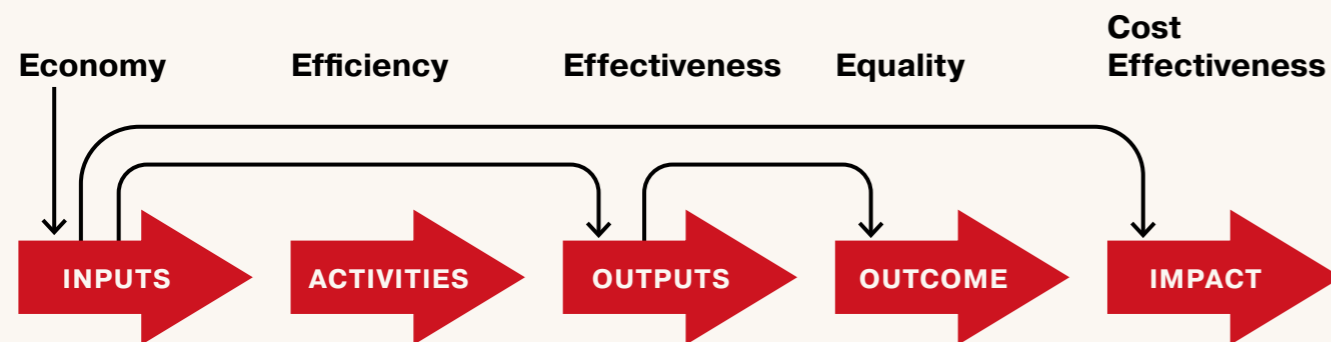
## HOW MAITS REPRESENTS

# Value for Money

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

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

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



### Economy

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

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

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

### Efficiency

**Being local and online** – We monitor our products and services through rigorous evaluation activities and modify them as required to ensure that our training resources, programmes and approaches are as effective as possible. We do this through stakeholder feedback, observation of trainings, observations of practical trainee assessments as well as collecting data from the field on the impact of the interventions delivered by our trained community health workers, using our Guide for Parents, on the children and families they support. We have plans for an independent evaluation of the Community Health Worker Empowerment Programme to be conducted by one of our Master Trainers as part of her Master in Education in Canada. Some modifications made to the CHW ToT programme this year have included reducing the number of attendees at online training sessions, adding activities to make the sessions more interactive, commissioning the development of additional audio-

visual resources to overcome the current limitations on face-to-face training, reviewing our criteria to qualify as a MAITS trainer and formalising the supervision and support structure for all trainers and community health workers using the MAITS resources. We also have plans to redevelop our website, in response to feedback, with the aim of enhancing our skill-sharing activities and promoting much-needed access to information.

### Effectiveness

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

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

### Equity

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

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

### Cost Effectiveness

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

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

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

## MAITS' Financial Activities

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2022

	Notes	Unrestricted fund (£)	Restricted fund (£)	2022 Total funds (£)	2021 Total funds (£)
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	15,782	111,894	127,676	132,105
Investment income	3	15	–	15	5
Total		15,797	111,894	127,691	132,110
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	4				
Programme delivery		16,974	75,004	91,978	104,292
Governance costs		4,698	–	4,698	10,241
Total		21,672	75,004	96,676	114,533
<b>NET INCOME/(EXPENDITURE)</b>		(5,875)	36,890	31,015	(17,577)
Transfers between funds	11	36,890	(36,890)	–	–
Net movement in funds		31,015	–	331,015	(17,577)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		22,223	65,135	85,358	67,781
<b>TOTAL FUNDS CARRIED FORWARD</b>		51,238	65,135	116,373	85,358

