



ANNUAL REPORT

2021 - 2022

AN INCLUSIVE TOMORROW

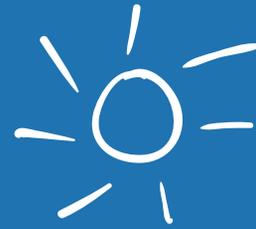
www.satyaspecialschool.org



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VISION

AN INCLUSIVE TOMORROW

MISSION

To empower people with special needs and lead the way towards inclusion in education, employment, and society at large by specialized intervention, rehabilitation, capacity building and public policy advocacy thereby eradicating the stigma associated with disability.

OUR WORK

- Involves any person with intellectual disabilities, irrespective of their degree of disability, socio-economic condition, and age.
- Eradicates the stigma associated with disabilities, especially intellectual disabilities.
- Empowers CWSN thereby making them confident and self-reliant.
- Improves the quality of life through better health care and individualized rehabilitation programs.

OUR BELIEF

- In transparency
- In professionalism and dedication
- In charity with dignity



OUR CENTRES



2009

**VOCATIONAL
TRAINING
CENTRE:**

Provides skills, training, and employment so that youth with disabilities can look forward to an independent and dignified future. Training includes screen printing, mat weaving, paper cup making, tailoring, paper quilling, housekeeping, and organic farming, apart from soft skills such as public speaking and self-confidence.



2009

**MOBILE
THERAPY UNIT**

Therapy at the doorstep for children in remote villages who are unable to access any intervention or visit any of the centres. Received the 2018 World CP Day Award for medical intervention.



2010

**EARLY
INTERVENTION
CENTRE**

Provides various therapeutic intervention facilities to children aged 0-6.



2010

**VILLAGE
REHABILITATION
CENTRES**

Three village centres provide state-of-the-art-rehabilitation facility to rural children with special needs.



2014

**CENTRE FOR
MULTIPLE
DISABILITIES**

A collaborative initiative for children with a combination of various disabilities such as speech, physical mobility, learning and intellectual disability, with a holistic ability-based curriculum.



2015

**PROSTHETIC &
ORTHOTIC UNIT**

Provides low-cost, high-quality aids and appliances for PwDs. A workshop for appropriate paper technology produces low-cost corrective furniture for children.



2016

**CENTRE FOR
AUTISM**

A safe place for children with autism, in partnership with their caretakers, facilitators, and community to explore and express themselves through a dynamic process of learning.



2017

**ALTERNATIVE
INCLUSIVE
CENTRE FOR
EDUCATION**

An inclusive ability-specific school where children with special needs learn with other children who might not fit into the traditional schooling mode: street children, school drop-outs and slow learners.



2019

**SATELLITE
CENTRES**

Two satellite centres, in Pollachi and Marakkanam are managed by partners of Satya Special School, and provide therapy and education with an aim of inclusion in mainstream schools.





1496 teleconsultations done through New Born High Risk Clinic
120 screenings done per month

44 villages reached through Mobile Therapy Unit



12 youth were Employed



24 webinars conducted for parents



We are supported by

133 staff members



**THE YEAR
IN
NUMBERS**

178 days of physical classes in the year



6 webinars of the #ThisAbility series



36 students given School Readiness Program





FROM THE DIRECTOR'S DESK



Dear friends,

It is with great optimism that I pen this note this year. Several factors, both internal and external, give us reason for this optimism.

The second wave of COVID ravaged the country in 2021, upending plans we had for “after the lockdown”, exposing critical fault lines in our medical and social systems. It also gave us time to pause and reflect on our path ahead.

For the past eighteen years, we have evolved organically, primarily because the need for our services was overwhelming. Through these years, we have worked with our students and mothers, and also with their fathers, grandparents, communities, teachers, anganwadi workers, prospective employers, and industry, to understand where we can add most value

Last year, we took all our learnings and sifted through them all, in an attempt to chart our future course of action. To build back better.

One of our key plans for the future is to move from being primarily a direct service provider to becoming an enabler, so our reach can increase exponentially. This will require extensive documentation of our work and methodologies, which is currently underway.

This year, as with years before, we have looked closely at inclusion at various levels: pre-school, school, employment, and within communities.

We launched several projects to further the cause of inclusion. Some of these were honestly experimental, to understand this ever-evolving space. Among these, the Sustainable Inclusive Rural Development project, aimed at creating inclusive communities for people with disabilities, gave us a pathway to further community-based rehabilitation, which is the cornerstone of our work.

We also extended our knowledge to look at inclusive hiring within various industries—hospitality, manufacturing, technology, and agriculture—to name a few. We are excited about opportunities for our students in various industries. We have cheered on several start-ups and other NGOs such as Atypical Advantage and Sristi Foundation who work primarily in employment creation, enabling seamless partnerships with us. This also ties in with our strategic plan which focuses on the creation of strong partnerships.

We are proud of several of our students who have taken the first steps towards income generation, including Vengatesh, who opened his own petty shop. Many of our students also displayed exemplary leadership and communication skills as part of their vocational and soft skills training at our centres.

