



Annual Report 2021-22



**To the real Jonathan Livingston Seagull
who lives within us all**

On the cover - Seagull- The Bird - This gull power animal represents Resilience and Endurance. It symbolizes Rebirth and Eternity and is also a representative of Hope.

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Vidya Sagar

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OUR MISSION

WE BELIEVE

- *Every person is valuable*
- *Disability is part of human diversity*
- *Disability is a development and human rights issue*
- *Creating and sharing knowledge*

WE FOCUS ON

- *Persons with intellectual and developmental disabilities of all ages, abilities and other disabilities where facilities are inaccessible*
- *Active participation of family and community*
- *Providing holistic rehabilitation and enabling access*

WE VALUE

- *The capacity of persons with disabilities including the evolving capacity of children with disabilities and their right to make decisions*
- *The right of persons with disabilities to celebrate their identity*
- *Collective Initiative*
- *The spirit and positive attitude we bring to our work each day*

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Remembering Keshav Desiraju

A Patron, Friend, Mentor and a Go to Person for us

A Best example of how a duty bearer and bureaucrat should be like.

We miss having you in our midst

Thanks for calling us the pride of Chennai, we will strive to live up to it.

Your memories remain in our hearts.



Message from the Founder



Our Patron Keshav Desiraju, passed on very suddenly on Teachers Day, Sept 5th, the day he would visit us each year. He was the go-to person, to discuss new ideas and for advice when looking for solutions. We greatly miss his presence in our midst. Our deep respects and a homage to him. His memory will be alive in our hearts.

In April 2021, the global experience of a pandemic was one year old, we had already lived through a year, “like never before”. There were great expectations of the lock down opening up and all of us getting back to our original way of working. But that was not to be, the pandemic continued for one more year and only by March 2022, did organisations like ours, serving a highly vulnerable population, dare to experiment with the hybrid model – a mix of online and face to face work.

So, online it was for most of the year. The first year had been amazing and we were able to reach our students and their families quite effectively, however by year two, the entire multi-disciplinary team of therapists and special educators were really flying high in their knowledge and skills with technology. The ‘tech team’ became stronger, they researched and explored extensively. We were using Zoom, Google Meet, WhatsApp and You tube to take classes, oversee therapy sessions and even do assessments for new entrants.

There was training of our B.Ed., students and Headmasters and Teachers from our rural schools which had innovative trainings with breakout rooms and many interactive sessions. The cherry on the cake were the virtual events, many webinars and celebrations like Children’s Day, Christmas & Diwali parties and World Cerebral Palsy Day. These brought together students and families, it was a joy to meet them online.

Some physical contact was also there, families in need would visit Vidya Sagar from time to time, for grocery support and nutrition supplements that are provided for malnourished children. Students were also provided the assistive devices they needed. The orthotics person visited each home to take measurements and do the fittings. Special furniture if needed was also sent home and modification of some homes was done.

The pandemic did not stop us from taking on innovative and important partnerships :

- 1. We were involved in designing and curating a demonstration center of assistive technology named the Museum of Possibilities, a Government of Tamil Nadu initiative.*
- 2. We were invited to support the District Early Intervention Center in Stanley Hospital, Chennai and do training for the staff on neo-natal physiotherapy.*
- 3. We were invited to train parents and staff of NIEPMD (National Institute for Empowerment of Persons with Multiple Disabilities) in AAC (Augmentative and Alternative Communication).*
- 4. We built a tactile path in the district hospital in Tiruvallur, as this is part of our community-based rehabilitation operational area.*
- 5. With other disability groups we advocated for a pathway on the beach for wheelchairs.*
- 6. We advocated for Sign Language Interpreters in judicial centers.*
- 7. The Rehabilitation Council of India approved our B.Ed., course for next 5 years.*
- 8. 21 students completed the School Leaving Exam.*
- 9. We had face to face interns from Management Schools and some internship were online.*
- 10. Vidya Sagar even has its own You tube channel, with many lessons and therapy classes.*
- 11. Arts Practice for Inclusion a brilliant training by Snehdhara Bangaluru was attended by three of our staff members.*

Listing some of these achievements, in a difficult hybrid year, makes me feel proud of the Vidya Sagar team. They are certainly flying higher and stronger.

“I can be changed by what happens to me. But I refuse to be reduced by it”-Maya Angelou.

Wishing the students, their families, volunteers, staff and esteemed, supporters, much Joy and Fulfillment in the coming year.

Let us continue to keep flying with fresher goals.

Poonam Natarajan

Message from the Chairperson



Dear friends

There is a lot of literature available on how the pandemic has distorted our sense of time. I certainly feel that time is both hanging heavily on my hands and simultaneously blazing past rapidly. Be that as it may, here we are at the end of another year in which the pandemic has grabbed all the headlines.

When I look back at my notes at the same time in each of the past years, I see I made many predictions most of which have played out as expected. Now I share that sense of dawning hope that perhaps, just perhaps, we have come to a stage where we have learned to live with this. Unfortunately, I must acknowledge in the same breath that the world has become a far more uncertain place in the last twelve months. War, inflation, recession, extreme weather events all grabbing our mind space daily.

Now more than ever the world needs institutions driven by passion and a higher sense of purpose. Vidya Sagar is an embodiment of such an institution. We have continued to quietly deliver the work that we are known for, across all our platforms and programs. And Vidya Sagar will continue to be a Pillar of Strength and a Beacon of Hope to the entire community that we work with daily.

Let us continue to work together to provide for all our communities. A big thank you to everyone who has contributed tirelessly each and every day.

Take care and stay safe.

Shankaran Nair

Message from the Director

“Jonathan Livingston Seagull embodies the ability to navigate through storms and become strong through challenges. It symbolises that there is always opportunity in everything, including the most unlikely places & represents resilience and endurance”.*



Likewise, we Vidya Sagarians displayed our Resilience and Endurance through the challenging times and created opportunities in all possible ways. The online mode of work proved to be one of the best avenues in bringing out our staff's work output & efficiency. With the experience gained from the first year of pandemic, along with the distribution of necessary gadgets to all stakeholders and required technical training for staff, we were better equipped to handle any situation. The online sessions were more streamlined, events more vibrant & dynamic, more reach out by parents training programs and smooth execution of activities, online, offline or hybrid.

The pandemic lockdown was not a deterrent to our spirits to keep going with our services in all modes possible. The virtual mode of training, webinars, podcasts and events opened a new avenue for knowledge gain which we availed optimally. We also continued to share our knowledge with Government, other NGOs, Schools, Hospitals and our own Stakeholders. We also recognised parents need for break from their monotonous routine and conducted fun games & chat sessions for them.

The year ended on a high with a series of joyous celebration of our 37th annual day. The impact of virtual VAccesS event was beyond our imagination, thanks to technology which brought so many people from all over the world together. It was a bliss to watch our students enjoy the carnival in school campus after almost 2 years.

As always, funders were generous and magnanimous in allowing us to reallocate budgets.

I would like to end with my favourite quote which resonated well with our work during the pandemic.

*"Life isn't about waiting for the storm to pass...It's about learning to dance in the rain"
- Vivian Greene*

Radha Ramesh

**Jonathan Livingston Seagull, written by Richard Bach is a classic story depicting the life and flight of a Seagull who dared to be different*



Timeline of Events & Training 2021-22

Events

April 2021

9th – 30th – Case conference & goal setting

May 2021

22nd – VS partnering with NAPM & Swadhikaar for global inclusive Climate Action and Disaster Risk Reduction (CADRR) webinar

June 2021

7th, 9th, 14th – FBR perspectives interaction

7th - National Trust RO's Meeting

9th - International Yoga Day celebration
Resource person: Vijay

19th - Impact of Covid on Education of students with disabilities – Presentation to ASTHA and the Human Rights Law Network.
Resource persons: Poonam, Radha, Gomathi

30th – Best of waste workshop series for FBR parents. Resource person: Ananya, IIM Rohtak

14th – Best of waste workshop series for FBR parents. Resource person: Ananya, IIM Rohtak

21st - Inauguration of Accessible Kitchen-dining & Community Lounge

27th - Inspection for B Ed course from Tamil Nadu Teachers Education University

July 2021

Training Programmes

April 2021

3rd – Understanding Disabilities Series – Autism. Resource persons: Alumni of VS - Kruthika, Swaminathan, Lavanya along with Dr.Rubina Lal

12th – AAC & Vision virtual training for Ashirwad NICPA, Ludhiana. Resource persons: Jeeva M, Kalpana Rao

28th – Kavi+ orientation by Enability Foundation

May 2021

2nd – 11th AAC training for NISH. Resource person: Kalpana Rao

22nd – Panellist for Amity University webinar on “Can online education drive diversity & inclusion?”. Resource person: Radha Ramesh

June 2021

21st – 25th - Art Practices for Inclusion (API) residential training at Snehadhara Staff: Divya, Gomathi, Mangala

24th - Supporting children with disabilities at home during pandemic – online session for NIEPMD parents. Resource persons: Jeeva M, Nithyapriya D

July 2021

1st & 2nd - AIMS Media

DSLR training. Resource person: Santhosh

10th - Emotional Wellness workshop. Resource person: Anu Naidu

5th – 31st - Video editing and 2D animation training by AIMS Media. Resource person: Santhosh

Timeline of Events & Training 2021-22

Events

Aug 2021

- 3rd - Spoken English class for FBR parents. Resource person: Mamathy, IIM Rohtak
- 4th - Best of waste workshop series for FBR parents. Resource person: Ananya, IIM Rohtak
- 7th - Understanding of independent living – BLISS
- 15th - 74th Independence Day virtual celebration
- 24th - Inspection of B.Ed course by RCI
- 27th - Fun activities for DC parents

Sep 2021

- 5th - Teachers Day Celebration / Best Teacher award to Chitra R in virtual celebration by NIEPMD staff
- 5th - Annual General Body (AGM) & Governing Body (GB) meetings
- 18th - Teachers Day virtual celebration. Resource person: Vijay, Smart7 Wellness
- 28th - National trust virtual AGM meeting represented by Jayalakshmi S

Oct 2021

- 8th - Celebration of World Cerebral Palsy Day (virtual awareness)
- 9th - Celebration of World Mental Health Day (virtual awareness)
- 11th - B.Ed course started
- 25th - Clap visit to PVC
- 28th - Flextronics visit to PVC
- 28th - PFMS (Public Finance Management System) of National Trust
- 29th - Mela at L & T of PVC products
- 27th & 28th - The Second Global Consultation for the WHO-UNICEF Global Report on Assistive Technology (GReAT)

Training Programmes

July 2021

- 17th - Understanding disabilities series - Parkinsons Resource persons : Dr.Shanthipriya Siva, Founder of Support Awareness Action and Rehabilitation (SAAR) and Sudha Meyappan, Founder of Partivarthan

- 19th - Communication Beyond words (AAC based Tele rehabilitation for individuals with Multiple disabilities) for NIEPMD parents (3 weeks). Resource persons: Kalpana Rao, Uma KS; Keynote Speaker: Radha Ramesh

- 22nd – 23rd & 27th – 28th - Ellarum Ellamum training for Virudhunagar teachers

Aug 2021

- 5th - Self care, Equity & Equality by Schools of Equality
- 12th - A foundation in Social Role Valorisation by Keystone Institute (4 weeks)

- 12th – 13th & 18th – 19th - Ellarum Ellamum training for Karur teachers

- 23rd – 24th - AAC assessment and implementation for children with multiple disabilities for Amar Seva Sangam community workers. Resource person: Kalpana Rao

- 28th - Understanding disabilities series – Acid attack/burn survivors. Resource persons: Dr.VD Singh, Monika Singh, Landmark Hospital, Chandigarh, Sajitha & Yeshoda of PCVC, Chennai

Timeline of Events & Training 2021-22

Events

Training Programmes

Nov 2021

1st & 2nd - Mid Term case conference

10th - Anjali Children's virtual festival by Swabiman Bhubaneshwar

22nd & 23rd - Childrens day story telling event. Resource person: Sowmya Srinivasan.

Dec 2021

1st - Azim Premji Foundation second grant for CBR, FBR started for three years

3rd - Virtual celebration of International day of Persons with Disability

6th & 7th - All staff discussion in VS regarding school reopening

18th - Virtual Christmas Party

Jan 2022

4th - DDRO, Mr.Srinath visit to school for inspection

7th - NGO'S virtual meet -employment /livelihood opportunities hosted by Commissioners office. Staff: Mangala, Devisri, Suguna.

12th - Students list compiled for Amir Khan production sports film interview

20th - Care givers course 3rd batch commencement

19th - Jury for National students Innovation Challenge 2021(part of E Vidyaloka project) Resource person: Chitra R

26th - Flag hoisting in school & virtual participation

Sep 2021

2nd - Gender equality, Patriarchy by Schools of Equality. Resource persons: Ranjani & Abigail.

2nd - Niramaya enrollement process to Athichudy school teachers. Resource person: Jayalakshmi S

6th, 10th & 13th - Phase 2 Keystone training; Completion of workforce, care givers training

25th - Disability Access Audit to School of Social Work, Kumaraguru college of liberal arts & science

29th - Art Practices for Inclusion (API) residential training (3 days). Staff: Divya K, Gomathi M

30th - Insights with Avaz - Critical role of family in childs communication journey. Resource person: Kalpana Rao.

Oct 2021

6th - Workshop on AAC for NIEPMD parents & professionals as part of World CP Day virtual awareness programme. Resource person: Chitra R

6th - 29th Training by Keystone Institute. Staff: Vijayashree, Suguna and Amirtharaj Issac

21st - AAC Awareness Month - online events with 9th standard students of Sir Mutha School (Lady Andal)

22nd - Importance of Neonatal Physiotherapy in Early Intervention at The Institute of Child Health and Hospital for Children (ICH) to 40 Paediatricians. Resource persons: Simy TA & Jayalakshmi S

Timeline of Events & Training 2021-22

Events

Feb 2022

1st - School opened after COVID- 19 third wave for teachers and high school students

15th - Early intervention programme started in Stanely hospital by FBR

19th – 23rd Visit to Timbatku for assessments

Mar 2022

12th & 13th – Virtual V Access Accessibility demo through videos and host of panellists

for discussion

15th – Annual day carnival in school

20th – Ishoo day celebration in school & virtual mode



Training Programmes

Oct 2021

22nd - Sensitisation workshop for CISF and staff on how to handle persons with Disabilities in the Airport. Resource person: Ummul Khair

23rd - AAC Awareness Month - online events with 4th & 5th standard students of Ranga school

25th - AAC Awareness Month - online events with 5th standard students of Sir Mutha School (Lady Andal)

27th - AAC Awareness Month - online events with 4th standard students of Montfort school

28th - AAC Awareness Month - online events with 5th standard students of AMM school

29th - AAC workshop for Ramchandra college and NISH, Trivandrum. Resource person: Kalpana Rao

30th - Presentation of Vinner VBosS at Empower 2021, Assistive Technology Virtual Conference. Resource persons: Lakshmi B & Sujatha C

Nov 2021

17th - The webinar on Nutrition Reimagined Going the Local Way by FICCI. Staff: Jayalakshmi S

19th - RTE sensation virtual workshop along Bhumi. Resource person: Gomathi M

25th & 26th – Consultation workshop RIGHTS project of Differently Abled department. Resource persons: Devisri, Gomathi M

Timeline of Events & Training 2021-22

Training Programmes

Dec 2021

Jayalakshmi S & Ummul Khair

15th - Don't Just Make a Living, Make a Life! – IIM Bangalore. Staff: Jayalakshmi S

Jan 2021

Foundation. Resource person: Uma KS.

22nd - National Conference - Augmenting Education of PWD - Trends & Possibilities conducted by Dr.MGR Institute of Special Education & Research, Chennai in collaboration with Department of Educational Psychology Tamil Nadu Teachers Education University. Topic: Optimizing potential of person with disability & Parent training and support programs during COVID-19. Paper presenters: Abhishek, Chitra R, Uma KS, Sujatha C.

