



ANNUAL REPORT 2017-2018



About VISHWAS

VISHWAS is a not-for-profit organisation working in the field of Disability and Inclusive Development.

Our programmes are rooted in the fundamental belief in EQUAL OPPORTUNITY AND INCLUSION and respecting the right of every individual to live their life to the fullest with dignity.

We believe that everyone has the right to access health care, education and livelihood options irrespective of disability, gender, class or caste.

All our programmes cater to children and young adults from the most marginalized communities. Even within vulnerable groups, those with disabilities are most likely to get excluded and discriminated against. VISHWAS is committed to addressing this discrimination.



Vision

An inclusive society where persons with disabilities are ensured equal rights and opportunities in a dignified manner.

Mission

To promote the rights and interests of the disadvantaged, particularly those with disabilities, in partnership with all stakeholders including children, their families, community and the government by:

- Building knowledge and capacities on Inclusive practices and policies
- Creating opportunities for meaningful participation

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विश्वास है

कह दो अंधेरो से चल पड़े हैं हम
दप दप दपान रोशन हैं ये रुदम
हैं रोशनी से चहरे धुले हुए
इन बाजुओं में विश्वास का है दम
बोते हैं सक्के, विश्वास है
लोड़ेगे अंधेरे, विश्वास है
हम बर्मे को मुद्धो है, विश्वास है
आशाओं को मिट्टी है, विश्वास है
करन से हो होना है, विश्वास है
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सूरज से कह दो आर जलार को
हम जंग हैं तो मणिल एकद आरुगी
सच्ची लगन से वो दुप न पाएगी

मन में कभी न विश्वास होगा कम
कह दो अंधेरो से चल पड़े हैं हम
कई जीवन रुबसे इन्तजार में
कई कचपन देखे हैं कतार में
कई गीत लुटाने हैं हमको
नए ख्वाब सजाने हैं हमको
होन न देगे एक आँख को भी नम
कह दो अंधेरो से चल पड़े हैं हम
खुल जाएँ हुए और ज्ञान बह-बहने
मिट जाएँ पास इलेकों को सिबसिले
हमको मिला जो तुो बाव दें चलो
अज्ञान को फस्तन घाट दें चलो
विश्वास को चमक चम-चमान चम
कह दो अंधेरो से चल पड़े हैं हम
दप दप दपान रोशन हैं ये रुदम.

पूरी गोश





Note from the Chairperson

I believe organizations are like trees. As years pass, they also grow their roots deep into the ground and beautiful shoots in the air. So here we areVISHWAS is now a young and blooming tree. And it needs all the necessary nourishment and grooming. Its branches should be so orderly that it doesn't lose its balance in stormy weather.

With these thoughts, we move ahead, gently but firmly to achieve our goals, such as expand our Vidyalaya from grade VIII to X, upgrade our Disability Resource Centre, and strengthen our community and skill building programmes.

As you will see in this year's report, it is a work in progress.

Simultaneously, the roots are being strengthened by building resources, both human as well as financial. It is not an easy task to get this balance right but we are confident that with the support of our well wishers and friends we will be able to achieve this miracle.

Thank you for being our partners in this journey and looking forward to reaching new heights with you.

Neelam Jolly

Neelam Jolly
Founder & Chairperson
VISHWAS

Objectives

To create and promote inclusive education system that will support the learning needs of all children.

To support persons with disabilities in acquiring work oriented skills and job placements that will enable them to have sustained income through wages or self-employment.

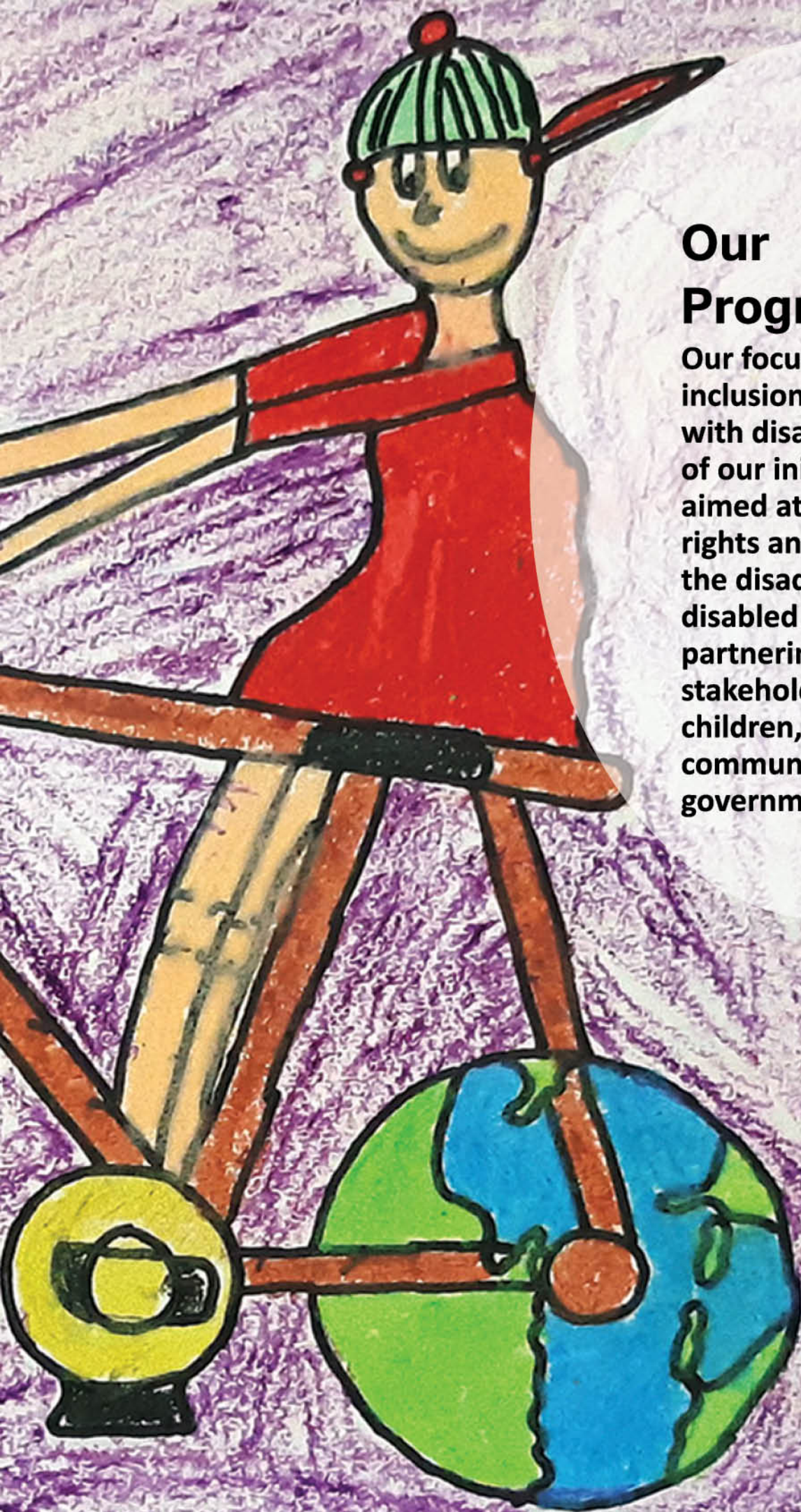
To provide life skills and skill training to persons with disabilities so that they are more independent, socially active and productive in their environments.