Our education and therapy also made great strides, as we were able to use our experience of virtual learning to design hybrid programs for our students, and look at ways to reach remote areas. Our mobile therapy unit took centre stage as services were sought in more areas. We are looking at a second MTU to service areas where there is a dire need.

We opened a second satellite centre at Marakkanam, Tamil Nadu, and our Pollachi centre is also running at capacity, amply demonstrating the fact that local ownership is the way forward.



We also worked on internal capacity strengthening through the Niranthara program, which has helped us make Satya leaner and more efficient.

Our plans for the upcoming year are many, especially to further the idea of inclusion.

We are very excited about the state-wide disability survey we are undertaking with the government of Pondicherry, to enumerate and know more about the status of the disabled in Pondicherry. We are sure this will offer many insights and ideas to realize our vision of an inclusive tomorrow.

The next year also holds promise for a variety of projects that will expand our understanding of disability and inclusion. Some of these are the Wipro Foundation-supported inclusive government school classrooms scheduled to be inaugurated in 2022-23; Thirankoodu, a livelihood program for mothers of children with disabilities and women with disabilities; expansion of our satellite centres; and conducting research on disabilities in Pondicherry.

These, together with the groundswell of support we have witnessed from well-wishers such as yourselves make me hopeful for a bright and inclusive future not just for our students, but for all people with disabilities.

Warm regards,

Chitra Shah,
Director



Annual Report designed by Usaid Shaikh in partnership with Atypical Advantage

Usaid Shaikh is on the autism spectrum. He is a graphic designer, motion graphic artist, animator and video editor with three years of work experience. When he is not battling Adobe idiosyncracies, he may be found learning or performing dance!



YEAR AT A GLANCE



NEW CENTRES

Our **integrated Orthotics and Prosthetics Unit**, for all our indigenous orthotics products including Appropriate Paper Technology (APT) products, orthotic aids, and other aids and appliances, was inaugurated on September 24.



Satya Special School inaugurated **one new satellite centre at Marakkanam** on March 23.

SUSTAINABLE INTEGRATED RURAL DEVELOPMENT



PROJECTS OF NOTE

Our Sustainable Integrated Rural Development Project, supported by United Way Chennai, aimed at creating accessible and inclusive communities for people with disabilities. This project, which included the inauguration of an inclusive anganwadi and an inclusive community hall, and training of 12 paratherapists for community-based care, was completed on March 29.



INCLUSIVE SCHOOLS

Our project in partnership with the Education Department of the Pondicherry Government will help five public schools create truly effective inclusive classrooms.



MAKERSPACE

Eight students from our Centre for Multiple Disabilities attended MakerSpace sessions, where they explored different scientific concepts on their own. They started with basic concepts of STEAM, and went on to explore engineering design principles, carpentry, electronics, tailoring, glass painting, and mushroom growing.

IDENTIFICATION

Satya's New Born High Risk Clinic continued screening newborn babies at a steady pace of 120 screenings a month.

As part of Satya's thrust on early intervention, a webinar on genetic counselling and its importance was held on 25 November. The panellists included Dr. V. Devaki, child guidance counsellor and Ms. E. Kanimozhi, senior executive of the Centre for Medical Genetics, and the session was moderated by Ms. Ritika Sahni, founder, Trinayani.



SPECIAL ACTIVITIES 2021-22



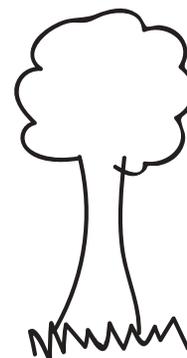
Training
community
workers

MAITS training was given to Community Health Workers (CHW) near various centres to sensitize them on early identification. Sessions were held at Pondicherry, and at Marakkanam and Vanur blocks, Villupuram District (TN), to create awareness on early identification of children with special needs and the role of MAITS in training community health workers.

Around 200 Community Health Workers (CHWs) actively took part in this program, which talked about typical growth and development of children, causes and types of disabilities, and interventions to manage the disabilities.



The early warning signs of disability in children was also addressed, to enable CHWs to look for and alert parents in case they notice any signs of disability or developmental delays.





“CATCH THEM EARLY!

Anirudh Sai, 3 years

Anirudh Sai was just about a year and a half when he came to Satya Special School. What's more, he came to Satya just before the COVID-induced lockdown.

A child with Down Syndrome, Anirudh and his parents were enthusiastic participants in our online lessons and therapy. Once we opened physical school, we started physiotherapy and occupational therapy for Anirudh.

The child who could not walk, is now able to walk, and he is starting to say a few words. In terms of cognition, Anirudh is able to function at a level normal for his age.

With early intervention, we were able to help Anirudh better. We are sure we can mainstream him when the time comes.



INTERVENTION

Satya's interventions begin as soon as a child is detected as being high-risk for IDD's. An Individual Education Plan (IEP) is drawn up for each child in consultation with parents, therapists and special educators.

Satya offers a range of intervention services including, but not limited to, physiotherapy, occupational therapy, speech therapy, special education, hydrotherapy, Watsu therapy, art therapy, movement therapy, and other types of intervention.