24th - Environment Building Programme (Training on Anti Bullying to Special Educators and Teachers) - Government of Tamil Nadu School Education Department in partnership with Vidya Sagar & Schools of Equality. Resource person: Gomathi

24th - Awareness program on National Girl Child Day Topic: Management of Adolescence Girl - A parent view, conducted by NIEPMD. Resource person: Uma KS

10th - Unlocking mobility for Persons with Disabilities webinar. Staff:

17th - Virtual sharing experiences of work & education - Institute of Technology & Management (OTM) along with Dorai

10th - Physical wellness workshop

11th - Virtual awareness program for Accessibility and Inclusivity in Banking Services for Persons with Disabilities - District Differently Abled Welfare Office in partnership with Vidya Sagar. Resource persons: DLU team, Smitha S, Vaishnavi, Sudha R

16th - Independent living & living in the community hosted by Socio Legal Information Centre (SLIC) & Centre for Constitutional Rights India (CCRI). Resource person: Poonam N

19th - Understanding Disabilities Series - Multiple Sclerosis, Resource persons: Ann Gonsalvez, Smitha S.

24th & 25th International virtual conference conducted by Alpha to Omega - Rediscover to learn, Multi-disciplinary approach to inclusion .

Staff: Aarthi R, Vennila P, Chitra R, Swathi M, Nithyapriya D, Valliammal A, Sujatha C, Varsha V, Kavitha K

Mar 2021

Latika Roy Foundation

15th - Virtual Endowment Lecture Resource person: Jo Chopra-McGowan -

26th - Challenges in education for CP children, conducted by NIEPMD. Resource person: Uma KS

Highlights 2021-22

Abhishek, Coordinator of Get Going project, won the best paper presentation award for presenting his life journey on the topic “Optimizing the potential of a person with disability - My journey of 30 years”.

Our staff from Family Based Rehabilitation (FBR), Chitra Ravichandran received the “Best Teacher” award on teachers’ day from NIEPMD



Caption: Best teacher award from NIEPMD

Picture description: Picture on the left shows the award memento received by our staff M.Chitra from NIEPMD

Vidya Sagar, in partnership with NIEPMD conducted a 45 days virtual training for their staff and a training for parents on “Using AAC on a day-to-day basis”.

Two of our staff conducted a session on “Handling children at home during the pandemic” to around 150 NIEPMD parents.

We got the RCI approval for our B.Ed., course on Multiple Disabilities for the next five years and University approval for three years.

Our Community Based Rehabilitation (CBR) staff conducted training for the Government school teachers to sensitize them on inclusive education and for community workers & few staff on self-care, equality & equity and patriarchy in partnership with Schools of Equality.

Vidya Sagar and Bhumi conducted a virtual workshop for 500+ special educators, district, and state coordinators to sensitize them on “Right To Education” (RTE).

APPI first grant got over by November 2021 and the second grant got approved for the next 3 years for both FBR & CBR, amounting to about 4.24 crores.

Vidya Sagar in partnership with CBR Global network launched Include-an online training programme based on CBR guidelines developed by WHO. This is for CBR professionals and community workers across the globe. 26 students have registered and 5 CBR experts have given their consent to be their learning companions.

The DLU did access audit for School of Social Work, Kumuraguru College of Liberal Arts & Science and also was part of the sensitization workshop for Central Industrial Security Force (CISF) and Airport staff on how to handle persons with disabilities in the airport.

We conducted various fun events online for students from 4 different mainstream schools to increase awareness about AAC.

Two of our staff conducted a session on “Importance of Neonatal Physiotherapy in Early Intervention” for 40 pediatricians at the Institute of Child health and Hospital (ICH), Egmore

The FBR team is already working with the ICH and the Public Health Center West Mambalam. We got invited to work with Stanley hospital for screening high risk babies and program planning. Our staff have started visiting them since mid-february.

We had IAS officers from Deputy Commissioner Works & Deputy Commissioner Education of Chennai Corporation visiting Vidya Sagar to understand the accessibility features of the building.

Three staff attended residential training in Snegadhara, Bangalore for Art practices for Inclusion (API)

Two of our senior staff attended a month-long course in the topic of “A Foundation in Social Role Valorization”.

Soaring high...

Yet another year of innovation in crisis...

Vidya Sagar has once again lived up to Basavas' saying "Things standing shall fall, but the moving ever shall stay".

April 2021- During the annual case conference at the end of the first pandemic year, the staff met and enthusiastically planned department wise for the forthcoming academic year. We had all believed that we will be getting back to face to face working, but it was unfortunate that the pandemic struck again.

We had to re-look at the entire planning with respect to online mode of working. Given the previous year's experience, it was much easier to get back to online sessions. We came up with an updated Standard Operating Plan for the next year. We continued to have all the committees-Doctors panel, Psychologist, and Psychiatrist support, Technical, Advocacy and Safety committees supporting students and their families based on their needs.



Caption - Annual case conference

Picture description - Picture shows a group of women sitting down with social distancing, one is on chair another in a WC and one is standing

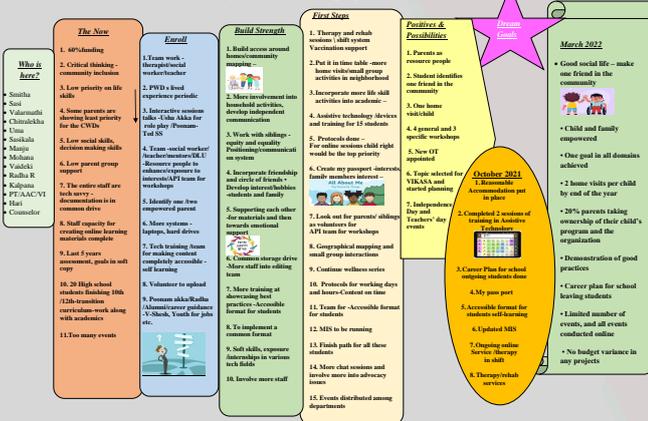


Caption - PATH for FBR

Picture description - Picture shows the details of PATH planned for FBR department during 2021-22

Planning Alternatives for Tomorrow with Hope (PATH)

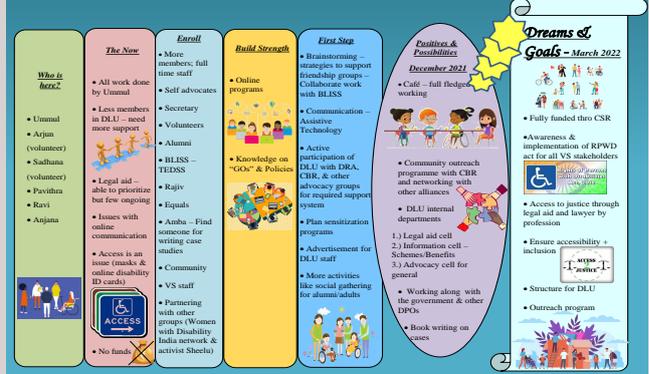
PATH for Day Center - Date of Planning - April 20th 2021 Tuesday



Caption - PATH for Day Center

Picture description - Picture shows the details of PATH planned for Day Center department during 2021-22

Planning Alternatives For Tomorrow With Hope (PATH) for Disability Legislative Unit (DLU) - April 23rd, 2021



Caption - PATH for DLU

Picture description - Picture shows the details of PATH planned for DLU department during 2021-22

Soaring high...

Vidya Sagar's foremost priority was to ensure all its staff, students, parents, siblings, and anyone above 18 years got vaccinated at the earliest. Few of our parents and community workers had expressed their apprehension in taking the vaccine due to various rumors circulating in social media. We shared authentic information through experienced doctors and arranged online counseling for our stakeholders who had concerns about taking vaccine. Disability Rights Alliance (DRA) supported in arranging door step vaccination for many stakeholders with high support needs. We also organized stay options and support staff for some of our current & alumni students in case of their caregivers being afflicted with COVID-19.

Though we were disappointed that we could not get back to face to face mode, we realigned our minds to bounce back to online mode of work. During the first year of of pandemic, it was challenging and took time to set a structure and online routines for the students. This year, we had more experience and we could set the days and time for online sessions in a more structured manner. We ensured reasonable accommodation for working parents and offered flexible timings.

We saw a need to build capacities and to enhance our technical skills for creating better online resources. So, 25 of our staff & 2 high school students underwent an online technical training conducted by AIMS Media for topics such as professional photography (camera shots & angles), video editing, scripting, character designing, digital sketching, 2D animation & effects.



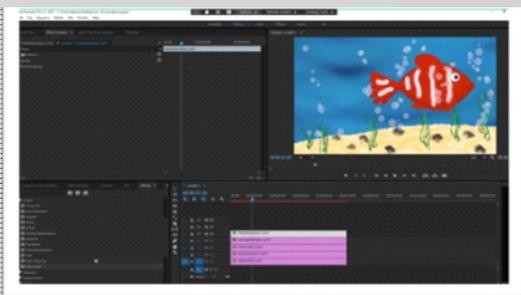
Caption: Online session

Picture description : Picture shows screenshot of an Early Intervention session, in which the student is signing for the school song sung by the teacher who is seen on the other window



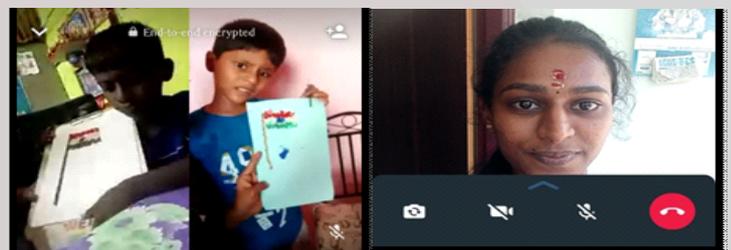
Caption: Door step vaccination

Picture description: Picture shows a nurse vaccinating a person seated on a wheelchair at his home



Caption: Adobe premiere pro software

Picture description: Picture shows an online training demo session of creating 2D animation using Adobe software



Caption - Online art session

Picture description - Picture shows screenshot of an online art session, where the students are showing coloured Indian flag to their teacher

Soaring high...



Caption: Christmas party e invite designed by a staff after training in designing and video editing
Picture description: Picture on the left shows the invite poster for the virtual Christmas party with date and time



Caption: E card for Christmas & New Year designed by staff to wish on behalf on her family

Picture description: Picture on the right shows a greeting card. It has pictures of a family & some Christmas related pictures

Once these 25 staff members got advanced level training externally, we decided to knowledge share and train the rest of the staff in smaller groups internally. All our staff members are now very confident in conducting their online classes, creating & sharing resources, making posters, editing videos etc. During the recent holidays, we received many customized greeting cards made by our staff.

We continued to host Physical and Emotional Well-being workshops for our staff, parents, and students. The Understanding Disabilities series also continued on a bi-monthly basis. Our school virtual events such as Independence Day, Teachers Day, World CP Day, World Mental Health day, AAC & Inclusion week, Children's Day, International Day of Persons with Disability and Christmas party got even better this year with creative themes and ideas for celebration. Apart from this, our students also got to enjoy online events conducted by other organizations which they used to attend in person earlier such as Anjali program in Bhuvneshwar.



Caption: International Yoga Day celebration, Resource person Mr. Vijay, Smart7Wellness

Picture description: Picture on the left shows the invite for virtual physical wellness workshop, with details of resource person date and time

Caption: Childrens day celebration, Resource person Ms.Sowmya Srinivasan

Picture description: Picture on the right shows the poster of Childrens day virtual event with details of resource person, date and time



Vidya Sagar realized that parents were multi-tasking at home with personal and official work and also supporting their ward's online session. To give them a much-deserved break and a chance to catch up with other parents, virtual fun activities/games were conducted in small groups. We received great feedback and parents asked us to continue these activities as it was very relaxing and a stress buster for many of them.

We continued to give learning materials, aids & adaptations along with health & nutrition supplements to build immunity for students who come from low socio-economic background.

Soaring high...

Virtual training was continued by many departments especially AAC, CBR & Vision. Vidya Sagar gave technical support to other NGOs for few events.

Our staff participated in many webinars, workshops and did virtual consultations conducted on different topics.

December 2021 - All VS staff met in person to come up with a plan for the final term of year 2021-22. The plan was made according to the feedback and consent by the parents and students above 18 years. The responses from google form helped us to understand the number of students willing to come to school. This helped us plan and schedule sessions in person, their transport needs, other reasonable accommodations, prioritizing therapy needs for students and continue the academic sessions online. We ensured that all necessary steps were taken to adhere to the safety protocols.



Caption - Virtual teachers workshop - Government SSA teachers training, conducted as part of Samagra Shiksha by Vidya Sagar and Elina

Picture description - Picture on the left shows online invite for Government SSA teachers training, with details of date and time

Hybrid Model:

- ⊞ Every student got an opportunity to come to school at least once a week.
- ⊞ The students could avail once a week individual therapy service.
- ⊞ The number of sessions depended on the number of students who needed offline sessions.
- ⊞ The online sessions for special education, chat, art, and craft continued online.
- ⊞ For those who did not wish to avail offline therapy services, online services continued.

For students above 18 years

- ⊞ The adults in the production centre attended work twice a week from 10 am to 4 pm.
- ⊞ The adults from the vocational training availed services once a week from 10 am to 1 pm.
- ⊞ The adults from the vocational training 2 (ALP), continued to avail the online model.
- ⊞ The Vidya Sagar team made home visits to offer necessary services once a term.
- ⊞ The high school academic students (those who are doing NIOS, 10th & 12th standard) attended in-person classes twice a week from 10 am to 1 pm.

Soaring high...

Hybrid model celebrations:

Though we reopened school physically, we continued to celebrate events in online mode so that everyone could participate in the celebrations.

Our Annual Day was planned to be 3-day event, including 2 days of virtual VAccesS. On this special occasion, we had our second series of Endowment lecture by Jo Chopra (Latika Roy Foundation), followed by a fun filled children's carnival. Children came in a staggered manner, following all safety protocols and enjoyed the games and rides organised with a lot of love by the staff.

Caption - VAccesS panel discussion - domain, mobility

Picture description - Picture on the right shows screenshot of a panel discussion



VAccesS 2022 had approximately 300 participants attending the event both the days. Organizing a virtual event of this magnitude was a big challenge. With excellent technical team and dedicated staff, we were able to plan and execute this one of kind event.

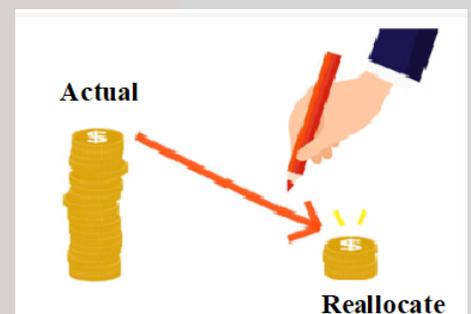
There were 32 eminent panelists across the 8 domains joining from Asia, Europe, and America and they were experts in the field and have a deep understanding of the domains. We had interesting and thought-provoking discussions between them.

Museum of Possibilities (MOP)

The Museum of Possibilities was slated to be inaugurated on December 3rd, 2021 but due to various reasons, it got postponed many times. Meanwhile, the museum staff underwent extensive training to gear up for the impending inauguration and getting ready to handle visitors. <https://tnmop.in>

Financial impact

We needed to relook at the financial aspects for all projects. From our actual budget, we only got around 60-70% of funds from CSR companies. But the deficits became much less comparatively because of online mode of functioning and we had to raise funds only for salaries of staff who were not covered under projects and for some maintenance work.



Caption - Financial impact and re-allocation of fund

Picture description - Picture shows two coin towers, one tall marked actual and one short marked re-allocate. A hand holding a pencil has drawn an arrow from the tall to the short tower

Soaring high...

Special Mention:

Dwaraka Pandurangi, our Board Member and a longstanding well wisher keeps surpassing herself with creative ways of fundraising for Vidya Sagar projects. An ardent fan of the school activities and a firm believer of the Vidya Sagar spirit in reaching out to the community, she proactively looks out for innovative methods to raise money. During August 2021, she enthusiastically took part in the “500K steps challenge” initiated by India Cares Foundation and created awareness about Vidya Sagar’s projects amongst her contacts. Few staff and parents also got inspired by her initiative, took part in the challenge and finally raised about 76 lakhs by end of Jan 2022. Dwaraka’s energy is infectious and she is determined that none of Vidya Sagar’s project should get stagnated due to lack of funds anytime.