To ensure that persons with disabilities are able to access their entitlements.

To facilitate community participation in building inclusive and barrier free environments through awareness and sensitization exercises.

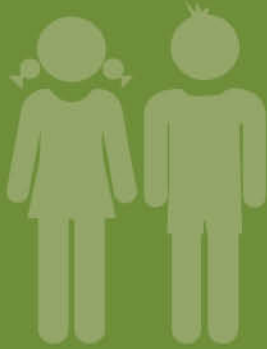
To enhance operational learning within and outside the organisation by bridging the gap between intent and practice on inclusion through research and training.





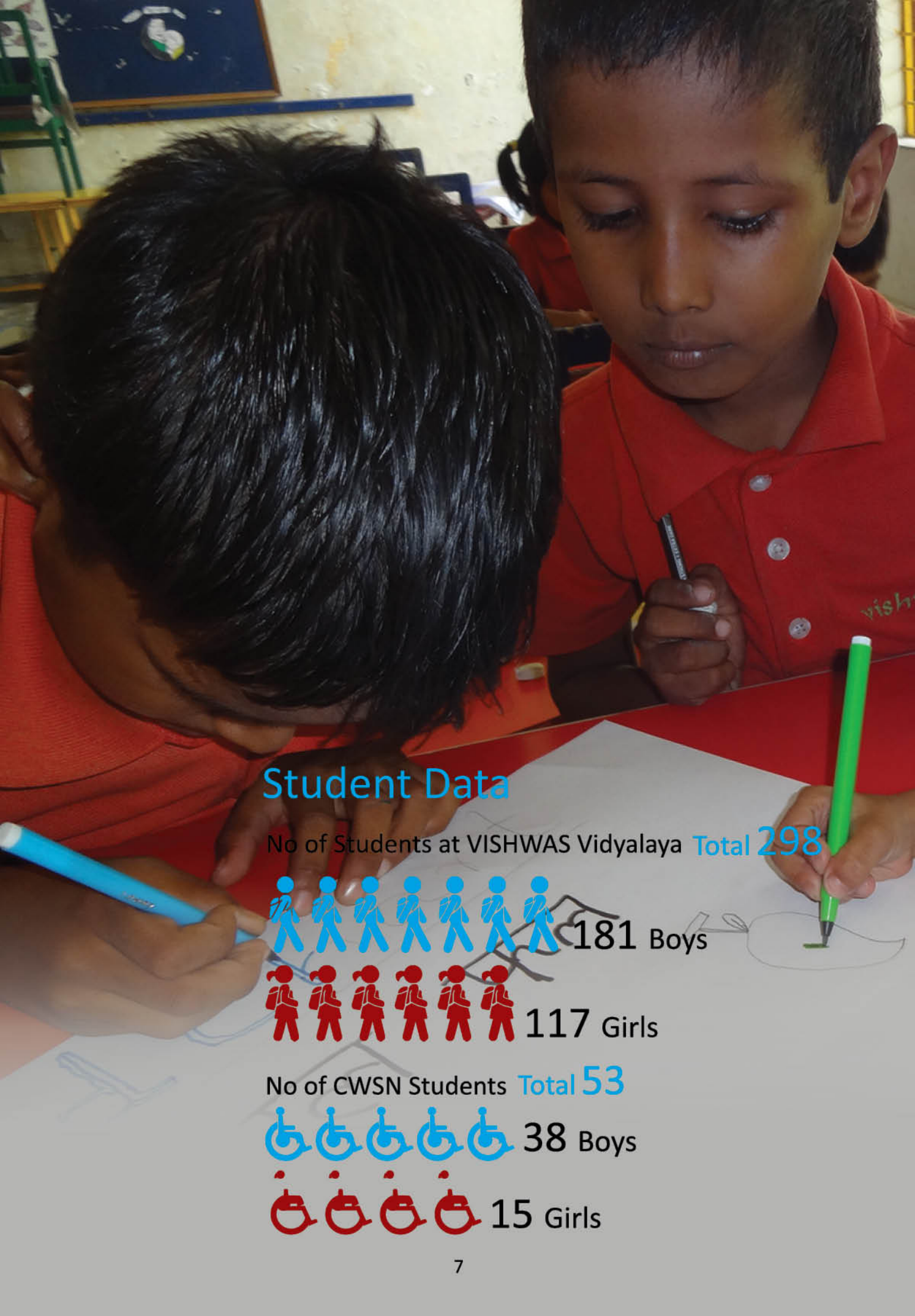
Our Programmes

Our focus is on the inclusion of persons with disabilities and all of our initiatives are aimed at promoting the rights and interests of the disadvantaged and disabled persons by partnering with all stakeholders including children, their families, community and the government.



VISHWAS VIDYALAYA

The foundation of the Vidyalaya is embedded in the belief that every child has a right to meaningful and quality education in a positive learning environment. The Vidyalaya aims for holistic and all round development of its students through a well balanced curriculum and by identifying and addressing barriers that prevent active learning and participation.



Student Data

No of Students at VISHWAS Vidyalaya **Total 298**

 181 Boys

 117 Girls

No of CWSN Students **Total 53**

 38 Boys

 15 Girls



The academic year 2017-18 began with a total of 298 students which was more than last year's strength. Over 93% of our students belong to economically weaker sections of society and 17% are children with disabilities. These included children with intellectual impairment, speech and hearing impairment, visual Impairment, autism spectrum disorder, cerebral palsy and locomotor impairment. Children attended age appropriate classes and were provided with the necessary support to ensure their participation in class as well as all other activities.

The success of Vidyalaya lies in, that we have a long "waiting list" of children, whose parents are very keen to enroll them in VISHWAS. This year there was a 2% increase in the strength of children with disabilities and 7% increase in the number of girls admitted to Vidyalaya, as compared to last year.

Actions undertaken to improve academic performance

Many of our students are first generation learners. All possible ways and means were adopted to improve their learning outcomes. These included-

Remedial classes: Most of our students do not have educational support at home and also cannot afford private tuitions. Hence to fill the learning gap, remedial sessions were conducted by not only our staff but some volunteers were very forthcoming to help them.