Each intervention is specially designed for each child who, through the course of a day, undergoes both individual and group therapy and education sessions, depending on their IEP.

SPECIAL ACTIVITIES IN 2021 -22

RE-ASSESSMENT AFTER LOCKDOWN

Just prior to the school reopening after the lockdowns, Satya Special School undertook a massive reassessment of students, with a special focus on mental health. Specialists from Chennai undertook this exercise, and some common results included increased restlessness, attention-seeking behaviour, and in some cases, decreased energy levels. We drew up a new IEP for all students before starting school.



SPECIAL DAYS CELEBRATED

As part of our efforts to include our students in all activities, we conducted several programs, including celebration of National Science Day, Consumer Rights Awareness Day and Water Day.

DAY TRIPS

Our students were excited to go on their annual trips after two years, as they visited several places: Matri Mandir, Veedur Dam, and the Botanical Gardens.





SLOW AND STEADY!

Sai Yuviksha, 5 years

It was a struggle to keep up with her,” says Sai Yuviksha’s mother, Samundeswari. A child with multiple disabilities, Sai joined Satya Special School as a 3-year-old girl, just before the lockdown. When she joined Satya, she would walk fast, without even looking at what was in front of her. She wouldn’t sit in one place and would keep moving around during school. She never maintained eye contact, and would be lost in her own world. She wouldn’t respond to commands either. “Her mother used to do everything for her,” says J. Vasuki, her class teacher.

Satya’s goal was to get Sai to perform her own Activities of Daily Living (ADL), which were all done by her single mother. After many therapy sessions, Sai now sits in one place for some time, and recognizes and communicates with her friends, albeit minimally. She is on her way to be able to take care of her own ADLs.

One of the major challenges was to get her to suck liquids from a glass, one of the building blocks of self-feeding. When the teacher realized that in Sai’s mind “Suck” meant “Spit” and vice versa, she changed her technique: instead of getting her to change her understanding, Vasuki just changed the language. She would say “suck” when she wanted her to spit and “spit” when she wanted her to suck. It has worked well so far.

This, at a micro level, exemplifies what we are trying to do: changing ourselves so that people with disabilities can fit in, and not the other way around!



INCLUSION

Inclusion of our students and youth and their families, in education, employment and community has been Satya's Holy Grail. Our intervention, therapy, and awareness building are all towards creating possibilities and pathways toward inclusion.

This year, due to the COVID pandemic, we were able to lay the groundwork for inclusive education and employment. We hope to be able to operationalize this in the coming year.

SPECIAL ACTIVITIES IN 2021 - 22

SOCIAL ROLE VALORIZATION

Two personnel from Satya Special School underwent training from Keystone Foundation, on including Social Role Valorization (SRV) in our work in communities. They then passed on the knowledge to project staff. SRV enables Satya to design projects that don't just satisfy needs of the disabled population, but also their desires and wants. These, when applied in a social context, enables tighter inclusion.



SUSTAINABLE INCLUSIVE RURAL DEVELOPMENT PROJECT

This project, supported by United Way Chennai, aimed at creating inclusive communities for the disabled, while also uplifting other vulnerable communities and creating job opportunities in caregiving for rural youth, especially women.

As part of this project, we mapped out four villages in Bahour Commune, and conducted a transect walk and accessibility audit to determine the accessibility of various spaces and facilities in the villages. This was followed by identification and door-to-door canvassing of government schemes for all vulnerable populations including widows, senior citizens, etc. Awareness building was done through street plays, talks, and puppet shows, as well.

Apart from these, 12 youth, mainly women, were trained to become paratherapists. The setting up of an inclusive village development committee was a major step in including the disabled in the commons.



INCLUSIVE EDUCATION

We laid the foundation of truly inclusive schools through the creation of inclusive infrastructure such as ramps, playgrounds, and toilets in government schools. This is part of our Inclusive Schools project in partnership with the Government of Pondicherry.

INCLUSIVE EMPLOYMENT

1

Hospitality:

Four students from Satya underwent special training on baking by Ms. Saloua Sahl. These trainees will embark on careers related to baking after the completion of their course. A webinar on inclusive hiring in the hospitality sector was also conducted.



2



Manufacturing:

In a one-of-a-kind live session on March 31, five CEOs and 25 HR professionals of Indian industry learnt about the inclusive workforce story of Grundfos India. Company officials shared their experiences, challenges, and best practices in this space.

3



Agriculture and allied:

Our students of various centres underwent basic training in agriculture by setting up small kitchen gardens in the centers.

4



Two of our students, Sharath and Hemapriyan, underwent training in catering technology, on the path to independent employment.

“

MAINSTREAMED!***Rithika, 6 years***

Ask Rithika, which school she likes more and pat comes the answer: Satya Special School, and Maha miss! But then, it has not been long since she was integrated into the Saraswathi Aided Primary School at Palapadikuppam.