Caption : Poster for 500K steps fund raising challenge
- Dwaraka Pandurangi

Picture description: Picture is a poster for a fund raising challenge. It is showing the updates of the steps walked and a picture of a lady who is smiling.

Statutory compliances:

The National Trust, Sanitation, Fire NOC, Lift license, Building license, Transport (vehicle fitness & license), Land lease, Society registration and Structural soundness, Sanitation and School recognition have all been renewed and are currently up to date.

FCRA renewal has been applied on November 25th, 2021 for five years. It has been verified and is in process. 80G, 12AA applied on November 2021 – we have got the provisional renewal (10AC).

Other projects:

The Regional Action on Inclusive Education (RAISE) was an ambitious and inspiring project to work on quality inclusive education for children in SSA Schools in the North East. It spanned over 5 States in selected districts, with 15 NGO Partners and 80 SSA Schools. The project design included five result areas and completed the five-year period. The evaluation of Northeast project was done over a span of eight months. The evaluation team was lead by our founder Poonam Natarajan and experts from different organisations across India were part of the evaluation.

During the unprecedented times, Vidya Sagar team showcased their unity by getting together to find new alternatives to continue services and stay connected with the stakeholders.

With lots of positive vibes, we look forward to offline functioning in the next academic year.

Everything that limits us we have to put aside - Jonathan Livingston Seagull



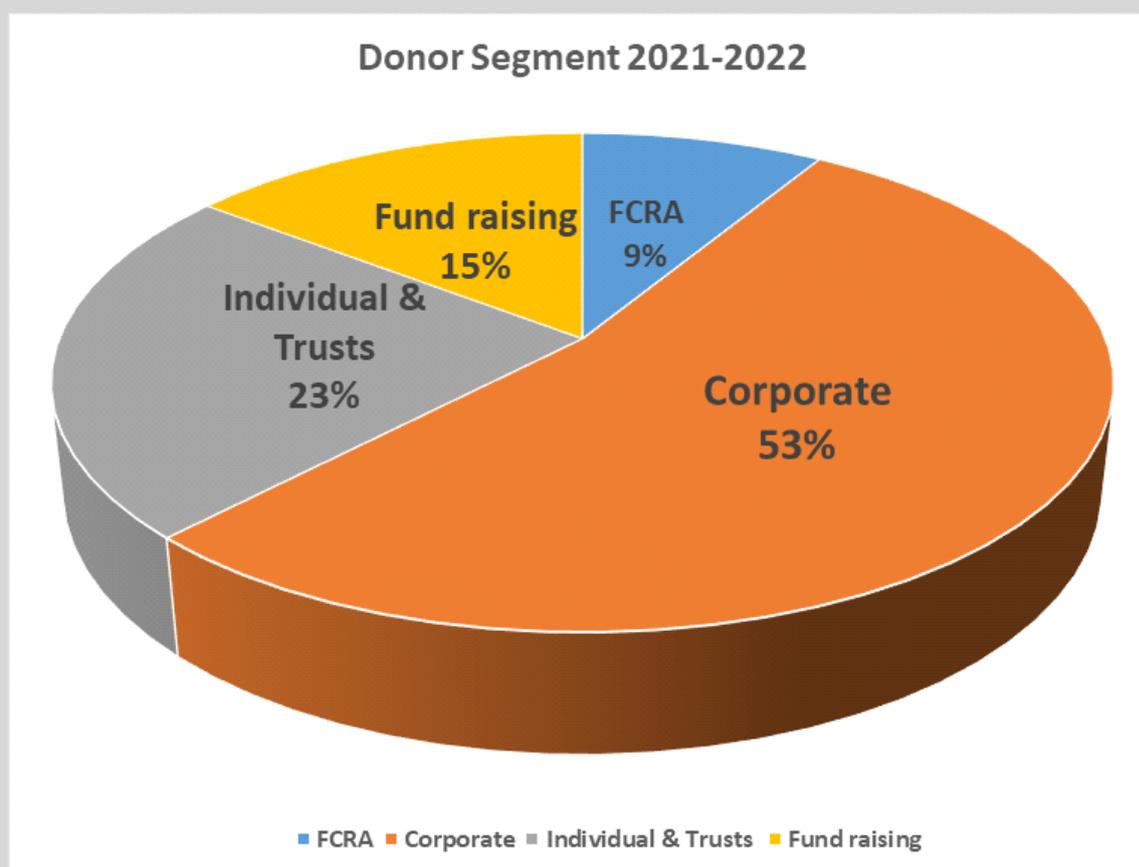
Donor Relations & Fund Management

Organizations across India were found to have been severely impacted by the pandemic in terms of funding, workforce, and effects on existing programmes. The NGOs faced multiple challenges related to the programmes, carrying out community-based work, raising funds and as well as maintaining retails funds flow during the lockdown and after.

The year 2021 had made us stronger and embrace the new normal and walk the path with renewed strength and ideas.

We are incredibly grateful to all the support we received during this year. Various stakeholders like the Parents Community, Corporates, Foundation, Trusts, Individuals and Well-wishers have given tremendous support to Vidya Sagar.

The transformation has begun and two years into the pandemic, we have adapted the activities to the new reality. The transition to online activities with technical support and online platforms were widely used to facilitate the meetings and immediate needs and share best practices that provided solutions to problems.



Caption: Pie Chart of donor segment 2021-22

Picture discription: Picture shows four coloured segments of a circle. The segments marked Corporate is highest with 53% followed by Individual & Trusts with 23%, Fund raising 15% and FCRA 9%

Donor Relations & Fund Management

New Donors in the year 2021-2022

- *Vidya Sagar has registered with Benevity causes portal for receiving corporate e-giving program worldwide. We have been receiving funds from the US – Corporate giving program and this year we received from World Bank group, Microsoft, PayPal, Accenture US, Google, Apple, Fidelity Investments, Indeed, DocuSign, Oracle, NASSCOM Foundation and UK online giving foundation. The fund comes into the FCRA account.*
- *Expleo Solutions supporting the Care giver training program and Device support for high school students*
- *Deloitte Foundation and Rambal Group supporting two new projects*
- *Finecons support for course fee to students for a course on retail management*
- *Berkel Industries*
- *Guru Krupa Foundation (FCRA)*

Vidya Sagar Corporate funding for the various projects

<i>Donor/Corporate Name</i>	<i>Project Name</i>
<i>APF - Azim Premji Foundation</i>	<i>FBR & CBR</i>
<i>L & T</i>	<i>Middle School</i>
<i>Expleo Solutions (SQS)</i>	<i>High School Salary/ Employer & Employee contribution Care givers training Program Device support for High School students</i>
<i>HT Parekh Foundation</i>	<i>High School</i>
<i>Johnson Lifts</i>	<i>Junior School</i>
<i>Guru Krupa foundation (GKF)</i>	<i>Production Vocational Centre</i>
<i>SKCL</i>	<i>Wheelchair/Mobility devices</i>
<i>IFB</i>	<i>PVC</i>
<i>VSEI (Volunteer in Service to Education in India)</i>	<i>Vocational Unit</i>
<i>Michelin India Tamilnadu Tyres (CBR)</i>	<i>CBR</i>
<i>KLA-Tencor</i>	<i>PVC</i>
<i>Grundfos</i>	<i>Non projects/Sadya</i>
<i>Flex</i>	<i>Production and Vocational Training Project</i>
<i>Deloitte Foundation</i>	<i>Support staff salary</i>
<i>Rambal group</i>	<i>Maintenance Project</i>
<i>Dwaraka 500 K steps Challenge 2021</i>	<i>Karapakkam Project</i>

Fundraising Events – 2021-2022

Missed out on our annual Sadya Fund raising however, we engaged in the following

- *Innovative 500K step Challenge from India Cares Foundation*

The take offthe transformation with renewed strength and ideas



Caption: Fund raising

Picture description: The first picture shows back shot of a student wearing Vidya Sagar T Shirt running on the ground with her arms extended to the sides. The second picture shows coins sown and plant sprouting

From Admin Officer's Desk...

Administration department comprises of the Administrative Officer, Accounts Officer and the team, Office Assistants, Carpenter, Drivers, Ancillary staff, Security and the Housekeeping staff.

Renewals of the Statutory licences like the Lift licence, Land lease, Building licence, Structural soundness of the building, Sanitation certificate, Society registration, Fire NOC are an important of the administration

Apart from the above, admin office looks after the yearly renewals of Insurance, Tax, Pollution control certificate and Permit of the school buses and the 2 'Get-Going' vehicles of the Bliss project before expiry. This also involves sending the school buses and the 'Get Going' vehicles for repairs if any, prior to obtaining fitness of the vehicles by the RTO, Chennai South.

Provide ceaseless attention to checking on repairs related to electrical and plumbing.

Appointments of recruits, confirmation letters, online enrolling of staff under ESI, providing ID cards for employees, interns, visitors, issuing of relieving letters, bonafede certificates and keeping the attendance of the staff up to date are part of admin work.

Day to day activities include constant monitoring of the housekeeping, cleanliness of the school on all the floors, dining area and the kitchen

Admin provides logistical support for any event happening in the school.

The long pandemic and the uncertainty of the period, did not deter functioning of the admin and accounts department. Admin continued to ensure smooth functioning of the organization. Sanitisers, masks, gloves etc were procured and maintaining a healthy and safe environment being of utmost importance, mandatory wearing of the mask and sanitising of the workplace were continuously monitored.

In spite of the difficult times all statutory related work were completed on time. Several maintenance works pertaining to electrical and plumbing were carried out.

The Governing Body Members

Name of the Member	Qualification	Designation in other Organizations	Designation in the Board
Ms. Shankaran Nair	B.A Economics, MBA, IIM Bangalore	Mentor/Coach/Advisor to Technology Start Ups	Chairperson
Mr. N Gopinath	MBA	Managing Director, Fluidtherm Technology P Ltd, Chennai	Vice Chairperson
Mr. S Ganapathy	B.Sc, ACA, DISA	Chartered Accountant Consulting Services	Treasurer
Mr. R Sathish Kumar	MBA	Corporation Bank –SWO clerk	Secretary
Ms. Poonam Natarajan	M.A., M.Phil, PG. Dip., in Special Education	Founder & Board member - Vidya Sagar	Founder/ Board Member
Ms. Rasheeda Bhagat	MA English Literature	Editor, Rotary News	Member
Mr. Thiruvengadam Parthasarathy	B.Tech, PG Dip IE, FCMA	Retired	Member
Ms. Dwaraka Pandurangi	M.Com	Freelance Fundraiser	Member
Ms. Rajul Padmanabhan	B.A Hons, P.G Dip in Special Education	Consultant	Member
Ms. Radhika Alkazi	B.A Hons in Sociology M.A Mass Communication	Founder, ASTHA, an organization for children with disabilities	Member
Ms. Sudha Ramamoorthy	P.G Diploma in Special Education	Working for Equals CPSJ	Member

The General Body Members

Name of the Member	Qualification	Designation in other Organizations	Designation in the Board
Ms. Seetha Ratnakar	Graduate/Media	Freelance Film Director	Member
Ms. Preeti Mehra	B.A Hons (English)	Associate Editor, The Hindu Business Line, Delhi	Member
Dr. (Mrs.) Namitha Jacob	Ph.D	Director, Chetana Charitable Trust and Senior Educational Specialist, Perkins International	Member
Ms. Dipti Bhatia	M.Phil	CEO, National Association for the Blind,	Member
Ms. Mallika Ganapathy	Graduate-Special Educator	Consultant	Member
Ms. Kalpana Rao	Graduate	Principal, Day Centre, Vidya Sagar	Member
Mr. Rajiv Rajan	Post Graduate-Human Rights	Consultant, Advocacy Board member, Asia Pacific Disabled Peoples ' Organization Ltd	Member
Ms. V Suguna	XI Standard	Senior Staff & Co-ordinator, Adult Leisure Unit, Vidya Sagar	Member
Ms. Prabha Sekar	B.Sc (H.Sc), PG Dip-Comp Education, PG Dip in Journalism and Mass Communication	Volunteer, Fundraising	Member
Mr. P Rajasekaran	B.E MBA, MS	Co-founder and Director, V-Shesh	Member
Ms. Anuradha Naidu	PG. M.A,M.Phil	Guest faculty, Women's Christian College	Member
Ms. Urvashi Saikumar Pathak	LLB, LLM	Senior Legal Counsel, Inter Globe Enterprises Ltd	Member
Ms. Radha Ramesh	P.G Diploma in Special Education	Director, Vidya Sagar	Member
Ms. Mallika Ramarao	MBA, PG Dip in Special Education	Trustee - Basic Needs India, an organization in the field of mental health	Member
Mr. Prabhakar	VIII Standard	Receptionist, Vidya Sagar	Member
Ms. Krithika Venkatraman	B.A Econs		Member
Mr. Karan Pillai	B.A	Self employed	Member
Ms. Vaishna Roy	B.A English Literature, PG in Journalism	Associate Editor, The Hindu	Member
Ms. Archana Viswanathan		Apurvag paper bag Unit	Member
Ms. Asha Palanikumar	QLFN: B.Sc (Audiology & Speech Therapist, Bombay University)	Speech & Communication consultant with UMANG, Jaipur and AADI Speech & Communication therapist with Nestle' club, Mumbai	Member

Our Team

DIRECTOR

RADHA RAMESH

COORDINATORS

SUGUNA V

RADHA MURALIDHARAN

VIJAYASHREE RAMESH

KALPANA RAO

JAYALAKSHMI S

SIMY T A

UMA K S

AMIRTHARAJ I

ASHA NEDUNGADI

MANGALAKUMARI

UMMUL KHAIR M

GOMATHI M

DEVISRI R

CHITRA RAVICHANDRAN

ABHISHEK M

BALAJI R

SPECIAL EDUCATORS

SHASIKALA R

DHANALAKSHMI V

SMITHA P

RABECCAL K

LAKSHMI BALASUBRAMANIAN

SASIKALA D

VALLIAMMAL A

CHITHRALEKA B

VARSHA V

SWATHI M

JEEVA M

MANJU RANI SARKAR

UMA NARAYANAN

GANDHIMATHI S

MOHANA SUNDARI N

SUJATHA CHELLATHURAI

VENNILA P

DIVYA KRISHNAN

NANDHINI MANIKANDAN

RACHEL MATHEWS

AARTHI R

KAVITHA M

PHYSIOTHERAPISTS

VIJAYALAKSHMI M

JEFFERSON RAJ LECKLER

GAJENDRA KUMAR

HEMALATHA R

GAYATHRI M

HEPSIBA MERLIN S

MAHALAKSHMI V

PAUL ROBINSON

PHYSIOTHERAPY AIDE

SHANTHI R

NIRMALA M

SUMITHRA K

VOCATIONAL INSTRUCTORS

VIMALA T.A

BALA VINAYAGAM STALIN K

SOCIAL WORKER

ABIDA ANWAR

TEACHERS

MEENA D- ARTS

HARI KRISHNAN - SPORTS

VAIDEKI V - SUBJECT TEACHER

PAMEELA CORREYA - ARTS

SHALIMA PAUL - COMPUTER

VALARMATHI S - SUBJECT TEACHER

NITHYAPRIYA K - SUBJECT TEACHER

BLISS

VEDAVALLI S

HARISHANGAR P

BOTTA BHAVNA

HETHAL D

DISABILITY LEGISLATION UNIT

RAVISHANKAR YEJENDRABABU

ANJANA V S

ACCOUNTANT

CHITRA KRISHNAN

ACCOUNTS ASSISTANTS

DHANASEKAR R

MUZAMIL A Z

LIBRARIAN

RAJALAKSHMI R

KANTHIMATHI

TAILOR

PUSHPA R

SECRETARY

JOSEPHINE GABRIAL

SHANTHI R

KAVITHA M

RECEPTIONIST

PRABHAKARAN A

CARPENTER

MURALI S

OFFICE ASSISTANT

SUNARA K P

NIRMAL KUMAR

PACHAIYAPPAN V

VIDHYA KRISHNAN

CONSULTANTS

SHANKARI NAIR

SHOP IN CHARGES

RAJASHREE V

JANAKIRAMAN J

DRIVERS

KANNAN N

PETER PAUL

GANESH K

ARUN A

SUBRAMANI R

SUPPORT STAFF

MYTHILI S

NITHYA P

MAHALAKSHMI M

ASHA D

SHOBANA V

YALINI V

RENU RAJ S

MARIAMMAL M

JAYA D

BANUMATHI S

KOKILA E

RANI S

MENAKA C

MONIKA JAYASHRI

DEEPA K

GNANAM R

SHANTHI G

CHINNAMMA K

SATHYA K

SAMUNDEESWARI S

ANANTHI M

RANI D' SILVA

LATHA R

RADHA K

ANJALI S

SHANTHI S

RAJESWARI V

GIRIJA V

SELVI M

SHANTHI A

VASANTHI M

KOMALAVALLI

Bank Details

Vidya Sagar (formerly, The Spastics Society of India)
Address: # 1, Ranjith Road, Kotturpuram, Chennai -600 085
Phone: 044 22354784/85