Science experiments: Science can be fun, thought provoking and interesting when it involves “hands on experience”. Students performed practicals in the Science lab on a more regular basis this year. To develop scientific outlook and ignite young minds, members from “Anveshika”, an organization of Indian Association of Physics Teachers (IAPT), were invited. They conducted very interesting experiments on – Light, Magnetism, Sound and electricity. It helped students to understand the relevance of science in day to day life.

Use of technology: Audio visual aids like Tablets were used by senior students during Maths and Science sessions. Some lessons were taught with the help of Power Point presentations to make the sessions interesting and interactive.

Story telling is a very powerful and engaging medium of teaching. Primary class students had many more sessions, which they enjoyed a lot.

Working towards a stronger foundation

As shared earlier, VISHWAS Vidyalaya admits students on the basis of their age and most of them are first generation learners, with little or no exposure to formal education. So there is a big learning gap. To improve their preparedness for appearing in board exams, this year we introduced them to questions requiring high order interpretation and thinking. Their scores were a little less, but they are getting ready for the challenges ahead. We constantly strive to improve their performance and it is one step in that direction.



Activities and Events

As always, there was a right balance of academics and co-curricular activities for holistic growth and development of students. All the National Days and festivals were celebrated with great zeal and enthusiasm. Our students got ample opportunities to showcase their skills and talent in Sports as well as various competitions. Learning cannot be complete without Educational trips and hence all students were taken for age appropriate trips and visits.

Art and Craft

Best out of Waste activity : Students put their creativity to use and with natural and waste material created various things like – wind chime, jewellery box etc.

Conservation of energy: It is the biggest challenge in present times. To create this awareness in our students they participated in a drawing and essay competition organized by Petroleum Conservation Research Association (PCRA). They portrayed their ideas on the topic “Energy conservation” through very interesting paintings and inspiring slogans.

To give equal opportunities to our students with disabilities, they participated in a drawing competition organized by “Samadhaan Foundation”. Class III student, Lakshmi Mittal’s drawing was selected for display in an Art exhibition, which was a matter of great pride for us and her.

Sports

With an aim to develop team spirit and for participation of all students this year also, Inclusive Sports day was held in November 2017. It was spread over 2 days, so that all students could participate. It was a pleasure to see the joyous faces, when the winners received medals. The staff members also had fun and participated in some events.

It was a matter of great pride for us as; **Under -17 Federation Internationale Football Association (U-17 FIFA)**, inaugural event was organized at VISHWAS. Friendly matches were played between teams from other schools and VISHWAS. The audience got an opportunity to see “Freestyle Football” which was a feast to the eyes! Our students were very fortunate to





witness and feel the excitement of a U-17 FIFA match at the Jawaharlal Nehru stadium.

VISHWAS celebrated World Disability day, driving the theme- Sports has no barriers! Some members from Delhi dynamos, **Delhi Football league conducted Inclusive games** football and engaged our students. It was a fun filled day.

Competitions

Various competitions were held this year which included quiz, debates, spelling contest and poster making. It is very essential to inculcate competition spirit in students. Competitions conducted in school make them more confident individuals and help to overcome stage fear.

Celebrating Festivals

To create and nurture values like- tolerance, respect for other religions and cultures, patriotism, festivals were celebrated. They add a dash of fun and colour to our life! They help the children to understand the significance and the purpose behind it. Besides National days, various festivals like Diwali, Rakhi, Christmas, Dusshera, Id, Language day and Teacher's day were celebrated with full enthusiasm.

Workshop

Life skills/ Sex education: In this age of easy and unhindered access to information, it is very easy for young impressionable minds to be adventurous and go astray. It is more so in the case of matters related to sex and sexuality.





Sex education is an integral part of the school curriculum at VISHWAS. Age appropriate sessions were conducted for our students so that they can overcome the stigma and taboo associated with it. The YP Foundation is our partner for this purpose. The sessions covered a range of sensitive topics which included- Good and bad touch, Body changes, accepting diversity.

A workshop for parents was conducted to sensitize them about the importance of opening up communication channels at home for a healthy discussion on these issues.

Cultural Performance

Our very popular, “Sarva Dharma prayer” was presented at various events, which embodies Secularism and Inclusion. We had invitation from various organizations and our children were very happy to show off their music and dance skills.

Foundation day and Centenary celebrations, Nikon

Foundation day, Genpact

Bal Sangam, National School of Drama



Capacity building sessions

To address needs in various areas, periodic trainings were conducted for VISHWAS team. Some of the trainers were in-house and for some external experts were invited. They also got an opportunity to attend trainings outside of VISHWAS. These sessions covered a whole range of topics.

Trainings held at VISHWAS

Topic	Conducted by	Purpose	Trainees
Sign Language	Mr. Ajeet Kumar, VISHWAS	How to use Basic Sign language	Entire Vidyalaya staff, Staff of Skill development and Training programme
Transfer to and from wheel chair	Ms. Ruchi, VISHWAS	Right method of transferring wheel chair user(s) to chair and bed and vice-versa	Entire VISHWAS team
Curriculum Adaptation	Ms. Suman and Ms. Sapna, VISHWAS	How to make the classroom more Inclusive	Teaching staff of VISHWAS
Learning through play	Mr. Aditya, Sports Teacher, VISHWAS	How games can be used as a "teaching tool"	Teaching staff of VISHWAS
Sexual harassment at the workplace (SHWP)	Ms. Vinita & Ms. Shruti, The YP Foundation	To sensitize and create awareness about what SHWP means and the legal remedies available to the victim	Staff of VISHWAS
To make, working Science models by using crafts and Science	Ms. Surbhi and Ms. Geeta, VISHWAS	To make Jet toy and Skimmer, fuel free means of transport	Students from class VI to VIII
Disabilities covered under RPWD Act, 2016	Mr. Ajit Kumar, VISHWAS	Creating awareness about the various disabilities covered under the new act	Teaching staff of Vidyalaya
Augmentative and Alternative communication	Mr. Ajeet Kumar, VISHWAS	How barriers to communication can be removed by use of Augmentative and alternative tools	Staff of VISHWAS
Making Learning Fun	Ms. Komal Sood, Former Principal of The Shriram School	How to improve student engagement, create peer learning mechanism and improve retention	Teaching staff of Vidyalaya
Handling and managing electronic tools and equipments	Mr. Shashi Bhushan, VISHWAS	Becoming self-reliant in handling various equipments like-projector, sound and music system	Teaching staff of Vidyalaya
Conducting Science experiments	Ms. Neha, STEM Foundation	To make best use of available lab equipments for conducting experiments	Teaching staff of Vidyalaya