Rithika has mild cerebral palsy and locomotor disability, and is in a wheelchair. She came to Satya's Muttrampet VRC referred by JIPMER in 2015, and at that stage she could not sit properly or walk. With therapy, she is able to sit, and tries walking with support. She has also started using her left hand. With normal cognition and verbal abilities, and having come to us early, we knew right away that Rithika could be mainstreamed. Our plan was based on that goal, and with the support of the local primary school, Rithika started attending Class 1 at the mainstream school in 2022, and also comes to Satya Special School for therapy.

“Without Satya Special School being near us, we could never have brought Rithika to this level,” says her mother, Gnanasoundhari, whose husband is a daily wage earner.

”

INSIGHTS

Satya Special School's focus on education, training, and partnership has meant that we have been able to take our stakeholders along with us on our journey.

Last year, we conducted 24 webinars, of which six were open webinars, under the #ThisAbility series, which seeks to spotlight lesser-known aspects of disability through interactions with experts.



Our webinars for parents have paved the way for better management of disability. Apart from the #ThisAbility series, some of the training programs dealt with:

- ① Sexual harassment of children and adults with disability, in partnership with Enfold Trust
- ② Nutrition after COVID
- ③ Employment skills for PwDs
- ④ Management of menstrual health of girls with disabilities

For capacity building of staff, we initiated several programs, including, but not limited to:

- ① Sexual harassment of children and adults with disability, in partnership with Enfold Trust
- ② Management of children with special needs post COVID
- ③ Art-based therapy
- ④ Sexual and menstrual health for girls
- ⑤ Breathing exercises for CWSN
- ⑥ Universal design
- ⑦ Virtual reality and augmented reality in therapy
- ⑧ Demonstration of robotics in therapy
- ⑨ Training on making palm leaf products

For raising awareness among students, Satya continued its awareness programs as soon as physical classes started. Some of the programs were:

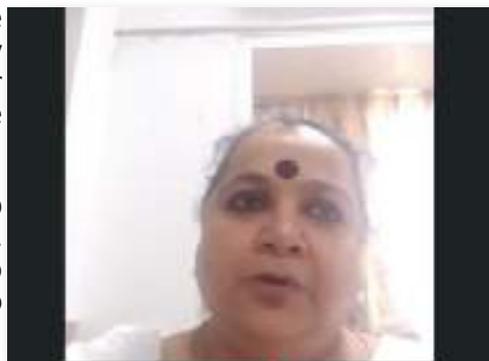
- Sri Lakshmi Narayana Institute of Medical Sciences, Pondicherry on disabilities
- A program on disability awareness at the Kanchi Mamunivar Government Institute for Post Graduate Studies and Research
- Awareness program on disability at the Vivekananda Higher Secondary School, Lawspet
- Orientation program for students of nursing from the East Coast Institute of Medical Sciences, Nursing College, Pondicherry



#THISABILITY

#ThisAbility is an attempt to bridge gaps in knowledge regarding disability, as a sector. Often, we speak of therapy and education when it comes to special needs, and other factors of life with disability are either swept under the carpet or not spoken about much.

#ThisAbility is an attempt to create resources that can help anyone access knowledge about various factors of disability. There is a conscious effort to create partnerships to tap into collective wisdom. Many of the webinars were in Tamil to enable the resources to reach the unreached.



The sessions conducted include:

October 6: Social-Lies: Busting Myths about Relationships and People with Cerebral Palsy

November 25: Genetic Counselling in Prenatal Setting.

December 8: Beyond the Sheltered Workshop: New Perspectives in Livelihoods for Special Needs

December 29: Traveling with children with special needs

March 26: What After Us? Financial Planning for Children with Special Needs

March 30: Welcome All! Inclusive Hiring in Hospitality Industry

**CHANGE
FOR THE
BETTER!**



Today, 18-year-old S. Vengatesh, of our Muttrampet Village Resource Centre, sits in his shop, talking to his customers and counting out change. He has been successfully running the shop for a few months, with the help of his mother and siblings. Vengatesh has been a student at Satya for the past ten years, and his father, the sole breadwinner (until the petty shop), works at a jewellery store.

No one would have known he would be running a shop when he was participating in the centre's World Consumer Rights Day program in March, where the staff set up a mock petty shop, to make the students understand the concept of weights and measures, and expiry date. That night, he told his parents his intention: he wanted to start a petty shop. His supportive family decided to take the plunge and set a shop up for him. He loves his new business and his father, Shanmugam, says that apart from certain physical fine motor activities like handing over eggs to customers, he is able to do everything on his own. The community too, supports Vengatesh's shop!

R. Kalaiyaran, in charge of the Muttrampet centre, says that Vengatesh was always good in maths. "We are so proud of him. It was a surprise to me as well, that he took to the shop concept so well!



OTHER ACTIVITIES



As part of Satya’s focus on ensuring a healthy ecosystem surrounding people with disabilities, we conducted several awareness campaigns and undertook special projects.

LEGAL GUARDIANSHIP



Satya Special School is the nodal point of the Local Level Committee that enables legal guardianship for adults with certain disabilities: autism, cerebral palsy, intellectual disabilities, and multiple disabilities. This legal guardianship is also a prerequisite for many financial transactions, including operating a bank account.