Email id: vidyasagar.resources@gmail.com; accounts@vidyasagar.co.in
Registered under Act 27, Tamil Nadu Societies Registration Act R.No.467 of 1998

Founder: Ms. Poonam Natarajan
Chairperson: Mr. G.Shankaran Nair

Name of Bank	State Bank of India	HDFC Bank LTD	State Bank of India
Type of account	Savings Bank Account	Savings Bank Account	Savings Bank Account (For Foreign contribution)
Saving account number	A/c no. 54028105944	A/c 1305145000068	A/c 40221017878
IFSC code	SBIN0040169	HDFC0001305	SBIN0000691
Address	State Bank of India No:1427, North Usman Road, T. Nagar, Chennai - 600017	HDFC Bank Ltd No:46, Gandhi Mandapam Road Kotturpuram, Chennai – 600 085	FCRA Cell, 4th Floor State Bank of India New Delhi Main Branch 11, Sansad Marg New Delhi - 110001
Phone number	044 - 28340121	044 - 30751912	011- 23374390
			FCRA regn no. 075900693
			Swift – SBININBB104
			Pan no: AAATV2359M

Auditor's Report

11/23, 'KOMALAM'
First Main Road,
R.A. Puram, Chennai-600 028.
E-mail : Sankrish_1960@yahoo.com

Phone : 4214 4516 / 79669198
E-mail : sankrish_1960@yahoo.com

INDEPENDENT AUDITOR'S REPORT

To the Members of
Vidya Sagar
No.1, Ranjith Road,
Kotturpuram, Chennai- 600085.

Opinion

We have audited the financial statements of Vidya Sagar, No.1, Ranjith Road, Kotturpuram, Chennai- 600085 which comprise the balance sheet as at March 31, 2022 and notes to the financial statements, income and expenditure account and Receipt & Payment for the year then ended 31.03.2022.

In our opinion, the accompanying financial statements of the entity are prepared, in all material respects, in accordance with Societies Registration Act, 1860.

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) issued by ICAI. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the Code of Ethics issued by ICAI and we have fulfilled our other ethical responsibilities in accordance with the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of the financial statements in accordance with Societies Registration Act, 1860 and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

For SANKARAN & KRISHNAN
Chartered Accountants
FRN - 003582S



M Balachandran
Partner

Membership number: 016271
UDIN:21016271AHYDHC8692

Place: Chennai.

Date: 10.09.2022.

Balance Sheet

VIDYA SAGAR

No. 1, Ranjit Road, Kotturpuram, Chennai - 600 085

BALANCE SHEET AS ON 31ST MARCH - 2022 CONSOLIDATED

SOURCE OF FUND	Sch.	31/03/2022	31/03/2021
		Rs.	Rs.
Trust / General Fund	1	2,83,77,775	3,25,01,350
Depreciation Reserve Fund	2	2,87,61,840	2,68,07,571
Donation Fund (Corpus)		87,12,000	87,12,000
Endowment Fund (SQS)		1,14,79,900	1,11,98,190
Donation (Assets)		16,92,896	16,92,896
Grant in Aid	3	1,90,18,917	35,39,038
Sri Sarvatma Natarajan Trust		1,88,932	1,88,932
National Award		64,915	64,915
Award - Alliance Resource		1,40,000	1,40,000
Liabilities & Provisions	4	8,28,336	2,17,842
TOTAL		9,92,65,510	8,50,62,733

APPLICATION OF FUND	Sch.	31/03/2022	31/03/2021
		Rs.	Rs.
Fixed Assets	5	3,95,50,784	3,78,84,621
Investments	6	4,27,91,462	3,24,81,457
Advances	7	7,37,848	6,93,648
TDS Receivable		37,592	
Interest		2,63,067	
Cash in hand		27,563	41,582
Cash at Bank	8	1,58,57,194	1,39,61,425
TOTAL		9,92,65,510	8,50,62,733

For VIDYA SAGAR

Radha Ramesh

RADHA RAMESH
Director

For VIDYA SAGAR

G. Shankarannair
G. SHANKARANNAIR
Chairperson

As per our Report Attached
For Sankaran & Krishnan
Chartered Accountants
FRN 03582S



M. Balachandran
M. BALACHANDRAN
M.NO.16271
UDIN: 22016271A HYDHC 8692

For VIDYA SAGAR

S. Ganapathi
S GANAPATHI
Treasurer

Administrative Expenditure

Schedule 8 - Administrative Expenses			
Sl.No	Particulars	31/03/2022	31/03/2021
1	Salary & Benefits	13,96,337	12,94,496
2	Electricity	3,45,370	2,35,253
3	Repairs and Maintenance	6,34,212	8,15,320
4	Travel & Conveyance	35,790	19,787
5	Communication Cost	1,56,856	2,11,958
6	Staff welfare	7,032	-
7	Bank charges	27,282	36,493
8	Books and Periodicals	9,350	12,750
9	Printing and Stationery	82,672	95,164
10	Security Charges	3,96,480	3,91,440
11	Audit Fee	43,660	53,218
12	Rent	6,51,960	5,20,613
13	Other Expenses	1,21,767	4,27,227
14	Postage	10,142	2,680
		39,18,910	41,16,399



Income & Expenditure

VIDYA SAGAR			
No. 1, Ranjit Road, Kotturpuram, Chennai - 600 085			
INCOME & EXPENDITURE FOR THE YEAR ENDED 31ST MARCH -2022			
Particulars	Sch	31/03/2022	31/03/2021
		Rs.	Rs.
Income			
Donation	1	3,40,49,478	3,18,39,214
Interest	2	15,23,090	17,29,972
Other Income	3	11,17,945	12,59,543
Total		3,66,90,512	3,48,28,729
Expenditure - Project Wise			
Family Based and Community Based Rehabilitation Project	4	82,99,712	51,95,412
Day Centre and Human Resource Development	5	1,79,67,937	1,60,98,507
Employment Education Centre and Disability Legislation Unit	6	45,75,173	47,41,600
BLISS Project	7	40,98,086	17,80,016
Administrative Expenses	8	39,18,910	41,16,399
Depreciation	9	19,54,269	17,11,059
Total		4,08,14,087	3,36,42,993
Surplus/(Deficit)		(41,23,575)	11,85,736

For VIDYA SAGAR

Radha Ramesh

RADHA RAMESH
Director

For VIDYA SAGAR

G Shankarannair
G SHANKARANNAIR
Chairperson

As per our Report Attached
For Sankaran & Krishnan
Chartered Accountants
FRN 03582S



M Balachandran
M BALACHANDRAN
M.NO.16271

UDIN: 22016271AHYDHC8692

For VIDYA SAGAR

S Ganapathi
S GANAPATHI
Treasurer

Family Based Rehabilitation (FBR)

Family Based Rehabilitation comprises of Advisory & Referral (the first entry point to Vidya Sagar), Home Management (flexible time table for students along with hands on parent training) and Early Intervention (a parent training model focussing on holistic development of the children less than 6 years through play way method).

Individual needs assessment, Programme planning and Interventions conducted in the year		
<i>New assessments</i>	550	<i>One child each from Singapore and Bangladesh were assessed through online mode, and follow up is being done once a month</i>
<i>Follow ups</i>	203	
<i>Early intervention(EI) regular classes</i>	30	
<i>Home Management (HM) sessions</i>	30	

Online services continued:

- *With the COVID-19 pandemic continuing for the second consecutive academic year, we continued with our sessions, consultations, workshops, events, classes, assessments and programme planning online. Various social media such as WhatsApp, Google Meet and Zoom helped us to connect with our stakeholders regularly.*



Caption: Online EI sessions

Picture description:

This picture is a screenshot of an online class for an EI child along with her mother. There is a bowl and ring stand in front of the child. The child is transferring objects from the ring stand to the bowl with her mother at home.



Picture description:

The picture shows a screenshot of a group online art class where the 2 students are showing the art work they have done with their teacher's guidance.



Caption: Adaptation in mobility aid

Picture description:

This picture shows a staff checking for adaptations in the Buggy given to a child for use at home. The child's aunt is standing behind the buggy and observing the details

Family Based Rehabilitation (FBR)

- *Due to the lockdown situation, some of the families shifted to their native place and few got transferred to other states. Our online classes continued throughout the year and we had children from districts like Krishnagiri, Madurai and a child from Vijayawada and Kolkata . One child who had relocated to the UK, continued to attend the online sessions.*
- **Dietician follow ups:** *Online diet consultations were done for new students as well as follow ups from previous year . We observed good improvement among children in terms of their weight as well as their diet intake. Through the year, 34 children got dietician consultation.*
- *Children participated in virtual events like the Children's day, World Cerebral Palsy day and Christmas party. Their participation in fancy dress, music and dance were very well appreciated.*
- *Parent awareness programmes and trainings were conducted through social media such as Zoom and Google meet. Every month, one parent meeting and awareness programme were conducted. These programmes were telecast live through YouTube, which was easily accessible to many parents. All the workshops were conducted in dual languages. Tamil translation and sign language interpreters were available in all the meetings. There were 4 workshops conducted with the HRD, including Physical wellness by Yoga master Vijay, Emotional wellness by Anu Naidu, Understanding disabilities series including Parkinsons, Acid attack, Mental illness and Multiple sclerosis.*

Other services

- *Nutrition supplements were given regularly to children from low socio economic background every month in all centres.*
- *We sent hand function materials and teaching learning materials to all the children's houses, which was useful while taking online classes for parents as well as teachers.*

Ensuring appropriate aids to children

We worked with the Orthotist and he supported us by visiting children's homes to take measurements and do the trial. Once the aid was fitting well and approved, it was handed over to the child. We made nearly 42 orthotic aids for Chennai based children and 10 for rural EI centre based children. From the classrooms, furnitures such as 90° sitting chairs, cut out tables, potty chairs, wheelchairs and adapted baby size toilet seats were delivered to 12 children's homes for use. Our teachers and therapists were in constant calls with families supporting them all the time.

Community Outreach-Assessments, Screening and Training in other organisations

We started direct assessment of children in Public Health Centre (PHC), West Mambalam and Institute of Child Health & Hospital (ICH) from January 2021 onwards. In the previous year, due to COVID-19 second wave, we had stopped direct screening since the month of May, and resumed again from August 2021. Two

Family Based Rehabilitation (FBR)

staff members go to PHC for a half day morning session on Tuesdays and Fridays. For ICH, one staff goes on Monday and another on Friday for half a day in the mornings .

- The Social Pediatric Department in Stanley Hospital, Washermanpet, Chennai contacted us to support their District Early Intervention Centre (DEIC), especially children with Cerebral Palsy and other Developmental delays. From Feb 2022 onwards we started supporting DEIC of Stanley hospital by visiting weekly twice for half days.



Caption: Weekly assessment and intervention at Stanley Hospital.

Picture description:

This picture shows a therapist holding a small baby in a prone position, facilitating creeping and reaching out to an object placed in front. The mother of the baby is looking at the activity.

- During October 2021, we conducted a workshop on “Neo-Natal Physiotherapy - The Importance of Early Identification & Intervention” to PG trainees of medicine at ICH. Hands-on training was also done during this workshop.

Caption: Therapist demonstrating a technique to PG trainee doctors at ICH

Picture description:

The picture shows a group of PG trainee doctors observing the demonstration around a table. There is a child on the table and a lady therapist is holding the child's hand.



Internship

For the first time, we had virtual internships by two second year undergraduate students for four months. One intern, Ms.Ananya Srikanth did three “Best from Waste” workshop for parents, wherein she taught how to make handcrafted material from the unused or waste available at home. She also helped us to design some of our pamphlets.

Ms.Mamathy, took online spoken English classes for six of our parents, who had expressed interest in learning. She took three classes every week for 1 hour and totally did sessions for 30 hours.

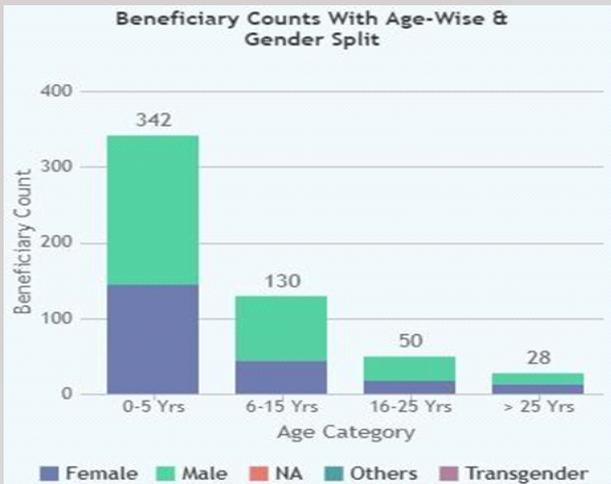
Parent’s feedback

We got good response from our parents for online classes, events, workshops and trainings. We also got few medical referrals. We never thought that social media would help in reaching out to our stakeholders like this. In the survey shared with parents, many also opted for hybrid model of direct classes and online classes in the near future, after the pandemic situation is over. A few parents shifted from Chennai to their native places, or other towns due to the COVID and they want our support in future also.

Rural interventions

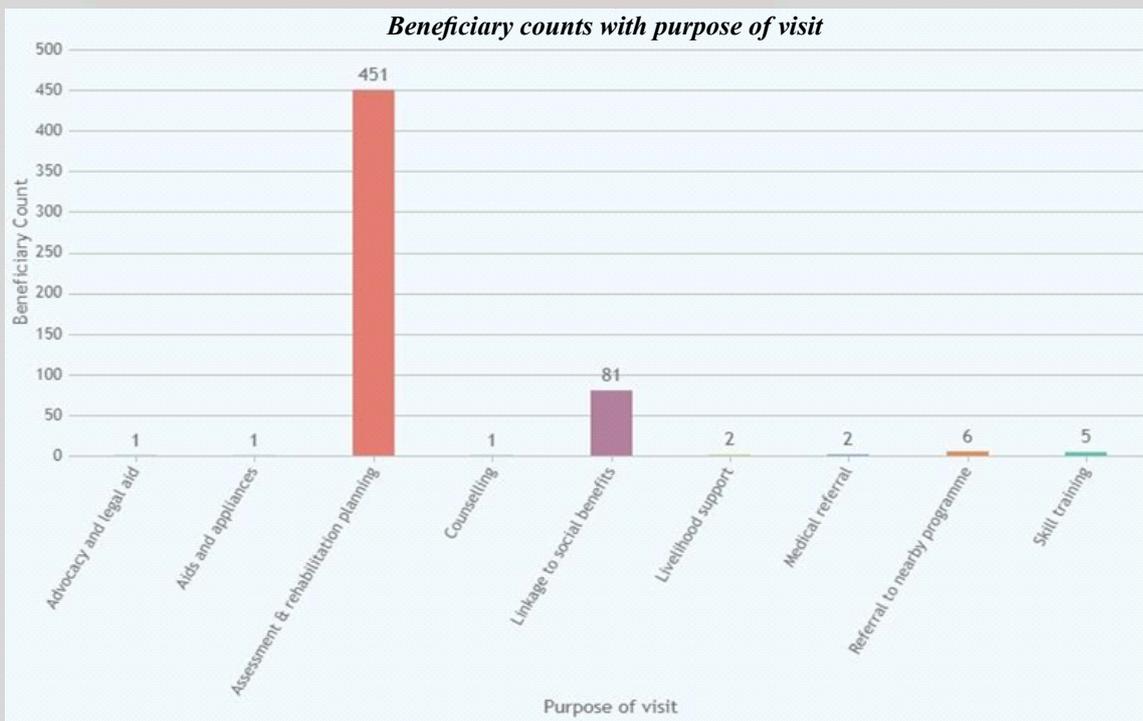
Our interventions to home-based children in rural areas like Kodaikanal, Tharagampatti and Kadavur were done through video calls.