Trainings attended by VISHWAS team

Topic	Conducted by	Purpose	Trainees
Making Science models	SAE (Society of Automotive Engineers) India	To promote Scientific view among students at an early age & to use Arts and Craft in making working models of "Fuel free means of transport "	Ms. Surbhi and Ms. Geeta, VISHWAS
Curriculum adaptation for Inclusive classrooms	SCERT, Gurugram Programme, The Shriram School	Curriculum adaptation for Inclusive learning in a classroom	Ms. Suman and Ms. Sapna, VISHWAS
Understanding Time Machine and God particle	LIFE Lab, CERN Programme	To share knowledge of developments in Science, with respect to Time Machine, God particle- its detection, use and effect To kindle interest in Nuclear Physics at an early age	Ms. Surbhi and Ms. Jyoti, VISHWAS

Educational Trips

Educational trips make the learning process not only fun but also provide knowledge and acquaint the students with first hand information. We are of the firm belief that, "Tell me and I forget. Teach me and I remember. Involve me and I learn." Despite, financial constraints, we always plan such trips. Age and class appropriate trips were organized and this year, the highlight was- Agra trip.

Agra Trip

This needs a special mention as it was our maiden long distance trip involving an Inclusive group. Students of class VII and VIII visited Agra to see the Taj Mahal and understand history, better. It was a great challenge for VISHWAS to make arrangements for this trip. We overcame all odds due to the camaraderie which has become an ingrained quality of our students and staff.



Nehru Planetarium and Museum

Students of grade III to VIII went for a visit to Nehru Planetarium which helped them to better understand various concepts and theories of Science and mathematics. The senior students got an opportunity to see Nehru museum as well and understand many important historical events.

Rail Museum

Students of class Nursery, I and II were taken to Rail Museum for an educational trip. This trip helped them to know about the various phases in the development of Rail engine and also about the different kinds of train models. They enjoyed a "Toy Train" ride, which gave them feeling of a real train journey.

Annual Day

VISHWAS celebrated its Annual day with the theme- "Fundamental Rights" with emphasis on Education of girls. Like every year, all students were part of the celebration. There was a good blend of dance, drama and songs. Our students were introduced to the dance form Jazz, by Ms. Swati. They put up a spectacular show.

Parents Teacher Meetings

It is a very crucial two way communication forum for updating as well as sharing concerns related to academic, social and co-curricular performance. Periodic meetings were held in the school and it was observed that the attendance of parents is growing steadily. They were receptive to communications made by teachers and at the same time were also forthcoming in sharing their opinions and issues.

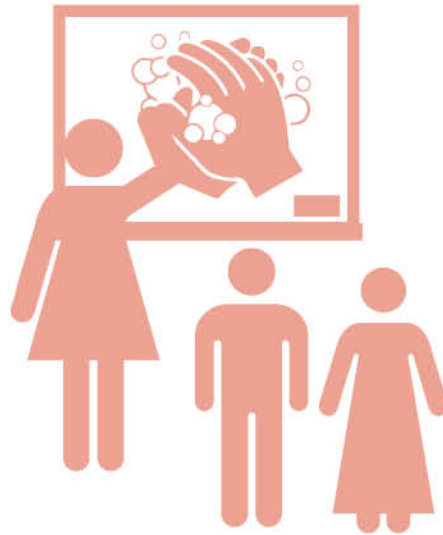


ACHEIVEMENTS

- Almin of class II and Neha of class V were chosen by Brazil International Football Academy (BIFA) for regular training. Their football kit was also sponsored by BIFA and they are very happy with the progress of our students. Almin played matches in Under-8 and Neha in Under-10 categories and their team got first position in respective categories. Due to their commendable progress in the sport, they were adjudged, "Players of the month"
- In the regional Olympics of - A World in Motion (AWIM) an International event, held in Delhi, two teams from VISHWAS participated in the "Skimmer and Jet Toy" challenge. Our Skimmer team got the First place in the "Turning of Skimmer" category.
- Represented his football academy in RSA cup, and his team won Gold medal.
- In the drawing competition held by Samadhaan Foundation, for children with Disabilities, class 3 student, Laxmi Mehta's painting was selected to be displayed in their exhibition.

Daksh, a grade 2 student, is chirpy and cheerful like any other child of his age. Due to Cerebral Palsy, he requires a wheelchair for his mobility. Schools close to his home were not accommodative to his needs. When he joined VISHWAS Vidyalaya, he was completely disinterested in any activity. At the Vidyalaya, there is focus on holistic growth and development and the inclusive set up promotes participation in all activities. This has given wings to Daksh. He is now an extremely cheerful, enthusiastic and regular child who loves to participate in all activities. Despite difficulties in fine movement coordination, he attempts to write and draw. This little champion won Gold in throwing ball through the ring contest, on Annual Sports day.





VISHWAS SKILL DEVELOPMENT AND TRAINING PROGRAMME

Livelihood options and life skills are essential for everyone, not only because they enable independence, but also because they help improve self-esteem and lead to a life of dignity and respect. Irrespective of measures taken by government, Persons with Disabilities (PWDs) continue to face many challenges in gaining meaningful employment. According to census 2011, about 9.9 million Persons with Disabilities (PWDs) in the employable age group are non-workers or being marginalized by the society. Access to training infrastructure and skill development programmes run by the ministries/department to the PWD's is fragmented and overlapping.

At VISHWAS, our programme for young adults and adults with disabilities includes both skill development for employment opportunities and life skills training for independent living.



Young adults

This programme, for adolescents with disabilities in the age group of 14-18 yrs aims to meet the needs of children with severe intellectual and developmental disabilities. As part of basic skills training, they learnt how to provide information about their identity, how to use a cell phone and cross the road safely. In social math's, they learn to do counting, identifying currency, read digital time, simple addition and subtraction using calculator and reading MRP of products.

This year, the group had 8 trainees. As part of skill training, they learnt to in place of learn and make paper bags, latkans and torans. During the year, the trainees participated in all the outings and celebrations along with Vidyalaya students. They also put up a stall of paper bags, torans and diyas in Diwali mela. Each trainee received a small incentive as a token of appreciation for their work.

Adult Group

Under the life skills programme, they learnt and practiced basic household chores like washing, ironing, dusting. Cooking skills such as peeling and chopping vegetables was also taught. They assisted (non-fire activities) in making simple snacks which they sold to students and staff of VISHWAS. Some of them have learnt to sell the snacks, collect money and tender balance amount. They learnt the use of calculator for doing this transactions.

They went shopping for supplies on a regular basis to the super market, along with their teacher.



Parents Meetings

Periodic meetings were held with parents to increase the focus on the role of families in providing opportunities at home to make them independent in daily living activities.