Satya Special School has facilitated the legal guardianship certificates for 39 adults with disabilities.



SPECIAL OLYMPICS

Awareness programs, and participation in virtual and physical tournaments, and in sports camps were some of the activities of Satya Special School under the Special Olympics banner.

An exhibition match was held between members of the Lions Club Puducherry and children and youth with special needs, with modified rules.

In the first regional virtual cricket competition, where Serendib, Bangladesh, Thailand, Pakistan, and India participated, the Indian team won the first place, with Satya youth Sargunavarman and Yuvaraj participating in the tournament.



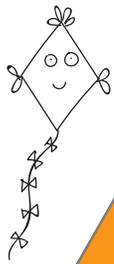
DAAN UTSAV



As part of the nationwide Joy of Giving Week, Satya Special School organized two awareness events and participated in one fundraiser.

One event was on October 6, World Cerebral Palsy Day, titled. “Social-Lies: Relationships with people with Cerebral Palsy”, which discussed the unique issues

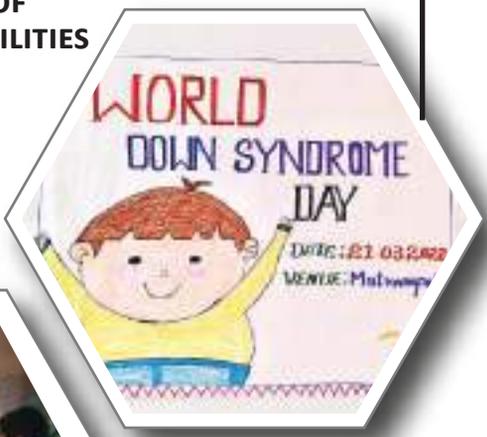
and opportunities for people with disabilities to enter and maintain social relationships: friendships and romantic relationships. With the help of a generous corporate, we were also able to raise funds to fulfil the wishes of some of our students—ranging from pencil boxes, to lunch boxes, to sports equipment!



DOWN SYNDROME DAY

EVENTS AND CELEBRATIONS

INTERNATIONAL DAY OF PERSONS WITH DISABILITIES



AYUDHA POOJA CELEBRATIONS



PONGAL CELEBRATIONS



BOOK GOLU



**AVATAR:
A SPECIAL FASHION SHOW**



CHILDREN'S DAY CELEBRATIONS



ACCOLADES

OUR ORGANIZATION



Best NGO Partner (Notable Project) award from United Way Chennai this year. The Sustainable Inclusive Rural Development Project is our first project with United Way Chennai.

Best Innovation Award for the Tab Lending Library project from The Alternative Board.



National Voters' Day 2022 award for Best Civil Service Organization for making elections more inclusive, accessible and participative, three years in a row.



The project was especially designed to keep learning going, for families who had no access to smart phones or an internet connection.

OUR PEOPLE

Ten Satya students participated in the Spixels competition for children with IDD, with the theme, "Back to Village: Culture and Lifestyle". Ms Jeyapriya won the third prize for her shot, and the picture was signed by ace cinematographer Santhosh Sivan.

SPIXELS



ENERGY KING AND QUEEN 2021 COOKERY CONTEST

Our student Natheeswar participated in the cooking contest on his own initiative, and created paneer soya balls and oyster mushroom soup, as the starter and soup. The judge, appreciated his dish for its perfect taste. Only later did the judge come to know that Natheeswar had an intellectual disability.



AWARDS FOR ANANYA AND HER MOTHER



Our student, S. Ananya won the "Sadhanai Kuzhandhai Virudhu" (Child Achiever Award) from Nallore Vattam, an NGO inspired by Dr. APJ Abdul Kalam's vision for India.

Ananya's mother, Geetha, won the Special Mom Award given by Sri Arunodayam Charitable Trust.

ROLE MODEL AWARD

Savitha Badri Narayanan, who runs our Pollachi centre, was presented the Role Model for Humanity award, created by Radio City on the occasion of Women's Day.



IN THE MEDIA



SCAN HERE



Care interrupted
July 14, 2021



Directors of Lucknow-based NGO and Puducherry special school bag Sentience awards
Dec 27, 2021



SCAN HERE

Social inclusion of disabled people is less discussed but a big challenge

Priya.Menon@timesgroup.com

Chennai: As someone living with cerebral palsy (CP), Salesh Deepak Fernando realised that the glass ceiling was lower for him at work. That's why, five years ago, he decided to quit his corporate job.

"When it comes to higher positions at work, people tend to overlook people with disabilities," said Salesh. "I did face some discrimination at school but later found it easy to mingle with people. But the real problem surfaces again at the workplace," he said, speaking at 'Social-Lies Busting Myths on Relationships and CP', a Daan Utsav event organised by Puducherry-

'Social-Lies: Busting Myths on Relationships and CP', a Daan Utsav event, was held by Puducherry-based Satya Special School on October 6, World Cerebral Palsy Day

based Satya Special School on October 6, World Cerebral Palsy Day, which brought together people with CP, their friends, partners, and experts to discuss social relationships of people with CP.