Family Based Rehabilitation (FBR)



Caption: Beneficiary count-Aage and Gender

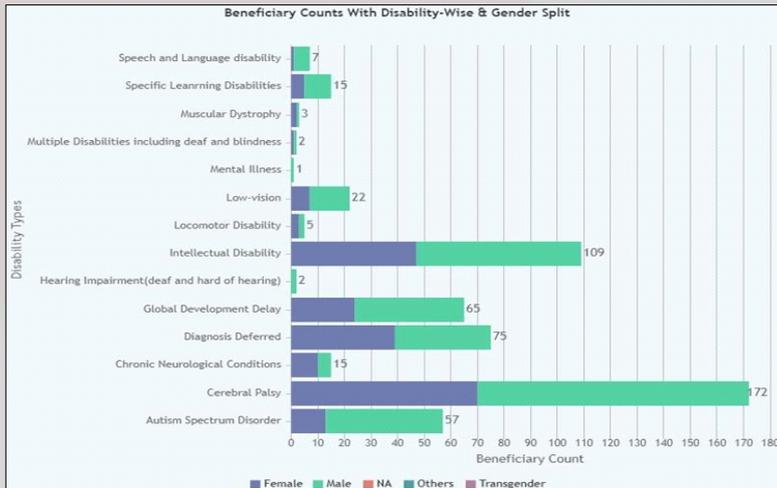
Picture Description: The picture shows a bar graph with 4 bars, with 2 different colours showing gender. Blue colour depicts the female and green for male. Each bar represents a different age category. The bar of 0-5 years is the highest followed by 6-15 years, 16-25 years and the lowest is above 25 years.



Caption: Beneficiary counts with purpose of visit

Picture Description: The picture shows a bar graph of the purpose of beneficiaries' visit to our school. The highest bar in red depicts the "Assessment & rehabilitation planning". The second highest bar in purple depicts "Linkage to social benefits".

Family Based Rehabilitation (FBR)



Caption: Beneficiary count - Disability and Gender wise

Picture Description: The picture shows a horizontal bar graph of beneficiaries count with disability wise and gender split. Blue colour depicts the female and green for male. The highest bar is for Cerebral Palsy, followed by Intellectual disability.

Recognition

Our Coordinator for Home Management, Mrs.Chitra Ravichandran got the “Best Special Educator” award from NIEPMD on Teacher’s day, September 5 2021.

Niramaya insurance - Enrollment

Vidya Sagar is registered with The National Trust, a statutory body of the Ministry of Social Justice and Empowerment, Government of India, set up under the “National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities” Act.. The renewal of the registration was done in March 2022 for another 5 years. We have undertaken the Niramaya scheme for the welfare of persons with disabilities, which comes under the National Trust Act 1999.

During the year 2021-2022, Vidya Sagar did nearly 110 new enrolment of different school students for Niramaya scheme. Few special schools in and around Chennai approached us to enroll their students in Niramaya insurance enrolment. We support all special schools and PwDs in Chennai to enroll in this scheme. So far 350 beneficiaries have been enrolled and have benefitted.

About the Scheme

1. Affordable Health Insurance to PwDs.
2. Health insurance cover of up to Rs. 1.0 lakh.
3. Facility for OPD treatment including the medicines, pathology, diagnostic tests, etc, Regular Medical checkup for non-ailing disabled, Dental Preventive Dentistry, Surgery to prevent further aggravation of disability, Non-Surgical / Hospitalization, Corrective Surgeries for existing Disability including congenital disability, Ongoing Therapies to reduce impact of disability and disability related complications, Alternative Medicine.
4. Transportation costs.
5. No pre-insurance medical tests required.
6. The scheme will be available in the entire country .

Community Based Rehabilitation (CBR)

The CBR programme fulfils Vidya Sagar's mission of reaching out to rural and slum communities where services are inadequate for persons with disabilities (PWD). We aim to create inclusive communities. To set up a sustainable system, we partner with local organizations working in the development and disability sector to deliver services.

The programme

- Trains grass root workers and community volunteers to be equipped with trans-disciplinary skills to engage with persons with disabilities across the lifespan*
- Works collaboratively with all stakeholders - persons with disabilities, families, local leaders, Government service providers and other NGO's working in the area*
- Facilitates the creation of Self help groups with people with disabilities to empower them to advocate for their rights and needs and doubles up as a support group*
- Creates resource centres in communities*

Our Reach

We are currently working in Thiruvallur, Karur , Virudhunagar districts of Tamil Nadu and two urban slums in North Chennai, catering to the needs of over 2500 people with disabilities. Working across the domains of health, education, livelihood, empowerment and social inclusion, we constantly try to bridge the gap between people's needs and action.

IMPACT AND REACH	
CBR workers in the field	21
Resource persons in the community	73
PwDs availing home-based services	520
Facilitation to entitlements	860
Attended skill trainings and part of livelihood initiatives	75
Self-help groups	52
Children with disabilities supported in ICDS centers and schools	73
Reached through awareness program	510
PwDs received Covid – 19 relief material	1930 (2 times)
Medical supports provided	152
Medical kit	230
Nutrition mix	174
Immunity tablets	1347
Resource centres opened	4
Panchayat level federations formed	11

Community Based Rehabilitation (CBR)

Key Highlights

Partnership with Samagra Shiksha – Project Ellarum Ellamum

Our partnership with Samagra Shiksha, the project “**Ellarum Ellamum**” aims to provide inclusive education in schools, with the following objectives:

- To increase participation of children with disabilities in mainstream schools using strategies of Universal design in teaching and learning
- To enable all stakeholders involved in the education and empowerment of children with disabilities with appropriate awareness, knowledge and skills for meaningful inclusion and outcomes.
- To promote inclusion for children with disabilities presently in the home-based programmes at schools and community

As a part of our MoU with Samagra Shiksha, we have completed the headmaster’s training and teacher’s training for the first year, and are continuing our work in the field with our inclusion field workers to promote inclusive education.



Caption: Poster of online Teacher’s workshop

Picture discription: A poster with the link and date of the online teachers workshop is shown. It also has a picture of group of children in a garden with a dog and a cat. Some are in wheelchairs. There is also a picture of three children studying in a garden , one is in a wheelchair

Headmaster’s and Teacher’s training- Highlights

A 2 day workshop (2hrs per day) was conducted for the Government school headmasters of Thiruvallur, Karur, Virudhunagar and Chennai focusing on “Attitudinal barriers and change towards Inclusion”, as a first step towards inclusion of children with disabilities in the school.

The session focused on the current barriers- infrastructure, cultural and attitude of the society and also highlighted the effects of “labelling” of a child in a classroom. The workshop gave the headmasters a takeaway component -As a headmaster, my role in moving “one step towards inclusion in my school”. A similar workshop titled, “Attitudinal barriers and strategies to promote inclusion”, was also conducted for teachers as a first step and a takeaway to include children with disabilities in the classroom. This also focussed on collaborative teaching strategies.

Community Based Rehabilitation (CBR)

Project I@LEP- Understanding and Enabling Inclusion for Children with High Support Needs

Another project was offered from State Samagara Shiksha to bring children with high support needs from home to school. The focus is to train the Government school special educators and physiotherapists on education, leisure and therapy in order to promote inclusion. This is a pilot project and has been planned to be taken in all districts of Tamil Nadu covering 2000 special educators and therapists across the state. This project kick-started with an online training in March 2022, and will be followed by district wise face to face training by staff of Vidya Sagar and by partnering with other NGO's such as Amar Seva Sangam who have accepted to take training in few districts of Tamil Nadu.

Community workers- Communication devices

Newly appointed community workers were supported with cell phones for efficient communication and coordination with the CBR team and also for MIS updating. Communication devices were also used in accessing contents for education and therapy through videos sent by the CBR team which helped them in continuing their rehabilitation services to the beneficiaries in the community.

Tactile Path- Tiruvallur

As a part of the APPI project, a tactile path was constructed in Kollimedu Government hospital, Tiruvallur to make the space accessible for persons with visual impairment.



Caption: Tactile path

Picture discription: picture shows tactile paths in the hospital corridor



Caption: Tactile marking

Picture discription: picture shows tactile marking on steps

Livelihood opportunities

Krishi Vigyan Kendra, TNAU, gave training to 30 women, which included women with disabilities and other vulnerable groups in Karur district on making chocolates, masala powders and jam and enabled them to set up machines, creating livelihood opportunities. They are getting orders across the community for wedding functions and also in cities through the advocacy of Vidya Sagar and the caregivers.

Community Based Rehabilitation (CBR)



Caption: Training on making jams, masala and chocolates

Picture discription: Picture shows a group or ladies in a room. Two of them are pouring something into a mixie jar kept on a chair and others are watching

Awareness and Advocacy:

An awareness activity was conducted in Kannigapuram, Chennai on health and hygiene for adults with disability in partnership with Sudexo and Sulabh International.

Caption: Community Health and Awareness

Picture discription: Picture shows two men, one is seated on a chair and other is standing and talking. A group of women all wearing masks are listening to him



Inclusive sports

An inclusive sports program was conducted in Stanley Nagar, Chennai for adults with disabilities in the community. This included adapted Snow bowling, Boccia and other simple activities.



Caption: Sports programme@ Stanley nagar

Picture discription: Picture shows a man explaining a game of snow bowling at a community hall, A group of children and adults seated on chairs are listening. Some of them are standing

Community Based Rehabilitation (CBR)

Self-help groups

The pandemic situation became a serious threat to livelihood. When it came to the family having a person with disability, the situation became even tougher as they were unable to cope up with the medical, educational and family needs. With the help of our partner organizations, funders and community workers, 16 new self-help groups were formed and loans were given from the banks and from the older self-help groups to provide livelihood opportunities for these families.

Name of the SHG	Loan Amount
<i>Roja sirappu SHG</i>	<i>3.5 Lakh</i>
<i>Malaival amman SHG</i>	<i>5 Lakh</i>
<i>Suriya gandhi SHG</i>	<i>5 Lakh</i>
<i>Vaanavil SHG</i>	<i>5 Lakh</i>
<i>Malligai SHG</i>	<i>1 Lakh</i>
<i>Mullai SHG</i>	<i>1 Lakh</i>
<i>Periyakkal SHG</i>	<i>1 Lakh</i>
<i>Sembaruthi SHG</i>	<i>1 Lakh</i>
<i>Mahasakthi SHG</i>	<i>1 Lakh</i>

Over 40 persons with disabilities benefited through the loans during the pandemic. Self-help groups helped in providing livelihood opportunities such as cattle rearing, livestock management, petty shop maintenance and tailoring. One of the primary highlights of self-help groups was distributing nutrition mix to the beneficiaries, which was part of the covid relief material pack and was produced by one of the self-help groups.

For better and efficient functioning of the SHG, five leadership training sessions were conducted by the local partner organizations and over 70 self-help group leaders attended the training.

Caregiver's training

6 community workers of CBR from Chennai and Tiruvallur district have attended the 4 months certification on caregiver training program in Vidya Sagar in partnership with NIEPMD, which helped them to improve their skills and also have a formally certified position in the community for working with persons with disabilities. Many of them have also found employment

Community Based Rehabilitation (CBR)

Arts Practices for Inclusion

2 staff members of CBR graduated after completing their 1 year course on Arts Practices for Inclusion from Snehadhara Foundations, Bangalore. 1 staff from CBR started conducting Art practices sessions for Vidya Sagar students weekly once on different art forms including visual arts, music, drama, rhythm and play. API session was also conducted for B.Ed. students to give an introduction to art forms and on how to use these to teach in a multi ability classroom

Caregiver's Workshop

A 2 day workshop was conducted for caregivers in Vidya Sagar by a member of the CBR team. The training focussed on qualities of a caregiver, teamwork and participation, practical problems a caregiver will face at work, group dynamics, assertiveness, privacy, non-judgmental approach, honesty, conflict resolution, decision making and roles and responsibilities of a caregiver through various art forms, discussions and role



Caption: Art Activities

Picture discription: Picture on the left shows a lady seated on the floor and drawing a circular form in a chart.

Picture on the right shows a collection of circular patterns drawn on white sheet with colours

CBR Travel 2022

CBR team ensured that its face to face service to the community and travel started from January 2022. The team visited each project area to first meet the community workers and then the beneficiaries taking all precautionary measures. Assessments were done online and offline for all the beneficiaries. It was noted that many skills had relapsed during the pandemic.

Community Based Rehabilitation (CBR)



Caption: Home visit post COVID restrictions

Picture description: Picture shows a small home with tin sheets. A lady is talking to a man who is standing, she is seated next to two children, one child is standing close to the man. A note book is also seen

Caption: Follow up by therapist

Picture description: Picture shows a street with asbestos roofed small houses. A therapist who is seated on a bench is working with a young adult seated on a wheel chair outside one of the houses. Two young girls and one lady are listening and they are standing behind the wheel chair



Caption: Group Livelihood training

Picture description: Picture shows a group of women and a young adult seated around a lady who is talking to them and showing them how to do paper folding. The group is also folding papers

Caption: Online assessment during restriction

Picture description: Picture shows two ladies sitting in a house. One is holding a cell phone.



Day Center

Education is the process of facilitating learning and acquisition of knowledge, skills, values, beliefs, and habits. Every child has the right to education.

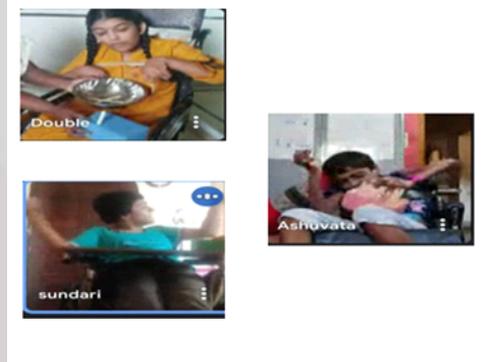
The Day Center, the Center for special education at Vidya Sagar focuses on giving quality education to students with multiple disabilities. The school is a hub of activities for students between the ages of 6 years to 20 years. Our top priority is to uphold child rights, create equal opportunities for community inclusion, and extend world-class education and rehabilitation services. The total number of students in the school is 110 for the academic year 2021-2022.

The students get academic input (Tamil Nadu State Government curriculum and NIOS), Physiotherapy, Occupational therapy, Speech and language therapy, Computer skills, Art, and Sports. Every student has a unique learning style and pace and the program for each student is chalked out keeping this in mind. An expert multi-disciplinary team guides the teachers in their transdisciplinary approach.



Caption: Group therapy

Picture description: photos of students following instructions online and doing simple physio therapy activities



Caption: Occupational therapy

Picture description: Picture shows parents facilitating students in doing upper arm movements as part of online occupational therapy session

*The students in the junior school follow a graded curriculum while the middle and high schools have both academics and functional literacy. Curriculum and activities are carefully created to give enough opportunities for the students to gain life skills. A unique integrated **Transition curriculum** is the main pillar on which the entire curricular plan is done. The transition curriculum covers skills needed for adulthood and is followed by all students right from junior school.*

Day Center



Caption: School to Work- Laundry- June to December

Picture description: Picture shows high school students in practical - online session learning about sorting of clothes - an important component of laundry

Caption: Laundry at Home

Picture description: Picture shows high school students doing different steps in laundry at their home -from hand wash to operating a washing machine to ironing



The major focus is on independent living skills for which aids and adaptations including home adaptations play a major role. These are identified , procured and parents trained wherever required.