Visits and Participation

They all went for shopping to Big Bazaar, Sohna road and were very excited and many of them bought things for their personal use. It was a very different experience to visit with their friends and staff.

Trainees from both the groups participated in a drawing event "Splash". Splash, an event organized by Concern India Foundation, where they used ART as a medium of expression.



ACHEIVEMENTS

Trainees Sushila and Priya got a cash prize of Rs.500 each, for their excellent work in the Splash event.

As part of "Sarva Dharma Prayer" group, the trainees performed on the Foundation day of Nikon and Genpact.

They also performed this popular prayer in Balsangam, organized by National School of Drama.

Bags of Hope Project

As shared in previous years, this is a model for Inclusive livelihood options for the benefit of adults with disabilities to make them economically independent. A total of 10 Persons with disabilities and 20 young adults with disabilities were trained.

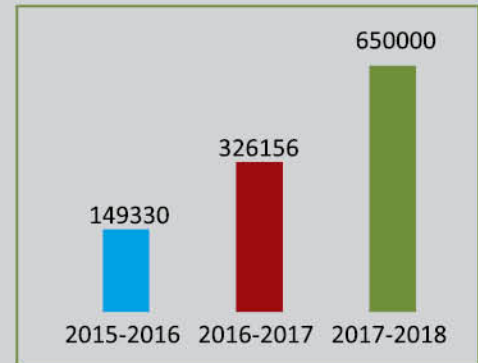
- Up gradation of Production unit
- Recruitment of new members in operations team
- 2 new Sewing machines purchased and are operational
- Identification and training of new group of trainees and one-woman trainee was inducted
- Digital platform used to train the tailors and trainees.
- Identifying PWD's from surrounding villages of VISHWAS like Samaspur, Tigra for training purpose

ACHEIVEMENTS

- Executed a large order for Conference bags from Cure India
- We got opportunity to exhibit and sell our products at many Corporate offices and received a positive response

There has been growth in our Sales figures, as is evident from the graph below. However, a lot more needs to be done and we need to work on, bulk orders on a regular basis, to make the unit self-sustainable.

Comparative Sales Volume



Susheela has come a long way now, since she joined VISHWAS in 2013, as a 13 year old adolescent. An extremely quiet girl, with cognitive impairment, she did not have any understanding of self identity, numbers and even basic life skills.

With regular training and engagement, there are many heartening changes in her. She can now write down her as well as her friends 'names. She can identify various denominations of currency, do simple calculations using calculator, can read MRP of products and prepare bills. Chance of her getting lost is very less; as she knows the address of her "Shelter Home" and can also dial its mobile number! The artist in her comes alive when she does Block printing and creates beautiful Torans, by copying sequence and colour scheme. List of her accomplishments is long. She can identify dals, spices, make newspaper bags and take good care of her personal and hygiene needs.



VISHWAS RESEARCH AND TRAINING PROGRAMME

VISHWAS Research and Training programme aims to bridge the gap between intent and practice through various capacity building and awareness programmes on Disability and Inclusive Practices. Under this programme we run a Resource centre for children and adults with disabilities. Here we provide information, support in education, therapies and referrals for children and persons with disabilities and their families.

This year, the resource centre carried out the following activities:

- Assessments
- Developed homebased plan for children with disabilities
- Provided need based interventions
- Networked with other likeminded organizations and government institutions for appropriate medical and rehabilitation support
- Provided technical assistance to Vidyalaya for Children with disabilities in assessment, preparing IEP (Individual Education plan), conducting Language and Communication sessions, use of Speech and language apps on Tablets and Go Talk device



Trainings Conducted

The VISHWAS Research and Training Programme conducted following trainings

Topic	Conducted by	Purpose	Trainees
A two day workshop on Reading and Language Development	VISHWAS-Research and Training Programme	Capacity building of teachers to improve Communication, Auditory and Reading skills	All teachers and Staff of VISHWAS
5 days training program for Resource Teachers on Disabilities	Conducted by SSA, Haryana Government in collaboration with VISHWAS	Capacity building of Resource teachers on various topics related to all disabilities including the New Act, Rights of Persons with Disabilities '16	Resource teachers from all the six zones of Haryana
CRE programme on "Assessment and Diagnosis of Autism Spectrum Disorder (ASD)"	VISHWAS in collaboration with Rehabilitation Council of India	To keep professionals updated with the new developments related to Autism Spectrum Disorder	Resource Teachers and other RCI registered professionals





COMMUNITY BASED PROGRAMME

Our work in the community was based not only on our previous work and experience, but also taking into consideration our Strategic Plan for 2017- 20. The core area of work was based on the following key actions:

- Sensitize Village, Panchayat, Block, District and State level government officials on issues related to Disability and Inclusive Development.
- Awareness raising programmes for Person with disabilities (PwDs) and their families on their rights and entitlements.
- Capacity building of PwDs including women and children with disabilities to participate in and avail health, rehabilitation, education and livelihood services and schemes.
- Enhancing opportunities to access education, health care and skill development.



115 Persons with Disabilities under different age groups were identified

Under this program we have worked actively in 6 villages of Gurugram block viz; Samaspur, Tigra, Kanhai, Wazirabad, Indira colony & Jharsa and we added Islampur as a new village.

VILLAGE	PERSON WITH DISABILITIES	0-5 years Male	Female	6-14 years Male	Female	15-17 years Male	Female	18 years & above Male	Female
WAZIRABAD	36	4	0	5	2	3	1	11	10
JHARSA	34	2	1	8	7	1	1	7	7
TIGRA	12	0	0	4	1	0	0	3	4
SAMASPUR	9	0	1	2	1	0	1	3	1
KANHAI	6	2	1	0	1	0	1	1	0
INDIRA COLONY	3	0	0	1	2	0	0	0	0
ISLAMPUR	15	1	1	1	2	1	1	7	1
Total	115	9	4	21	16	5	5	32	23

Activities conducted under Community Based Programme:

- Ongoing survey and follow up of identified individuals
- Home visit by Therapist/Special Educator resource centre of beneficiaries who were unable to visit the Resource Centre and provided need-based intervention
- Facilitation in getting Disability Certificates, Social securities (concessions, scholarships and pension etc.). This year we have facilitated nine Disability Certificates.
- We promote mainstream education of children with disabilities.
- Regular meetings were held with Anganwadi workers, ASHA workers, School teachers and councillor to sensitize them towards the issues related to disability and inclusion.

- We are facilitating NIRAMYA health insurance scheme. This year nineteen beneficiaries enrolled with NIRAMAYA.
- Networking with government officials and other service providers to promote inclusion of persons with disabilities
- Linking adults with disabilities with Special Employment Exchange

Major Challenges

- Medical needs of PwDs are generally higher. But parents find it difficult to access these facilities at Civil hospital Gurugram. Private medical care is mostly beyond the reach of common people.
- Generally families do not have an understanding about disabilities and either neglect them or have low expectations.
- To build a relationship of trust with families takes time as a result the golden period of early intervention is usually missed out.