"We work with people with disabilities, especially intellectual difficulties, and real-

ised that while we talk about the challenges of parenting, etc, we rarely talk about social inclusion or romantic relationships," says Meera Rajagopalan, in-charge of communication, Satya Special School.

Salesh also feels it's wrong to club all people with cerebral palsy under one umbrella. "Each individual is different and it is important to get to know the people and understand what each person's need is," he said.

Panelist L.V. Jayashree of The Spastics Society of Tamil Nadu (SPASTN) also spoke about the need to generate discussion around people with disability and the nuanced

spectrum of their relationships - whether it is companionship, friendship or a romantic relationship.

"If we take women with disability there are two aspects that need to be addressed -- do we see them as people with sexual needs and desires, and also how does perceptions of 'others' and 'self' impact on their sexual self esteem," she said, adding that many families and caregivers regard a person with disability as an extension of themselves. "Overprotection can be as bad as exploitation for it leaves the person with very few opportunities to strike any kind of romantic bond."

TOI - 07-Oct-21



Social inclusion of disabled people is less discussed but a big challenge
Oct 07, 2021

FROM THE VISITOR'S BOOK

"Inspiring to meet the staff and Chitra, brimming with ideas! All the very best!))

"If there were wonders of acceptance and inclusion in this world, you will find it here, in here, in here—at Satya. Thank you for the work that you do!))

"A unique experience of my lifetime to see our brothers and sisters so talented and gifted!))

"Delighted to be able to visit this wonderful school! We look forward to being able to work together soon.))

"Satya's students reflected great progress in picturing their learning; their memory retention surprised us during their feedback sessions, and their confidence in expressing themselves was raised a step higher.))

"A place where a dedicated team is working for a unique purpose. The captain and her team are doing a wonderful job in creating a difference!))

To see the unique IVDC program, to meet all the committed teachers and to know that our support has made a difference is the best feeling! ... I go back full of gratitude and humility.))



THE WAY AHEAD

Satya Special School was started in September 2003, and in 2021, we turned eighteen.

As we looked back at our journey and our experiences, we collated our learnings—what had worked, and what had not; what had good impact, and what did not. Fortuitously, our engagement with Dhvani Foundation enabled us to think through and create a strategic plan to chart our future course.

After analysing the results of the various projects and programs of Satya Special School, it was clear that the way forward was in strengthening the ecosystem of disability empowerment and inclusion, with Satya reimagining its role, from a service provider to an enabler.

As part of this transition, Satya will meticulously document and codify successful programs and processes that can be replicated for successful outcomes. Satya will look to train other organizations and/or individuals to replicate these model programs in the geographic and thematic area of their interest. Satya will also undertake training of special education and therapy professionals, to enable the strengthening of the ecosystem.

This new direction will result in four strategic interventions, primarily:

Intensification of current intervention, including genetic counselling, creating a Community Resource Pool of semi-professionals and professionals, and enabling pathways to social inclusion of People with Disabilities.

Advocacy with stakeholders, including increased interface with government agencies and creating accessible spaces for the disabled.

Building Satya as a resource agency, including creating successful models of therapy, education, and inclusion; providing consultancy services; and moving toward becoming a one-stop shop for disability services and guidance.

Research and Development, including working with universities and hospitals to create a context-specific knowledge base on disability, and partnering with organizations to spur innovation on inclusive technology.

Satya Special School's work encompasses a wide range of Sustainable Development Goals.

Through our work in inclusive education and empowerment of mothers of children with special needs, along with our strong focus on partnering with other NGOs, we contribute towards the following SDGs:

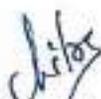


SATYA SPECIAL SCHOOL
CONSOLIDATED BALANCE SHEET AS ON 31.03.2022

LIABILITIES	AMOUNT	ASSETS	AMOUNT
Capital Fund A/c :-		Fixed Assets	21,11,715.00
Capital Grant	10,73,680.00	Fixed Deposits	96,17,737.00
Opening Balance	1,30,90,714.73	Interest Accrued on FD	79,162.00
Add: Opening Balance of P&O	58,075.23	Loan disbursed to beneficiaries	3,51,000.00
	1,31,48,789.96	Rental Advance	16,75,000.00
Less: Excess of Expenditure Over Income	12,65,713.62	TDS Recievable	40,728.00
	1,18,83,076.34	Receivable - Vjyaykumar	251.00
Add: Gift in kind	6.00	Advance - Ramesh (Civil Contractor)	2,00,000.00
	1,18,83,082.34	Grant Receivable:	
Unutilised Grant		Government	
- FCRA(FC)	6,76,779.58	DDRS - CP	39,96,219.58
- United Way	4,16,425.15	DDRS - EIC	32,26,750.00
- CIMI (FC)	2,71,709.61	The National Trust	1,60,688.60
- AICE (FC)	5,530.00	Workshop & Training	1,59,656.00
- Winterin(FC)	22,29,451.05		
- Infant (FC)	34,874.50	Closing Balance:	
- Revolving (FC)	(6,665.40)	Cash on hand	15,923.46
- APPI	73,29,431.05	Cash at Bank :	
- CEJ (FC)	7,795.10	HDFC Bank	1,88,931.67
- Cholamandalam	2,24,810.00	Union Bank of India	24,01,989.24
- RIST(FC)	-	State Bank of India	72,074.63
- Wipro	59,631.05		
- MTU(FC)	90,844.90		
	1,13,40,917.60		
Capital Reserve	191.00		
EPF Payable	129.00		
ESI Payable	126.00		
	<u>2,42,97,825.94</u>		<u>2,42,97,826.18</u>