Caption: Group lunch

Picture description: Picture shows junior school students chatting and having lunch as part of online group lunch session

The second wave of the Covid pandemic threw up new challenges and we had to continue the online learning and ensure that the learning process continues. We started the academic year with staff training in multimedia to equip us with skills to create an accessible platform that stimulates and enhances the self-learning of students who are stuck at home for the second consecutive year.

We also distributed sensory materials to keep the students calm and focused and materials for improving the hand function. Adapted leisure materials, posture maintenance wheelchairs, and adaptations for daily activities were also sent home. Nutrition supplements were distributed too.

Day Center



Caption: Hand activities

Picture description: Picture shows junior school students participating in online hand activity session and doing sorting, filling and painting

Understanding the pressure on parents in the e-learning process, we conducted a fun day (once a month) for parents virtually. This was well appreciated and was a great success.

During the pandemic, we had 21 students clearing their school-leaving exams through the National Open School. 11 students cleared 10th std (Tamil medium) and 6 (English medium) while 4 cleared the 12th standard (English medium).

Two students got an opportunity for internship/ training in a leading Bakery-Winners while another student got admission in Diploma in AC Mechanic course in Thakkar Bapa (3 months course). Those were celebrating moments for all of us.

Along with academic plans, our students eagerly participated in the World Cerebral Palsy Day by sending in videos and photos of them using various aids and adaptations at home. Our students participated in a quiz, "Quizabled" conducted by SPASTN and also registered for the Science Film Festival by Goethe Institute /Max Mueller Bhavan.

We had a virtual Children's Day Celebration and had an interactive storytelling session by Mrs. Sowmya Srinivasan. World Disability Day and Christmas Day celebrations were full of fun and pomp with high school students and vocational trainees taking a lead in the former event while the teachers and staff came up with a lively show to entertain students at the virtual Christmas day party.

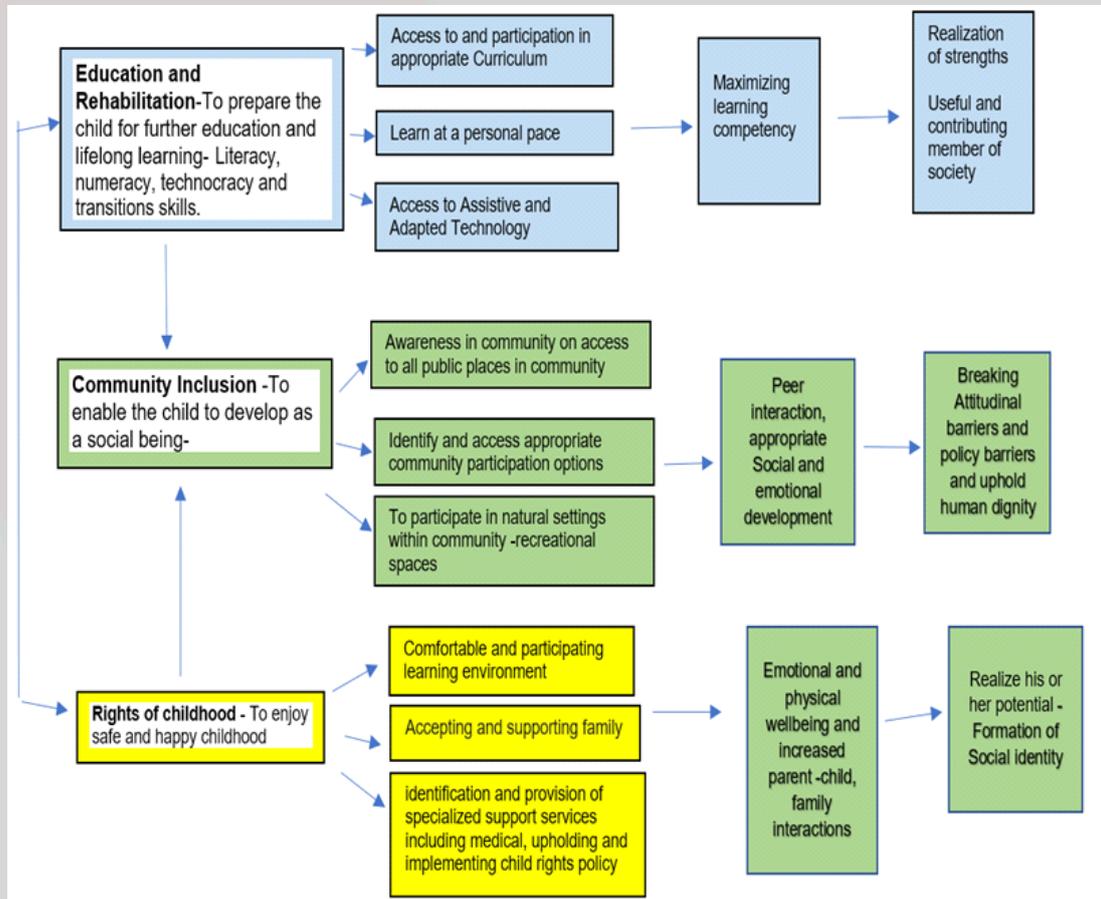
As the grip of the pandemic was loosening, we started planning for the reopening of the school for students in February 2022. After consultation with parents, a hybrid model of both offline and online sessions was planned. We had High school students coming in batches so we could maintain covid protocol and other students received need-based services like physio and communication in offline sessions while continuing with the online academic sessions.

A virtual two-day event showcasing access solutions -VAccesS was conducted in March which turned out to be a huge success with appreciation pouring in from across the country.

The academic year ended with staff workshops, team-building activities, and a plan for the next year.

Day Center

A Representation of the Focus Areas and the Outcomes



Caption: A Representation of the Focus Areas and the Outcomes

Picture Description:

Overview of The Education Program -Day Center, Vidya Sagar- Education and Rehabilitation-To prepare the child for further education and lifelong learning- Literacy, numeracy, technocracy and transitions skills.- Access to and participation in appropriate Curriculum , Learn at a personal pace, Access to Assistive and Adapted Technology- Maximizing learning competency , Realization of strengths Useful and contributing member of society

Community Inclusion -To enable the child to develop as a social being- Awareness in community on access to all public places in community, Identify and access appropriate community participation options, To participate in natural settings within community-recreational spaces- Peer interaction, appropriate Social and Emotional development, Breaking Attitudinal barriers and Policy barriers and uphold Human dignity

Rights of childhood - To enjoy safe and happy childhood - Comfortable and Participating learning environment, Accepting and supporting family, Identification and provision of specialized support services including medical, upholding and implementing Child Rights Policy- Emotional and physical wellbeing and increased Parent-Child, Family interactions- Realize his or her potential -Formation of Social identity

Production & Vocational Center (PVC)

With a strong belief that every adult with disability has the right to decision making, independent living, employment, education, leisure and family life, the programs of the PVC attempt to empower adults with disabilities fulfil their needs and aspirations. PVC is a team of 70 adult producers & trainees, staff and parents.

A variety of programs have been crafted to ensure that adults with disabilities evolve as well- rounded, participating and contributing members of their family and the community.

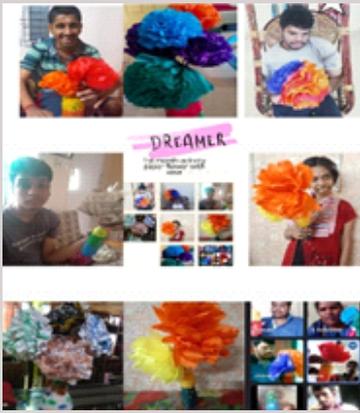
Some of the activities at a glance- *These activities were done both online and face to face.*

- *Green house project (each person grows a plant/ tree at home)*
- *Vocational activity (skill based training)*
- *Functional literacy*
- *Physical exercise*
- *Counselling (individual/ group)*
- *Chat sessions (decision making, establishing an identity of the self and emotional regulation)*
- *Sports*
- *Games / fun filled activities*
- *News reading*
- *Non-fire cooking*
- *Motivational stories for adults*
- *Personality development*
- *Group communication*
- *Maintenance therapy*

Vocational activities to make products

- *Paper flower*
- *Paper bag*
- *Applied paper technology- Bowl*
- *Tea coaster using news paper/ waste cloth*
- *Diya painting*
- *CD Holder-using cloth and card- board*
- *Dry Leaf pasting (greeting card)*
- *Flower vase - using waste materials*
- *Key chain –using coconut shell, wood pieces and woven materials*
- *Mouse pad- using tie and dye materials*
- *Table mat*
- *Mobile pouch*
- *Block printing*

Production & Vocational Center (PVC)



Caption: Activity- Paper flower with a vase

Picture description: Picture is a collage of photographs of young adults holding paper flowers and vase done by them



Caption: Products made by the young adults

Picture Description: Picture is a collage, it shows young adults holding the products done by them, they are dried leaf designs and paper flowers

Skill enhancement

The skill enhancement focused on:

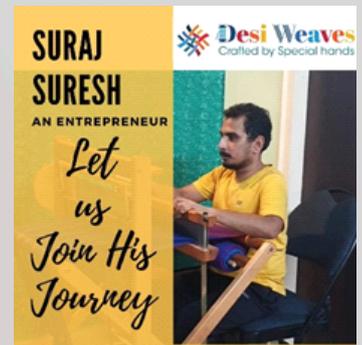
- Weaving
- Folding
- Pasting
- Creasing
- Printing
- Punching
- Painting

Major Highlights

- One of our producers, Mr. Suraj, started his own venture -DESI WEAVES.

Caption: A new venture set up by Suraj

Picture description: Picture shows a young adult weaving. He is seated on a chair. Above the picture are the words, Desi Weaves, crafted by special hands. The caption on the left reads Suraj Suresh- An Entrepreneur, let us join his journey.

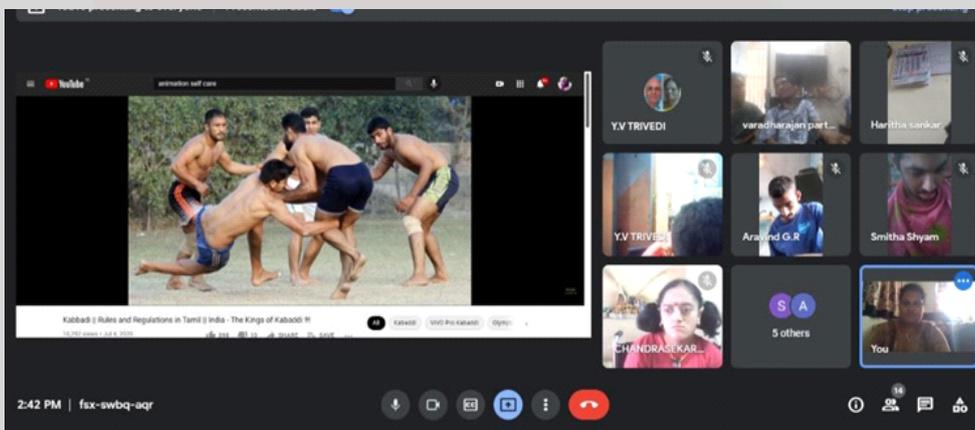


- This year we, as a team completed the curriculum for vocational courses crafted considering the element of cross disabilities for accreditation to NCVT
- Four of our students have taken up higher studies and have enrolled for a course on retail marketing with Swabodhini
- Self-motivation and interpersonal skills developed among our students during the pandemic period.
- Support system: The staff was in constant touch with all the parents and offered support emotionally, and during critical situations financial support was also given. We encouraged parent to parent support, and it became stronger during these challenging times. The parents supported each other both emotionally and financially whenever there was a need. Vidya Sagar also supported one surgery for an adult stakeholder.
- Most of the adults got friends in their community and neighbourhood areas.

Production & Vocational Center (PVC)

Other Activities

- A team from the Chennai unit of Flextronics, major funders of the PVC, visited the premises on the 28th of October. Staff from the Pune office of Flextronics joined the orientation virtually on the same day.
- Few of our producers were working in both the premises of VidyaSagar-Kotturpuram and Takkar Bapa, T. Nagar. From January 2022, 50% of our producers and trainees started working regularly.
- Online sessions and chat sessions continued throughout the year as well.



Caption: An online session in progress

Picture Description: Picture shows a group of young adults watching a kabaddi match during an online session

- The adults participated in all Vidya Sagar events and celebrations. We also celebrated World Friendship Day.

Production and Sales

- We set up stalls in L&T on the World Environment day and at Stanley hospital on the World disability day
- We got orders from Twin Twigs, Andalt Foundation, friends of Vidya Sagar, parents and from those who heard about Vidya Sagar through word of mouth

Caption: Sale at Stanley hospital

Picture Description: Bags, woven mats and paper bags are displayed on a table. A man and a woman wearing masks are standing behind the table.



The academic year of 2021-22 was a mixed year of both online and offline sessions. During the first half of the academic year communication sessions were held online and the second was a hybrid model of both online and offline.



Caption: Communication using devices

Picture description: Picture shows students communicating with each other during online chat sessions using avaz and other communication devices

We conducted almost 3 weeks of virtual Augmentative and Alternative Communication (AAC) training for Speech-language pathologists from NIEPMD in August which was well attended and achieved its objectives of creating AAC-trained speech therapists.

In the month of October 2021, AAC awareness month was celebrated online by involving 3 inclusive schools to make them understand the importance of AAC and how it would help them to interact efficiently with their special needs peers. The fun-filled activities were well received and reiterated the importance of AAC.

*The month of October 2021, saw another moment of pride for the department. The department took part in EMPOWER 2021 organized by the International Institute of Information Technology (IIIT) and presented our in-house development of an **Affordable E-Access Switch -VBoss Vinner** It was a virtual event and evoked a good question-and-answer session.*

The department took up the responsibility for setting up the AAC corner in the Museum of Possibilities, the first of its kind in the country.

The department conducted regularly its inhouse AAC training and also trains the prospective special educators of the B.ED course on AAC

Physiotherapy Department

In the academic year 2021-2022, school continued to work in the online mode. Physiotherapy sessions were followed in the online mode in the first and second terms. From March 2022 the department started a hybrid mode of functioning. Around 30 students started attending offline physiotherapy sessions whereas other students continued online

Caption: *A therapy session*

Picture Description : *Picture shows a 14-year-old female student lying on her left side over a peanut ball and exercising to strengthen her spine. A female physiotherapist is stabilising the student over the ball from behind.*



All the students were asked to visit school for a detailed assessment in march 2022. Following the assessment new goals were planned. Assistive devices were provided to those who needed it at home. We were happy to notice that many parents knew how to do therapy for their children, especially transferring and mobility skills. Many houses were modified and parents started using commode chairs and mobility devices. The goal of the year was focusing on functional mobility and enhancing skills in activities of daily living (ADL). We could achieve this to a great extent with support and participation from the child and the family.



Caption: *Therapy session in progress*

Picture Description: *Picture shows an 8-year-old boy sitting on a stool and doing exercise to strengthen his left-hand using Thera Band. One end of Thera Band is attached to his hand and the other end attached to a grab bar facing him. A male therapist is sitting beside him and helping him raise his hand.*

During the second term, we had discussions with all parents individually, to understand if their wards needed any equipment or adaptations that would make them more independent at home. If it was for a child with high support needs, then the support or modifications that would help the carer and the family assist the child in everyday life were explored. Following these discussions, appropriate modifications were made at their houses and necessary assistive devices were given to them.

We have sent standing wheelchairs to 3 student's houses to enable them to learn to stand without much assistance. 14 students were given wheelchairs to use at home. 38 students were given other aids and adaptations like furniture, eating adaptations and orthotic aids to improve their functional independence.

Field visits to community-based rehabilitation programs were also started. Therapists visited children and families in rural villages and conducted assessment camps along with the special educators and community workers.