Vivek is a young boy 14 years old living at Wazirabad Village. During our survey in the community we met his family and they were happy to send him to VISHWAS Vidyalaya. During various interactions with the family, VISHWAS team explained the benefit of getting a Disability Certificate and supported them in getting it made. Since Vivek has intellectual impairment the doctors advised an MRI. The cost of MRI was 10000 which the parents could not afford. It was a welcome surprise to them when they learnt that they could get the MRI done free of cost with the help of his Disability Certificate. The most significant change for Vivek and his family was to get acquainted with VISHWAS and knowledge about the rights and entitlements available for Persons with Disabilities(PwDs.) Now Vivek is enjoying coming to VISHWAS Vidyalaya and living his life in a dignified manner.

Ahad a young 8 years old boy having locomotor impairment as well as behavioral issues, was identified by VISHWAS CBR team during field visit to Wazirabad village. Ahad was going to a government school but the children in the school used to tease and bully him a lot due to his disability and he would retaliate by hitting out and using vulgar language. Due to this he had dropped out of school. Ahad's mother was upset as these behavioral problems also in the increase at home. On realizing this the parents were guided by VISHWAS CBR team to enroll him in "VISHWAS Vidyalaya". Now Ahad is attending "VISHWAS Vidyalaya on regular basis and his behavior problem is much reduced. Both he and his parents are very happy. Realistic and contextual intervention from VISHWAS made a significant change in Ahad and his family's life.

Impact cum Follow up Study- Community Based Programme, Sohna

As part of VISHWAS' community based programme we worked in Sohna block of Gurugram district and build their capacities to avail the possible rights and entitlements. The project was conducted by VISHWAS in 2015 by covering the entire population of PwD's in all 78 villages and 13 urban wards of Sohna. This year, as follow up action and to know the status of our earlier work, VISHWAS team revisited some of the villages of Sohna.

During the entire course of this exercise, it was seen that VISHWAS' rapport is still very well rooted in the community. The interventions done in the past need to be revisited and regular follow-up should be done. For this either volunteers or Disabled people's Organisation should pitch in.

Summary of Impact cum Follow up study

- Around 70% of children with disabilities of school going age (6-14) are attending regular school.

Others who are not attending are either because of health condition or transportation issue

- Youngsters with disabilities mainly in the category of loco motor impairment are engaged with gainful livelihood. However, this needs to be scaled up by mobilising better mobility and livelihood options
- Majority of the beneficiaries are able to identify the workable solutions for them but the quality and sustainability needs to be relooked and planned
- The interventions done in the past are still alive but an effective follow up is needed to ensure quality
- There is a need of VISHWAS or some other likeminded organisation to bridge the gap between intent and practice of government initiatives for the community based intervention.
- People are well aware of entitlements and are availing social security schemes without much problems



VISHWAS Board Members–2017–18



Neelam Jolly [Founder and Chairperson]

Neelam Jolly holds an M.Sc (Hons School) degree in biophysics from Panjab University and subsequently completed a diploma in basic developmental therapy from the Spastic Society of India (now AADI). She set up VISHWAS in 2005 and has been its full-time chairperson since then.



Usha Uppal [Co Chairperson]

Usha Uppal is the Director -Finance & Operations, Printline Media Pvt. Ltd. She was the Sr. Vice President, HR and Administration at Indian Express till 2016.



Lord Meghnad Desai

Professor emeritus at London School of Economics is a Labour peer. He is also a prominent writer and commentator with several books to his credit.



Pramod Bhasin

Mr. Pramod Bhasin, founder of Genpact, was its President and CEO from 1997 to 2011. Prior to that, his career with GE Capital spanned for 25 years, which is now Clix Capital, of which he is the Chairman. He is the Co- founder of Asha Impact and Skills academy. He is on the board of DLF Ltd, SRF and NDTV.



Nipun Kumar Malhotra

Nipun Malhotra is an alumnus of St. Stephen's College and the Delhi School of Economics. He is the Executive Director at Nipman Fastener Industries and also the co-founder and CEO of the Nipman Foundation.



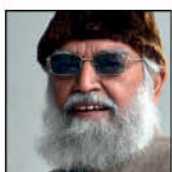
Anjali Kapoor Bissell

A Management consultant, she has masters in Hospital Management and Administration from Simmons College in Boston. As Vice President – Special Initiatives, Apollo Hospitals, she managed the group's CSR activities, till recently.



Komal Sood

Komal Sood has twenty five years of experience in the field of education of which twenty years were with The Shriram school, Gurugram. She left the Shri Ram School, as Principal, to join the Shiv Nadar Foundation as Director, Curriculum & Training, VidyaGyan Schools. She feels that the quality of education in the country can only improve if we start investing in our teachers.



Swadesh Talwar

Swadesh Talwar is a renowned photographer and served for nearly 40 years as Photo Editor with The Indian Express in Chandigarh. He is deeply committed and involved with key social issues.

Our Advisory Board



Arun Shourie

Arun Shourie, Ramon Magsaysay and Padma Bhushan awardee, is among India's most trusted and influential commentators on current and political affairs. He held portfolios of disinvestment, communication and information technology, as a cabinet minister in Atal Bihari Vajpayee's NDA regime.



Dr. Naresh Trehan

Dr. Naresh Trehan, Padma Shree and the Padma Bhushan Awardee, is a renowned Cardiovascular and Cardiothoracic surgeon. He is the Chairman & Managing Director, Medanta, multi super speciality hospital and institute in Gurugram. He is credited with 3 Honorary Doctorate Degrees from three prestigious universities. He founded the Escorts Heart Institute and Research Centre where he was the Executive Director till May 2007.



Dr. S.Y. Quraishi

Dr. S.Y. Quraishi, a 1971 batch, IAS officer, held several strategic and key positions. He was the 17th Chief Election Commissioner of India. Currently he is the Honorary Chairman of the Centre for Ethical Life & Leadership (CELL) and Sightsavers India: The Royal Commonwealth Society for the Blind.



Latika Thukral

Latika Thukral is a co founder of iamgurgaon, an NGO started in 2008 -attempting to create a platform to enable citizens of Gurugram to improve the millennium city. Prior to this she worked with Citibank for 18 years. She received an appreciation award by Haryana Government on the Republic day in 2010 for her services for Gurugram.



Lilly Vishwanathan

Lilly Vishwanathan has been associated with the disability and development sector for over 25 years. A passionate advocate for inclusion, she has worked in diverse capacities on the rights of children. She has led multi-disciplinary teams at the grassroots and national level on several projects linked to disability inclusion, child rights and gender. She has also been a consultant with the Ministry of HRD on the inclusion of children with disabilities in education.