## MAITS' Financial Activities

### BALANCE SHEET 30 JUNE 2022

	Notes	Unrestricted fund (£)	Restricted fund (£)	2022 Total funds (£)	2021 Total funds (£)
<b>CURRENT ASSETS</b>					
Debtors	9	19,000	–	19,000	–
Cash at bank		37,723	67,689	105,412	89,212
Total		56,723	67,689	124,412	89,212
<b>CREDITORS</b>					
Amounts falling due within one year	10	(5,485)	(2,554)	(8,039)	(3,854)
<b>NET CURRENT ASSETS</b>		51,238	65,135	116,373	85,358
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		51,238	65,135	116,373	85,358
<b>NET ASSETS</b>		51,238	65,135	116,373	85,358
<b>FUNDS</b>					
Unrestricted funds	11			51,238	20,223
Restricted funds				65,135	65,135
<b>TOTAL FUNDS</b>				116,373	85,358

# Our Partners – 2021-22

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

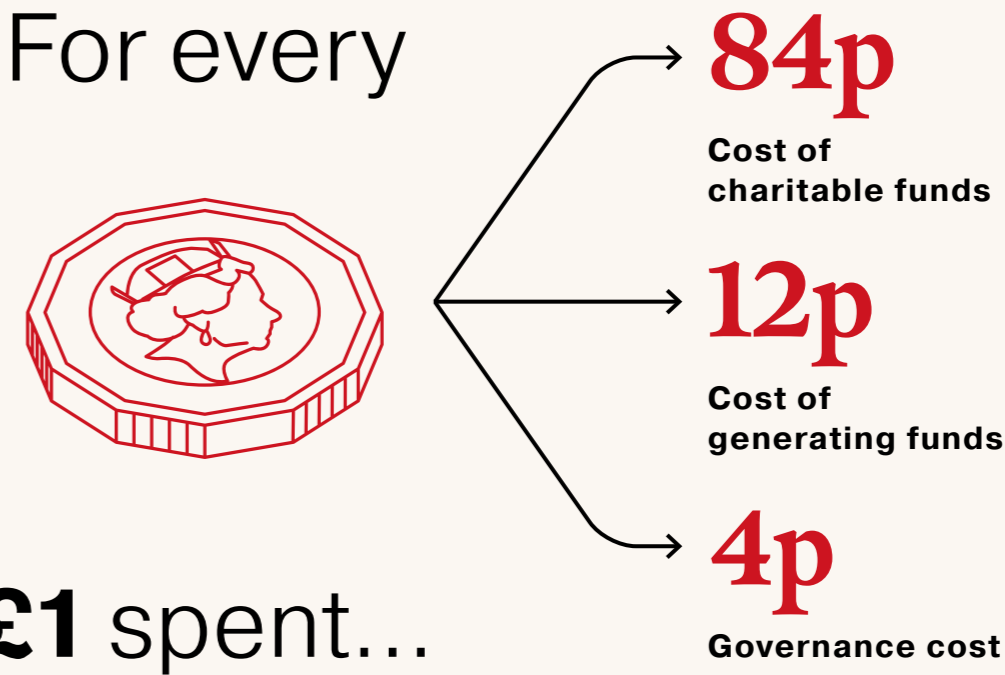
MAITS does not have any offices overseas. We work through local partners. They identify the local need and we provide support and resources to help them bring about change within their own communities. We share information on the support we can provide so that they can choose what might be most relevant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