for SATYA SPECIAL SCHOOL

In terms of our report of even date


Chitra Shah
Director



for GANESAN AND COMPANY,
Chartered Accountants,

Partner
Y.JAYACHANDER
M.No.23394



Place: Puducherry
Date: 27.08.2022

CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2022

EXPENDITURE	PG	LOCAL	AMOUNT	INCOME	PG	LOCAL	AMOUNT
Electricity Charges	71,888.00	1,18,397.00	1,90,285.00				
Administrative Expenses		3,55,229.00	3,55,229.00				
Employee Benefits Expenses		2,14,839.00	2,14,839.00				
Postal Related Expenses		11,28,421.00	11,28,421.00				
Gravel Procurement - BSC		22,400.00	22,400.00				
Placement Officer Travel		1,300.00	1,300.00				
Workshop and Training		1,86,824.90	1,86,824.90				
CSR Funds		24,73,958.90	24,73,958.90				
Visit to Sateela Center		27,119.00	27,119.00				
GR		6,653.00	6,653.00				
Expenses-Parents & Fac		53,635.00	53,635.00				
Excesses of Livelihood		21,481.90	21,481.90				
Drives - Foundation - NGO Contribution to Niradhar		1,22,000.00	1,22,000.00				
EPF - Others Foundation		10,113.90	10,113.90				
Vehicle Maintenance							
Transport Charges		8,910.90	8,910.90				
Web Charges	8,310.90		8,310.90				
Training Expenses	14,853.90		14,853.90				
Victims Expenses		7,117.90	7,117.90				
Assets Maintenance Expenses		21,826.90	21,826.90				
Staff Welfare		3,07,871.90	3,07,871.90				
Rent	4,98,841.90	14,23,721.90	19,22,563.80				
Repairs & Maintenance	3,15,367.90	4,91,848.00	8,07,215.90				
Insurance	2,36,202.90	1,38,018.00	3,74,220.90				
Document Charges	17,868.90	48,588.00	66,456.90				
Reproduction Expenses	2,58,828.90		2,58,828.90				
Logistics Expenses	48,287.90		48,287.90				
Maintenance - Maintenance Exp	7,088.90		7,088.90				
Programme Expenses	34,129.90	2,72,678.00	3,06,807.90				
Uniform Expenses	43,279.90	3,33,642.00	3,76,921.90				
Supplementary Nutrition	5,17,836.90	1,31,580.00	6,49,416.90				
Classroom Supplies	22,596.90	380.00	22,976.90				
Stationery Items	6,383.00		6,383.00				
Printing & Binding	25,731.00	3,236.00	28,967.00				
Postage & Courier	4,386.00	4,236.00	8,622.00				
Salary	34,16,621.00	52,16,083.00	86,32,704.00				
Ads & Appliances	4,80,256.00	2,32,583.00	7,12,839.00				
Fuel Expenses	5,51,636.00	4,18,083.00	9,69,719.00				
Capacity Building Programme	1,33,028.00	65,460.00	1,98,488.00				
Consultancy Fees	871,530.00		8,71,530.00				
Rent & Taxes	46,320.00		46,320.00				
Audit Fees	43,080.00	21,083.00	64,163.00				
Bank Charges	29,013.47	4,826.99	33,840.46				
PGO Mileage		62,813.00	62,813.00				
CP	1,32,94,967.41	1,46,47,521.90	2,79,42,489.31	CP	1,42,62,916.41	1,41,30,257.12	2,83,93,173.53