List of Consultants

1. Vivek Tripathi - Music
2. Aditya K.V. - Sports
3. Charu Sharan - Research and Training
4. Deepika Gulati - Science
5. Sudha Vohra - Community Based Programme

List Of School Management Committee Members

The Managing committee of Vishwas Vidyalaya as approved by Office of Director School Education, Haryana is as under

1. Ms. Neelam Jolly, Chairperson
2. Mr. Ajeet Kumar Sinha, Administrator, Vidyalaya
3. Ms. Neelam Vashisht, Headmistress, Vidyalaya
4. Ms. Suman Lamba, Teacher, Vidyalaya
5. Ms. Sapna Thapa, Teacher, Vidyalaya
6. Ms. Kavita Rao, Parent

- 16 Jagwati
- 17 Kavita Thakran
- 18 Kishan Kumar
- 19 Kritisree Misra
- 20 Kamlesh
- 21 M. Ghosh
- 22 Monika Mehrolia
- 23 Mahinder Kumar
- 24 Maharam Mondal
- 25 Mohina Bibi Mondal
- 26 Manu Choudhary
- 27 Nivedita Pandey
- 28 Neelam Vashisht
- 29 Pammi Devi
- 30 Pratibha Guleria
- 31 Ruby Barooah
- 32 Rohit Yadav
- 33 Ramrati
- 34 Roop Ruchi Chadha
- 35 S. P. Barooah
- 36 Sapna Thapa
- 37 Shashi Bhushan Kumar
- 38 Suman Lamba
- 39 Sugandha Marjara
- 40 Sunder Singh
- 41 Shiv Kumar Banskar
- 42 Surabhi Chauhan
- 43 Shobha Rustagi
- 44 Soma Maitra
- 45 Sheetal Dhiman
- 46 Vikash Kr. Pandey

Staff (01.4.2017 - 31.03.2018)

- 1 Ajeet Kr. Sinha
- 2 Ankita Mishra
- 3 Bimla
- 4 Bharti Srivastava
- 5 Dhramvati
- 6 Dharam Wati
- 7 Dharamwati
- 8 Dayawati
- 9 Geeta Chaturvedi
- 10 Gurcharan Kaur
- 11 Geeta Rani
- 12 Garima Kaushik
- 13 Geeta
- 14 Hemlata Saini
- 15 Jyoti Saini

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Director's Report

VISHWAS VISION FOR HEALTH, WELFARE AND SPECIAL NEEDS

Your Directors have pleasure in presenting their 12th Director's Report on the business and operations of the Company along with the Audited Financial Statements of the Company for the financial year ending March 31, 2018. We would like to share with you the highlights during the year 2017 – 2018:

1. Financial summary or Performance of the Company (Standalone)

(Amount in Rs.)

PARTICULARS	2017-18	2016-17
1. Revenue from Operation	-	-
2. Other Income	20,861,504	12,420,248
3. Less : Expenses other than Finance charges & Depreciation /Amortization	12,054,870	10,359,719
4. Profit before Finance Charges, Tax, Depreciation / Amortization(PBITDA)	8,806,634	2,060,529
5. Less: Finance Charges	460	5,317
6. Profit before Depreciation/Amortization (PBTDA)	8,806,174	2,055,212
7. Less: Depreciation/Amortization	936,983	567,612
8. Net Profit before Taxation (PBT)	7,869,191	1,487,600
9. Less: Provision for Taxation (Including Deferred Tax)	-	-
10. Profit/(Loss) after Taxation (PAT)	7,869,191	1,487,600
11. Provision for proposed dividend	-	-
12. Dividend tax	-	-
13. Profit/(Loss) carried to Balance Sheet	7,869,191	1,487,600
14. Basic & Diluted EPS	-	-

2. Dividend

Being Non Profit Organization, your directors did not recommend any dividend during the year under review.

3. Reserves & Surplus

Reserve & Surplus	Amount (31/03/2018)	Amount (31/03/2017)
General Reserve	28,419,675	17,990,974
35AC	984,511	1,761,603
FCRA	4,265,300	6,048,166
VISHWAS FCRA-FA	3,115,184	3,115,184
Total	36,784,670	28,915,927

Neelam Jolly

Neelam Jolly
Director
DIN-01716554

Usha Uppal

Usha Uppal
Director
DIN-01716515



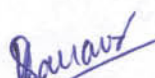
VISHWAS -VISION FOR HEALTH,WELFARE AND SPECIAL NEEDS
(A Company incorporated under section 25 of the erstwhile Companies Act, 1956)
BALANCE SHEET AS AT 31ST MARCH 2018

Particulars	Notes	As at 31st March 2018 Rs.	As at 31st March 2017 Rs.
EQUITY AND LIABILITIES			
Shareholders' Funds			
Share Capital	3	200	200
Reserve and Surplus	2	36,784,670	28,915,927
Corpus Fund	4	82,931,847	72,030,847
Current Liabilities			
Short-Term Provisions	5	125,599	1,541,802
TOTAL		119,842,316	102,488,776
ASSETS			
Non-Current Assets			
Fixed Assets	6	5,041,704	3,493,526
Current Assets			
Current Investments	7	112,608,021	95,690,249
Cash and Bank Balance	8	738,676	1,810,621
Other Current Assets	9	1,453,915	1,494,380
TOTAL		119,842,316	102,488,776

Accompanying notes 1 to 13 form part of the Financial statements.

As per our Report of even date

For Manchanda and Manchanda
Chartered Accountants
Firm Regn No.: 003100N


Harmeet Singh
Partner
Membership No.:514320

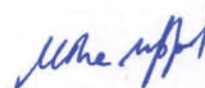


New Delhi: 04.09.2018





Neelam Jolly
Director
DIN-01716554



Usha Uppal
Director
DIN-01716515

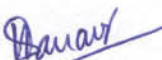
VISHWAS- VISION FOR HEALTH,WELFARE AND SPECIAL NEEDS
(A Company incorporated under section 25 of the erstwhile Companies Act, 1956)
Profit and Loss statement for the year ended 31st March 2018

Particulars	Note No	As at 31st March 2018 Rs.	As at 31st March 2017 Rs.
INCOME			
Revenue from Operations		-	-
Other Income	10	20,861,054	12,420,248
Total Revenue		20,861,054	12,420,248
EXPENDITURE			
Other Expenses	11	4,099,252	3,271,216
Employee expenses	12	7,955,618	7,088,503
Finance Cost	13	460	5,317
Depreciation and Amortisation Expenses	6	936,983	567,612
Total Expenses		12,992,313	10,932,648
Profit/(Deficit) Before Tax		7,868,741	1,487,600
Tax Expenses		-	-
Current Tax		-	-
Deferred Tax		-	-
Surplus(Deficit) for the year		7,868,741	1,487,600
Earnings per equity share			
Basic		-	-
Diluted		-	-

Accompanying notes 1 to 13 form part of the Financial statements.