Once a week, one senior physiotherapist visits the Institute of Child Health (Baby Hospital) at Egmore and Government Stanley Hospital to do early identification of high-risk babies born with neuromotor disabilities. The babies are referred to us by the neonatal doctors to do the evaluation and to train the baby and the family on early infant stimulation.

Chettinad College of Physiotherapy had invited our therapists to take a session on cerebral palsy and its management for their Physiotherapy students. Two of our Physiotherapists gave a lecture on the topic and we had got good feedback mentioning that it was very useful for the students.

We have purchased a transfer hoist which will be useful for shifting adults with severe physical disabilities, especially when there is not enough supporting hands at home to transfer the adult from one surface to the other.

Assistive Devices Purchased for students

<i>Assitive Devices</i>	Numbers
<i>Orthotic Aids</i>	30
<i>Furniture</i>	11
<i>Mobility Aids</i>	14
<i>Adaptations for ADLs</i>	7

Vision Center

The Vision Centre of Vidya Sagar works with children and adults with MDVI (Multiple Disabilities with Visual Impairment) . The areas of focus are Functional Vision Assessment, Intervention, Documentation & Training Parents, Rehabilitators and Professionals who work with children and adults with MDVI.

Due to the pandemic, our service delivery was mostly virtual. This enabled us to reach out regularly to our stakeholders all over the state, other parts of India and some were abroad too. From March '22 we started working face to face.

Department	Number of Beneficiaries
<i>Advisory & Referral clinic</i>	44
<i>Early Intervention</i>	17
<i>Home management</i>	3
<i>Centre for special education</i>	13
<i>Total</i>	<i>77 (Female 29 & Male 48)</i>

We had referrals from hospitals like Sankara Nethralaya , The Eye Foundation, Coimbatore, and schools like Jyothis special school, Palakkad and through parents. The beneficiaries ranged as young as 3 months to as old as 30+ years. The break up is as follows:

<i>Less than 1 yr</i>	<i>1-3 yrs</i>	<i>3+ yrs</i>	<i>5+ yrs</i>	<i>10+ yrs</i>	<i>30+ yrs</i>
7	13	24	19	17	1

Assessments: *The challenge of doing vision assessments through virtual mode were overcome by meticulous planning and working hand in hand with the families and guiding them to understand the visual abilities of their children through a video call. The total number of assessments were 50 and the number of follow ups were 29. For the assessments we had used the formal assessment tools as well as the available functional items in the student's home to understand the visual ability of the child.*

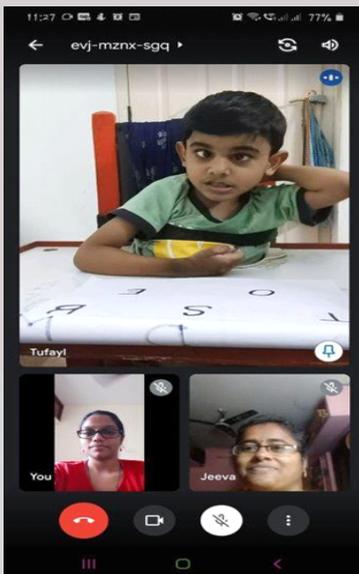


Caption- *Online session- colouring within boundary*

Picture Description: *Picture shows a young girl child sitting with her mother and colouring with paints. Her mother is supporting her hand. A lady who is her teacher is also seen in another window.*

Intervention and Documentation- *Intervention strategies were planned to be a part of the child's routine and materials used were items of everyday use. The staff trained and monitored the family and since the intervention was carried out by the family, they understood how to support the child's visual ability through positioning of the child, the material, proper lighting and giving time for the child to respond.*

Vision Center



Caption: Online session, Child checking who are the teachers who have joined the session

Picture Description: Picture of an online session. It shows a boy who is seated on a chair with a cut-out and two ladies. There is an alphabet chart on the cutout.

In the month of March, we had started offline intervention sessions for those who needed intensive intervention. At the same time, we also continued online services to those who could not access direct services due to various reasons. In total, 24 students were given regular sessions both online and offline once in a week.

Caption- Materials prepared by the parents
Picture Description: Picture shows pattern cards, tactile cards for counting, beads and a hundi.



All the assessments, sessions progress and activities recommended were documented in Google sheets.

Trainings:

- ☺ Training on supporting children with disability at home during pandemic for parents- For parents of NIEPMD
- ☺ Internal Tech training
- ☺ Sessions on Anatomy and Physiology of Eye & Ear, Visual impairment, Functional vision assessment, Education implications and Curriculum modifications for B.Ed special education trainees of Vidya Sagar

Capacity building:

Vision department staff also attended the following:

- ☺ Wellness yoga workshop
- ☺ Workshop on Self-help skills for mental wellbeing by Anu Naidu
- ☺ AAC webinar series
- ☺ Webinar on new- born screening and early identification of deficits
- ☺ Webinar on vision deficit in down syndrome by Dr. Julie Annie little
- ☺ Six bricks workshop-Alpha to Omega
- ☺ Hope is a decision workshop
- ☺ AIMS media workshop

Conclusion:

As we did the online mode for the second year due to the pandemic, students were regular and we were able to see the parents and other family member's participation during the sessions and they had created materials according to their child's needs. Despite the challenges, many students were regular and they participated fully. We were able to see positive changes in the use of vision for many children during this academic year.

Training & Development

The HRD worked towards the Training and Development of a cadre of resources and support systems for working with persons with disabilities and their families.

The year was again significant because the programs of the department which were offered through remote mode during the pandemic, moved on to a blended mode first and then face to face towards the end of the year. The doors that technology had opened for us during the pandemic, continued to be used to connect to experts who were far.

The major activity of the HRD is running a two year full time B.ED in Special Education, Multiple Disabilities.

Vidya Sagar as a training institute. *As a College of Special Education, Vidya Sagar achieved significant milestones-*

- *The B.ED Special education program run by Vidya Sagar was granted a five year extension of approval by the Rehabilitation Council of India and three year approval from the Tamil Nadu Teachers Education University, the maximum possible from the two monitoring agencies.*
- *Four special educators graduated during this time and all of them joined Vidya Sagar*
- *A new batch of teacher training started*
- *The second-year students had the opportunity for a two months internship in Government schools face to face when the cases came down. This was a rich learning experience for the trainees. The University practical exams also happened face to face. The theory exams were online*



Caption: University Inspection

Picture Description: *Picture shows a group photo. Four ladies are sitting in chairs, three ladies and one man is standing behind. The display behind them says CPA inspection with the date and Vidya Sagar logo.*

Caption- B.Ed Special Education class

Picture Description: *Picture shows a group of ladies working in groups, seated on chairs. They are looking at a book. Two of them are looking at the camera.*



Training & Development

The department continued to work towards enhancing the professional capacities of the staff by coordinating training programs, conducting training and facilitating participation of staff in training and workshops. Knowledge sharing happened by having the staff of HRD as resource persons for training programs offered by other organizations.

Caption: Poster of Wellness workshops.



Picture Description: The picture shows two posters of wellness series with the photo of the resource person and the date with the zoom link. The first is emotional well-being and the second yoga for well-being observed on the international yoga day.

Caption: Poster of Understanding Disability Series

Picture Description: Picture shows a poster of Workshop series, Understanding Disabilities. It gives the names of the resource persons, date and timing and the zoom link



Another major responsibility of the department is to facilitate internships and volunteering. Technology paved the way for online internships and support. We had students of management from premier institutes interning both through online and face to face mode. There were three interns from IIM Rothak, Three from the SP Jain Institute of Management, Mumbai.

A team of volunteers from Accenture conducted Computer, Music and Spoken English classes for some of the alumni online. An intern from MOP Vaishnav conducted Spoken English sessions for the parents.

Major highlights of staff capacity building programs

- Three staff members completed the one year Arts for Inclusive Practices- an one year certification program offered by Snehadhara Foundation, Bangalore, and they conducted training for all the staff of Vidya Sagar including the administrative staff and the support staff
- The department facilitated the application process for the Teachers Day award and Chitra Ravichandran of FBR, won the best teacher award instituted by NIEPMD
- K S Uma, coordinator, HRD was a part of the expert committee set up by the Rehabilitation Council of India to frame the National Curriculum for the diploma level special education courses in the country.
- A paper titled “My Journey, A sharing” by Abhishek M. Chitra Ravichandran and K S Uma, won the best paper award in the National conference “Augmenting Education of person With disabilities, Trends and Possibilities”, conducted by the Tamil Nadu Teachers Education University and MGR Institute of Special Education and Research.

Training & Development



Caption: Best paper Award Certificate

Picture Description: Picture on the left shows the certificate saying Best Paper Award. It gives details of the conference, the names of awardees and the date



Caption: National Girl Child day celebration by NIEPMD

Picture Description: Picture on the right shows the poster for the National Girl Child day by NIEPMD. It shows the photographs of the resource persons, time date and the google link.

Other Training Programs at a Glance...

S. No	Event	Nature of the event	Resource person	Focus
1	Internal yoga day- workshop	Online practical workshop	C Vijay, Fitness consultant- Guest speaker	Physical wellness workshop for all parents, staff and students
2	Emotional well-being workshop	Online interactive workshop	Anu Radha Naidu, Psychologist, Counsellor and Special educator- Guest speaker	Emotional wellness workshop for parents, staff and students
3	Understanding disabilities series- Parkinson's	Virtual workshop	Dr. Shanthi Priya & Sudha Meyappan (Parivarthan)	Open to all- enhancing understanding of disabilities under the RPwD Act
4	Understanding disabilities series- Survivors of Burns and Acid attack	Virtual workshop	Dr. V D Singh, Monika Singh, Yashoda and Sajitha	Open to all- understanding from the perspective of lived experiences
5	Understanding disabilities series- Multiple Sclerosis	Virtual workshop	Ann Gonzalves, Smitha Sadhasivan- Guest speakers	Open to all- understanding from the perspective of lived experiences

Other Training Programs at a Glance...

S. No	Event	Nature of the event	Resource person	Focus
6	<i>Communication beyond words- a training program for trainee speech language pathologist of NIEPMD</i>	<i>Three week online training and follow up program</i>	<i>Kalpana Rao- Coordinator, Communication department and K S Uma, Coordinator, HRD as key trainers</i>	<i>To train the budding SLPs on Augmentative and Alternative communication and conduct assessment and program planning and follow up for AAC users from NIEPMD</i>
7	<i>Institute of Technology and Management along with Dorai Foundation- Interaction</i>	<i>Sharing Experiences as a special education trainer</i>	<i>K S Uma</i>	<i>This was a part of a series of interaction with teachers and trainers</i>
8	<i>National conference on Augmenting the Education of PwD conducted by DR MGR institute of special education and Tamil Nadu Teachers Education University</i>	<i>Virtual mode- paper presentations</i>	<i>Abhishek M, Chitra R, Sujatha C and K S Uma</i>	<i>Research and Development</i>
9	<i>Physical wellness workshop</i>	<i>Virtual mode- demonstration workshop</i>	<i>C Vijay Fitness consultant- Guest speaker</i>	<i>Enhance physical wellness of staff, students and parents</i>
10	<i>Challenges and strategies in educating children with CP- conducted by NIEPMD</i>	<i>Online Continuing Rehabilitation Education (CRE) workshop</i>	<i>K S Uma- invited speaker</i>	<i>Enhancing professional capacities of special educators and therapist by continuing education program</i>

The department mainly focuses on Inclusion in terms of Access, Education, Employment, and Legal Issues.

OBJECTIVES:

- *Empowerment of persons with disabilities to be aware of their Rights, and Advocate for themselves.*
- *Increasing awareness about the Disability law among persons with disabilities, their families and organizations and work with communities*
- *Ensuring the implementation of Disability legislation through advocacy.*
- *Lobbying with policy and decision-makers for Inclusive policies and programs.*
- *Increasing the availability of Free legal aid to persons with disability across the country*

The free Legal Aid Unit was set up in 2017 in partnership with Tamil Nadu State Legal Service Authority formed under the National Legal Service Authority Act. Ummul Khair, an advocate and coordinator of DLU works with advocates appointed by the State Legal Authority in the legal aid unit

DLU's work at a glance

1. Accessibility

Beach

- *Kovalam Beach Access*

Transportation Access

- *Bus*
- *Metro*

2. Access to Justice project

- *Court*
- *Police Station*
- *POCSO Act*

3. Sensitization workshop

- *Airport Authorities*
- *Accessibility and Inclusivity in Banking Services*

4. Webinars/Seminars/Programs

5. Guardianship Under the National Trust Act

6. Working with the press

Accessibility

Beach Access

We have been working along with the Disability Rights Alliance (DRA) and the Corporation of Chennai (GCC) on various accessibility projects such as disable-friendly pavements, accessible toilets, inclusive parks, and accessible polling. Since 2016 we have been working for permanent infrastructure to make the Marina beach more accessible for all.

Disability Legislation Unit (DLU)

To commemorate the International Day of Persons with Disabilities, which falls on December 3rd, a temporary pathway till the water was put up for a day in 2018 and 2019. After a break due to Covid and excess rains in the first week of December, this year the temporary wooden pathway was available later in the month from 28th December 2021 to 16th Jan 2022, for almost three weeks. This was inaugurated by Mr. Udhayanidhi Stalin, MLA along with the Ministers Mr. K.N. Nehru, and Mr. P.K. Sekar Babu. M. Gagandeep Singh Bedi, IAS, Commissioner of the Greater Chennai Corporation was also part of the event.

The Government has promised that very soon a permanent pathway will be set up, and a tender process for the same is on the way.



Caption: Inspecting the GCC-provided beach balloon wheelchairs at Marina Beach for World Disability Day
Picture Description: Picture shows 4 beach balloon wheelchairs. A lady is inspecting them, she is sitting in a wheel chair. Two men are standing behind the wheel chairs.

We, along with DRA members conducted an access audit at the Blue Flag beach, Kovalam.

Caption: Access audit at Kovalam Blue beach resort

Picture Description: Picture shows a group photo. Three men and one woman are sitting on a wheel chair, one man and one woman are standing in a beach resort.



Transportation Access

Bus

Procurement of Accessible Bus as per Madras High Court order

No bus that is not disabled-friendly can be purchased by the Tamil Nadu Government anymore, as the Madras High Court has made it clear such purchase would be in violation of Court order and Rights of Persons with Disabilities Act 2016. We along with DRA members went to inspect and document the current status of the accessible lift bus. We divided into groups and covered MGR central station, Simson, LIC, Royapettah bus.



Caption: Inspecting an accessible lift on MTC bus.

Picture Description: Picture shows two ladies on a hydraulic lift of a MTC bus. One lady in a wheelchair and one behind the wheelchair. There is also a man below helping to operate the accessible lift.

Disability Legislation Unit (DLU)

Metro

The DLU team along with the DRA team visited two new stations Tiruvattiyur, Theradi and Wimco Nagar depot on 22 March for an Access audit.



Caption: *Inspecting an accessible water dispenser at Metro station.*

Picture Description: *Picture shows three ladies and a water dispenser. The lady in the wheel chair is trying to fill a glass of water from the accessible water dispenser. Other two are standing.*

Access to Justice

We are working to ensure that necessary accommodations are made to facilitate “Access to Justice” for people with disabilities based on RPWD Act 2016 and POCSO Act 2012.



Caption: *Access to justice - Timeline:*

Picture description: *Picture shows a timeline with captions.*

1. *Planned to ensure ISL interpreters are available in all judicial centres in Chennai.*
2. *Research including interacting with SLIs about their functioning, and approaches, etc.*
3. *Presented proposal to State Disability Commissioner for PWD, Tamil Nadu.*
4. *We interacted with One-Stop Crisis centres on his suggestion.*
5. *The commissioner passed on our proposal to the Social Welfare Department.*
6. *We had several meetings with three govt. officials from the Social Welfare Dept. and senior advocates who have helped us with this cause.*

Sensitisation workshops

Airport Authorities

On 22nd October 2021, The District Differently Abled Welfare Office in partnership with Vidya Sagar organized a sensitization workshop for the Central Industrial Security Force (CISF) and staff handling persons with disabilities at the airport. DLU and DRA conducted this workshop attended by around 200 airport officials. Resource persons who conducted the workshop are Ummul Khair, Gnana Bharathi, Sundar, and Shailesh along with Shashank.