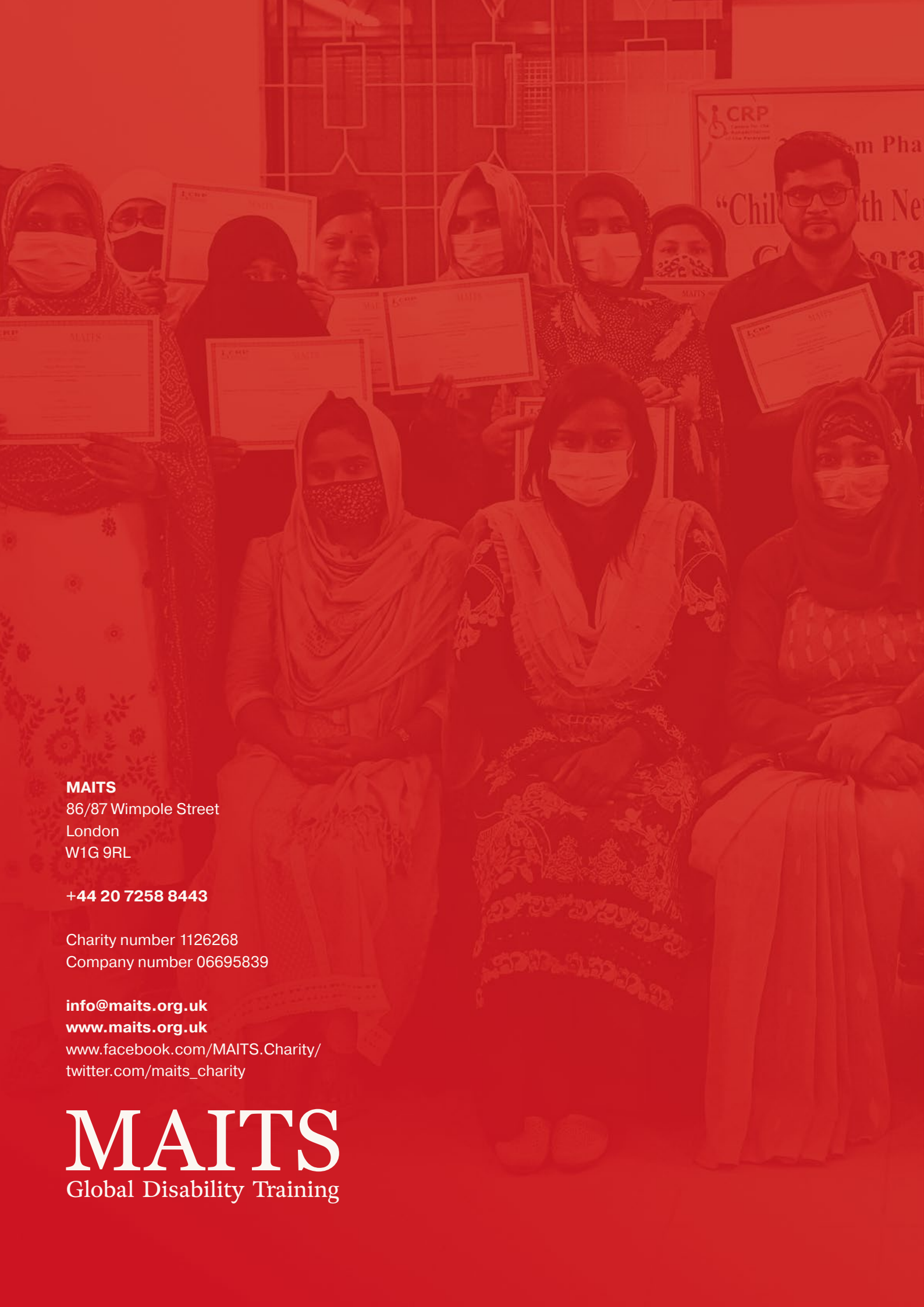
The local partners we have been working with this year include:



# HOW YOU CAN SUPPORT MAITS' Work

- **Become a MAITS trainer** – if you are interested in becoming a MAITS trainer get in touch via <http://www.maits.org.uk/register/> or contact us via [info@maits.org.uk](mailto:info@maits.org.uk).
- **Pro bono work** – MAITS has received generous pro bono support including from law firms and graphic design companies, as well as for office space. We are always looking for additional offers of support from technical experts.
- **Other volunteering opportunities** – whether for fundraising, comms or other, please get in touch.
- **Donate** – send a cheque to our office in Wimpole Street or online at <https://www.globalgiving.org/donate/45601/maits-multi-agency-international-training-and-support/> or get in contact to set up a direct debit.
- **Corporate giving, Trusts and Foundations** – please get in touch with our Director of Operations at [sadia@maits.org.uk](mailto:sadia@maits.org.uk) or 0207 258 8443





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Company number 06695839

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# MAITS

Global Disability Training