CP	1,32,94,967.41	1,46,47,521.90	2,79,42,489.31	CP	1,42,62,916.41	1,41,30,257.12	2,83,93,173.53
FSC - Labour Charges		14,309.00	14,309.00				
Miscellaneous Expenses	7,803.00	25,391.00	33,194.00				
Remuneration - Interest	82,590.00		82,590.00				
Cont. Expenses	2,91,612.00	88,776.00	3,80,388.00				
Fund Raising Expenses		6,90,750.00	6,90,750.00				
Monthly Stipend - Young Adults		1,20,000.00	1,20,000.00				
Teaching Learning Materials		82,280.00	82,280.00				
Medicines	99,814.00		99,814.00				
Fee Expenses	12,082.00		12,082.00				
Self Advisory & Youth Activities Programme - R/Fees	8,000.00		8,000.00				
Self Advisory & Youth Activities Program-Ford Exp	7,010.00		7,010.00				
Water Charges	5,028.00	2,080.00	7,108.00				
Play Ground Material		38,553.00	38,553.00				
Telephone & Internet Charges	27,267.00	28,368.00	55,635.00				
Printing & Stationery	18,212.00	91,711.00	1,09,923.00				
Employer contribution to PF	3,18,271.00	21,267.00	3,39,538.00				
Employer contribution to ESIC	68,199.00	8,178.00	76,377.00				
Gas India - Livelihood Expenses	1,02,800.00		1,02,800.00				
Furniture Items	21.00	69,475.00	69,496.00				
Interest on TDR			21.00				
Bad Debt	3,498.00		3,498.00				
Government Fund:				Government Fund:			
Project - DORS - CP		35,836.00	35,836.00	Project - DORS - CP	12,78,468.99	12,78,468.99	
ESIC Employer Contribution		35,836.00	35,836.00	Project - DORS - BSC	1,51,327.99	1,51,327.99	
EPF Employer Contribution		789.00	789.00				
Bank Charges		12,95,446.00	12,95,446.00				
Salary		47,790.00	47,790.00				
Building Maintenance		3,423.00	3,423.00				
Conveyance Exp		590.00	590.00				
TDR Fee							
Project - DORS - BSC		18,237.00	18,237.00				
CP Employer Contribution		15,667.00	15,667.00				
ESIC Employer Contribution		902.70	902.70				
Bank Charges		6,67,483.00	6,67,483.00				
Salary							
CP	1,42,62,916.41	1,41,30,257.12	2,83,93,173.53	CP	1,42,62,916.41	1,41,30,257.12	2,83,93,173.53

for SATYA SPECIAL SCHOOL Director

Chitra
Divya Sath
Director



In terms of our report of even date

for GAMMAN AND COMPANY,
Chartered Accountants,

SA
Partner
V. JAYACHANDER
M.No 23394



Place: Puducherry
Date: 27.04.2022

ORGANISATION INFORMATION

Full Legal Name: Satya Special School
Official Address: 6,7,8 ECR Road Karuvadikuppam, Pondicherry
Telephone: 04132263592
Email Address: admin@satyaspecialschool.org
Website: www.satyaspecialschool.org
Registered Under the society's registration Act 1860
 Reg No: 521/2002
Registered Under Section 52 of the PWD Act Valid Upto 30.06.2023
 Registered Under the National Trust Act Valid up to 29.12.2026

12AA 80G Registered Under Section 12AA of the income Tax and Exemption certificate granted under section 80G of the income tax act

FCRA Registration No
 285130094
 Income Tax PAN No: AAGAS1322L

Bankers: State Bank of India(FCRA), Andhra Bank Pondicherry (Local), and HDFC Bank Pondicherry(Local)
 CSR I-CSR00003953.
 Unique Id of NITI Aayog(Darpan)- PY/2009/0002479

Branches:

1. Satya Vocational Training center, Kuilapalayam
2. Satya Special School, Early Intervention, Karuvadikuppam
3. Autism Center, Karuvadikuppam
4. Satya Center for Unique Learners, Rainbow Nagar
5. Satya Village Rehabilitation Center, Mutrampattu
6. High-Risk New Born Clinic, JIPMER Campus
7. Satya Village Rehabilitation Center & Alternative Inclusive Center for Education, Villianur
8. Satya Village Rehabilitation Center, Selimedu
9. Satya Rehabilitation Center, Marakknam
10. Satya Rehabilitation Center, Pollachi

DETAILS OF BOARD MEMBERS AS ON 31.3.2022

Name	Position on Board	No of Meetings attended	Reimbursement in Rs
Ms. Bindu Modi	President	11	0
Ms. Sita Ramkumar	Vice President	11	0
Mr. Nallam Krishna Bab	General Secretary	1	0
Ms. Chitra Shah	Director & Treasurer	11	0
Ms. Nalini Ranganathan	EC Member	1	0
Mr. B. Narayanaswamy	EC Member	11	0
Mr. Aroquiardje Cesar	EC Member	7	0

Advisory Committee:

1. Mr. Madhavan
2. Mr. Somasekar

Number of staff with Disabilities:7
 Monthly highest paid staff remuneration: Rs. 40000/-
 Lowest paid staff remuneration: Rs. 3000/-
 No member of the executive committee has been paid any remuneration, travel expenses or any other reimbursement from the society
 International travel undertaken by Staff in 2021-2022- Nil
 The total cost of national travel undertaken by staff in 2021-2022- Nil

Sd/... (V. Jeyachander) , Chartered Accountant M.No. 023394, UDIN: 20023394AAAAMK6915
 Partner Ganesan and Company, Firm Reg No : 0008595
 No:23 JN Street , Pondicherry-605001
Phone: 0413-2336884
Email: support@grandco-ca.com
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 6, 7, 8 ECR Road Karuvadikuppam, Pondicherry - 605008,
 India+91 413 2263592 | admin@satyaspecialschool.org
 | www.satyaspecialschool.org

OUR PARTNERS



CSR AND RESOURCE PARTNERS



KNOWLEDGE PARTNERS



PROJECT PARTNERS



INSTITUTIONAL PARTNERS



GOVERNMENT PARTNERS





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