As per our Report of even date

For Manchanda and Manchanda
Chartered Accountants
Firm Regn No.: 003100N


Harmeet Singh
Partner
Membership No.:514320



New Delhi: 04.09.2018




Neelam Jolly
Director
DIN-01716554


Usha Uppal
Director
DIN-01716515

Remuneration of Personnel Employed

Monthly remuneration of three highest paid employees is Rs.51,303/-, Rs. 43,485/-, Rs. 29,605/-

Monthly remuneration of the lowest paid employee is Rs. 9,708/-

Gross monthly remuneration plus benefits (Rs.)	Male	Female	Male (left)	Female (left)	Total
< 5,000	0	0	0	0	0
5,000- 10,000	1	4	0	0	5
10,000- 25,000	6	31	0	5	32
> 25,000	3	1	0	1	3

No. of executive committee (board of directors) members receiving remuneration	None
Expenditure on foreign travel incurred by executive committee members, employees or volunteers	Nil
Expenditure on inland travel incurred by executive committee members, employees or volunteers	23,496
Number of board of directors related to each other	None

Statutory Compliances and Registrations

VISHWAS- Vision for Health, Welfare and Special Needs is registered under

- HR/2009/0003967 Darpan ID (NITI Ayog)
- Section 12 A of the Income Tax Act
- Section 25 of the Companies Act, 1956
- Section 80 G (5) (vii) of the Income Tax Act, 1961
- Foreign Contribution Regulation Act, 1976
- Persons with Disabilities (For equal opportunities, protection of rights and full participation) Act, 1995
- National Trust for the Welfare of Person with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999

Our Supporters - 2017 -18

Supporters are one of the four pillars of any Not for Profit organization.

It is due to their invaluable, selfless and continued support that we have been able to improve and add to our Resources, network, visibility and performance in various spheres. Their belief and trust in us has helped us to grow as an organization and also given us the courage to dream bigger.

We do not have enough words to thank them.

Alpex Exports Private Limited	Neeraj verma
Ansal Api	Pure Hearts
Amarjit Singh	Pradeep Kaur
Anita Kathuria	Reliance Industries Limited
Aaina Aggarwal	Rotarian Naqshband Institute for Physically Challenged
Brazil International Football Academy	Ramona Pariera
CTA Apparels Private Limited	Rajeev Sharma
Colliers International (I) PRP SER. P.L.	Reena Sukhija
Danamojo	Sarva Shiksha Abhiyan
Deepa Gupta	Shekhar Gupta
EIH Limited- Unit Printing Press	Shefalie Mallaya
Give Foundation	Seetu Kohli
Group M Media India Pvt. Ltd.	Sanjeev Manchanda
Haryana Urban Development Authority (HUDA)	Sanso Mangt. And Safety Solution Pvt. Ltd.
Hermeet Singh	Sharbani
Hariharan Ayyath	Shobha Garg
Her Charan Singh Dhody	Snehlata Rustagi
India Capital Research & Advisors Pvt. Ltd.	Sangeeta Gupta
Jyotsna	Sushil Bansol
J.M. Financial Foundation	Saurav Mukherjee
Kampani Charitable Trust	Shobha Rustagi
Komal Sood	Trilok Chand Gupta
Ministry of Social Justice & Empowerment, Govt. of India	The National Trust
Medanta - The Medicity	Usha Uppal
Mrityunjay Gaur	U.N. Khanna
Nikon India Private Limited	V Serve Business Solution Pvt. Ltd.
Navneet Srivastava	Vedprakash Sharma & Mohan Sharma
Nishtha Khurana	Vimla Akhouri
	Vaishali

Volunteers

“You make a living by what you get. You make a life by what you give.”

Like previous years, this year too, VISHWAS has been fortunate to have regular support from volunteers. They have contributed in terms of not only time, effort, material, funds but also helped us grow our network.

Some of the major contributions by volunteers are :

- **Remedial sessions:**

Mr. Dhananjay, with a technical background, helped students of grade VI,VII and VIII to overcome issues in Maths and Science.

Ms. Pradeep Kaur and Ms. Vaishali assisted grade IV and V students in all subjects

Ms. Jyotsna Bhargava - Her love for science was clearly visible, in the way she helped students of grade VI to VIII.

Ms.Shobha Garg - She has been a regular source of support to students of primary grades. Besides she has supported the Vidyalaya with material for Art sessions. She also provided refreshments for students during Annual day.

- **Movement therapy:**

Sanjini Kedia conducted movement therapy sessions for CWSN's. These sessions were loved by the students thoroughly and would always look forward to the next session.

- **Ramona Pereira** - Her contribution is difficult to share in words. An extremely pleasing personality, her very presence amongst “Transition and Adult group” gave them a lot of happiness. They were at complete ease with her and enjoyed following her instructions. She also contributed to “Bags of Hope”, not only in designing products but also building network for sale of bulk orders.

- **Ngo, Pure Hearts** - It has supported VISHWAS by providing service of its volunteers during Annual Day celebration. They helped us in doing Make-Up of the participants and also in stage decoration. It invited our students to perform at Galleria Market, Gurugram and spread awareness about Autism, during Autism awareness month.

We are very thankful to all the volunteers for their selfless support.



Options for Supporting VISHWAS

Donations can be made directly in favour of VISHWAS –
Contact number: 9818640200, Email: vishwas.nj@gmail.com

Rs. 2500/

Sponsor a child's education cost per month

Rs. 7800/

Sponsor six months transport cost of a child

Rs. 1200/

Sponsor one set of summer and winter uniform for one child with disability

Rs. 10000/

Sponsor an educational tour for an Inclusive class of 35 students

Rs. 3750/

Sponsor the cost of five therapy sessions for children with disabilities

Rs. 500/

General fund

Rs. 250/

Corpus fund

We are listed with GiveIndia and donations can be made through it also. For more information, please log onto www.vishwasindia.org

VISHWAS looks forward to the support of volunteers for



Please contact us over phone or write an email

Phone: +91-124-2580323, Email: vishwas.nj@gmail.com, Website: www.vishwasindia.org



VISHWAS

Arya Samaj Road, Jal Vihar Colony, Sector 46,
Near Unitec Cyber Park, Gurugram, Haryana 122003
Phone: 0124 258 0323
Email: vishwash.nj@gmail.com
Website: www.vishwasindia.org



विश्वास
vishwas

Vision for Health Welfare and Special Needs