Similar sensitisation program was also conducted on handling persons who are Visually challenged and having Hearing impairment on 9th Feb 2022 at CISF staff headquarters, Palavanthangal, Chennai. The resource persons were Ravi, Sailesh, Kavitha, Dipti Bhatia, and Ummul Khair. The program was well received and the CISF commander wanted the DLU to extend the program to other parts of India either in person or through video conferencing.



Caption: A group photo with CISF staff

Picture Description: Photo shows a long shot of a group posing for the photograph. Most of them are in uniform. Some of the group members are sitting on chairs and in wheelchairs



Caption: Teaching CISF lady staff on how to handle women wheelchair users.

Picgture Description: Photo shows two women in uniform taking instructions from a lady in a wheelchair

Accessibility and Inclusivity in Banking Services

The DLU, along with DRA members conducted a virtual sensitization workshop organized by District Differently Abled Welfare Office in partnership with Vidya Sagar on Accessibility and Inclusivity in Banking Services for Persons with disabilities on 11th Feb 2022 . This was attended by 32 bankers.

Other webinars/seminars and programs

26 Nov 2021: Focus Group Discussion on City-level accessibility & inclusive challenges faced by Persons with Disability – organized by UN India. Using Technological (Disability-Inclusive) Innovations for making public spaces accessible and inclusive for ALL - Targeting smart cities mission for city-level interventions

01 Dec 2021: Meeting with members of DRA to discuss progress and challenges, organized by Sailesh from Museum of Possibilities (MoP)

10 Dec 2021: Unlocking Mobility for Persons with Disability – organized by Federation of India Chambers of Commerce (FICCI)- Panel Discussion: Key Challenges and Recommendations to enhance mobility for Persons with Disabilities, Vaishnavi Jayakumar, Member- Disability Rights Alliance

16 Dec 2021: Intellectual Disability & Employment in Public Sector -Web Seminar hosted by the Disability Law Initiative:

16 Dec 2021: Zoom meeting - DRA meets DC works to discuss a temporary beach path for a week to mark World Disability Day (in sync with MoP).

Guardianship (Under the National Trust Act, 1999)

DLU also guides families and facilitates Guardianship by working with the concerned departments and NGO. We assisted two parents to get the Guardianship certificates

Work with the press

The DLU works closely with the press and supports other programs of Vidya Sagar by facilitating press coverage and write up. Here are some of the write ups.

Press link :

1. <https://www.newindianexpress.com/cities/chennai/2022/mar/23/chennai-metro-stations-remain-inaccessible-for-disabled-2433152.html>

Sensitization workshop for Airport Authorities.

2. <https://timesofindia.indiatimes.com/city/chennai/chennai-airport-sensitises-staff-on-handling-disabled-passengers/articleshow/87274950.cms>

The temporary wooden pathway was available at the marina from 28th December 2021 to 16th Jan 2022,

3. <https://www.newindianexpress.com/good-news/2021/dec/27/chennais-marina-to-have-disabled-friendly-pathway-for-a-week-2400058.html>

4. <https://www.indiatoday.in/cities/chennai/story/tamil-nadu-govt-sets-up-disabled-friendly-ramps-at-marina-beach-1893426-2021-12-28>

Press write-up LINK on B.ED special education

5. <https://www.thehindu.com/news/cities/chennai/vidya-sagar-launches-bed-in-special-education/article32933692.ece>

6. <https://www.thehindu.com/news/cities/chennai/vidya-sagar-opens-bed-admissions/article32848774.ece>

Begin to Live Interdependently with Support Systems (BLISS)

BLISS is a work in progress which started in 2018, to develop support systems in the community, which are needed for adults with disabilities to live an independent life. This is an attempt against institutionalisation, because at most times institutions seem to be the only answer. This is also an attempt to find an answer to the universal worry of parents of 'what happens after me?'

BLISS looks into more community based solutions, support systems which ensure safety and security, but also enable participation. At BLISS- Begin to Live Interdependently with Support Systems, we first tried to unpack what 'living independently in the community' means to our stakeholders. Each one understands this differently and immediately says, "how is it possible?". That is why we decided to use the word 'interdependent' instead, this does not mean lack of independence, but instead points to the way of the world. All of us live interdependent lives and use supports, which are provided and some we build ourselves.

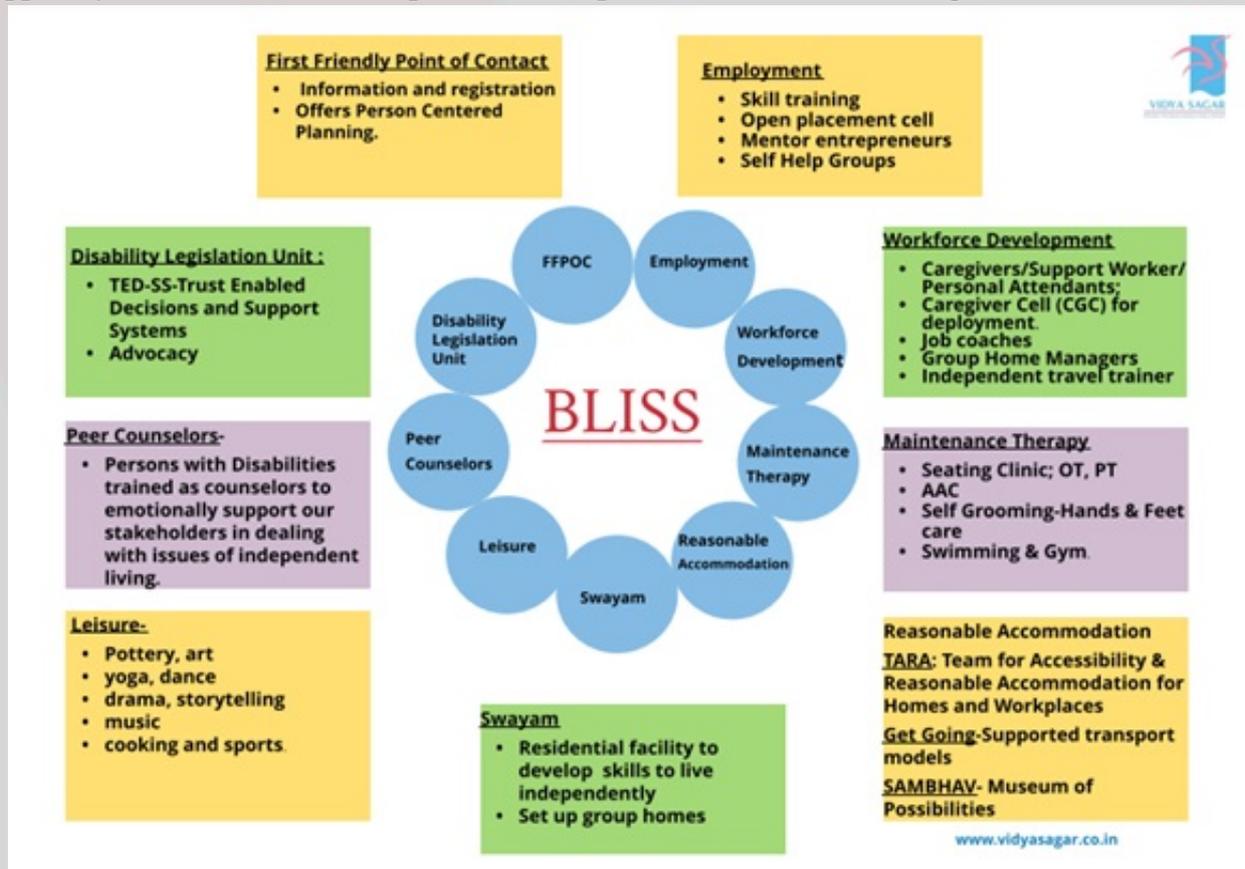
We find that for adults with disabilities, there is a huge paucity of services in our country.

- *There is no manpower trained to support the special needs for adults. For example, caregivers/ personal attendant/support worker, an essential need that has not yet become a profession in our country,*
- *There is no recognized professional course for a job coach, an independent travel trainer, a group home facilitator or a peer counsellor. Regular counsellors also are not trained to address the needs of adults with complex disabilities.*
- *Home modifications to make all parts of a home accessible and workplace modifications are almost non-existent, accessible transport is very rarely available for a real inclusive workforce to develop.*
- *Support Circles are difficult to set up.*
- *There are no protocols of therapy for long term wheelchair users.*
- *Sports and other leisure time facilities are very few.*
- *There are no short term residential facilities which can be stepping stones to develop capacity to become a participating citizen, who can choose where and with whom to live.*

BLISS, the Resource Centre has nine pillars, which will set up the support systems. We believe that these will synergise together to create an ecosystem which will provide a safe and vibrant environment for people with disabilities. We hope that, this action based research will help develop support systems which can be replicated across the country, made robust and sustainable

Begin to Live Interdependently with Support Systems (BLISS)

The support systems have been conceptualised as 9 pillars as shown in the diagram below



Caption :

Picture Description : BLISS Poster with the names of the 9 pillars written in circles and description of each written in boxes next to it. The 9 pillars included are:

1. FFPOC: First Friendly Point of Contact - Information and registration. Offers Person Centered Planning.
2. Employment- Skill training; Open placement cell; Mentor entrepreneurs; Self Help Groups
3. Workforce Development- Caregivers/Support Worker/ Personal Attendants; Job coaches; Group Home Managers; Independent travel trainer; Caregiver Cell (CGC) for deployment.
4. Maintenance Therapy- Seating Clinic; OT, PT; Self Grooming-Hands & Feet care; AAC; Swimming & Gym.
5. Reasonable Accommodation: TARA: Team for Accessibility & Reasonable Accommodation for Homes and Workplaces; Accessible and Supported transport facility- Get Going; SAMBHAV- Museum of Possibilities
6. Swayam- Residential facility to develop skills for independent living; Set up group homes.
7. Leisure- Pottery, art, yoga, dance, drama, storytelling, music, cooking and sports.
8. Peer Counsellors- Persons with Disabilities trained as counsellors to emotionally support our stakeholders in dealing with issues of independent living.
9. DLU – TED-SS: Trust Enabled Decisions and Support Systems; Advocac

Begin to Live Interdependently with Support Systems (BLISS)

As an ongoing task, here is the report of the activities in three of the pillars:

1. *Reasonable Accommodation*
 - a. *TARA- Team for Accessibility & Reasonable Accommodation*
 - b. *Get Going*
 - c. *Museum of Possibilities (MoP)*
2. *Workforce development*
3. *Disability Legislative Unit*
 - a. *TED-SS : Trust Enabled Decisions with Support Systems*

TARA- Team for Accessibility & Reasonable Accommodation

Team working towards making homes and personal spaces accessible for People with Disabilities. A key achievement was getting shortlisted by the 'Zero project 2022 in the theme -Accessibility'. Zero Project, Geneva works for a world with zero barriers. Worldwide, it finds and shares solutions that improve the daily lives and legal rights of all persons with disabilities.

1. *Home modification and Adaptation projects*
 - a. *Vidya Sagar- Accessible kitchen-dining-lounge inauguration (july, 2021)*

[Accessible Kitchen-Dining-Lounge | Vidya Sagar | BLISS |TARA - YouTube](#)

The kitchen cum dining area in Vidya Sagar caters to around 20 residents which includes both People with Disabilities and non-disabled; and a floating crowd during the working days. This space after modification turned into an inclusive environment with:

- *Accessible pantry for the residents.*
- *Spacious seating with facilities to self-serve meals.*
- *Community hangout space- a fun corner where the residents could bring in their guests for meet-ups.*



Caption: Inauguration of Vidya Sagar accessible kitchen

Picture description: Picture on the left shows the chief Guest JD Madan cutting the ribbon and inaugurating the Kitchen project.

Caption: Lighting ceremony

Picture description: Picture on the right shows Poonam akka with Shalima and Shobana lighting the electric lamp for the inauguration



Begin to Live Interdependently with Support Systems (BLISS)

Accessible kitchen-dining glimpses



Caption: Accessible Kitchen- dining

Picture description: On the left, is a collage of 4 picture from the accessible kitchen. The first image shows accessible kitchen pantry, the seating arrangements and the hall. The second picture includes the parallel kitchen counter for the main cooking. The third picture includes the side kadappa stone seating with table. The fourth picture shows Ummul using the movable accessible counter made for her wheelchair height.

b. Kanchana - A resident of Senji, Thiruvannamalai. She is a polio survivor who earlier worked in Bangalore. Her dream of living with her father came true when her home got modified into an accessible place according to her needs. The 28-year old building was revamped with the help of a structural engineer based in Thiruvannamalai, identified by TARA.



Caption: Kanchana's home before modification

Picture description: On the left is a picture of the main hall of Kanchana's home. The door frame threshold are inaccessible.

Caption: Kanchana's home after modification



Picture description: Picture on the right shows the after modification picture of the kitchen. The kitchen counter was low, for the wheelchair height.

- c. Kevin & Preethi - Students of VS whose family is planning to settle in Kerala. TARA is supporting them to plan their home according to their needs.*
- d. Akshaya group - An independent-inclusive living facility in partnership with SCAN- Special Child Assistance Network. TARA is involved in sensitising the builders in accessibility and assisting the residents to make their homes accessible.*
- e. Gurpreet - A person with muscular dystrophy from Delhi referred by Roma Bhagat. The family wanted help in identifying an assistive solution to support in addressing the transferring needs. In support with Dr. Nekhram from the Indian Spinal Cord Injury Centre, a transfer chair was shipped to her place. TARA helped in finding the sponsor.*

Begin to Live Interdependently with Support Systems (BLISS)

Information exchange programs.

- f. *Awareness and understanding of Disability and Accessibility session with Kone Elevators.*
- g. *Independent Living-BLISS Model with Akshaya Group*
- h. *Accessibility in Physical Environments with Elina*
- i. *Independent living in the community – defending the rights of the marginalised with HRLN – Human Rights Law Network*

Get Going - Supported and Wheelchair Accessible transport for Adults with Disabilities.

It is continued to be used by the stakeholders of Vidya Sagar and citizens of Chennai.

[Accessible Vehicle in Chennai | Get Going | Vidya Sagar - YouTube](#)

அனைத்தும் சாத்தியம்



Museum of Possibilities
A Tamil Nadu Government Initiative

Caption: Museum of Possibilities logo

Picture description: The image on the left is the logo. It has blue square shaped infinity lines spiraling inwards to an open door, from where a bright yellow light is coming outwards. On top, Annaithum Sathiyam is written in Tamil and below, Museum of Possibilities is written in English, both in blue. Below that, A TamilNadu Government Initiative is written in black.

Museum of Possibilities (MoP)

[Museum of Possibilities \(tnmop.in\)](http://tnmop.in)

An initiative of the State Commissionerate for the Welfare of the Differently Abled, Government of Tamil Nadu. Vidya Sagar is the partner to design, curate and manage it. This is a facility cum demonstration centre to showcase a model accessible space with universal design, assistive devices and technology for persons with disabilities covering all domains.

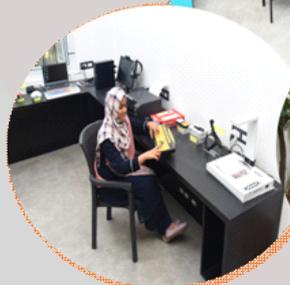
A unique and pioneering ecosystem to:

- *Facilitate coming together of PwDs, rehabilitation experts and experts in the field of Assistive Technology.*
- *Collating a database of manufacturers and venders of customised Assistive devices.*

Begin to Live Interdependently with Support Systems (BLISS)



LIVE



WORK



PLAY

Caption: 3 domains of the Museum, Live with the Accessible kitchen picture, Play with the sensory garden picture and Work with the AAC products.

Picture description: The picture on the left shows 3 domains of the Museum, Live Domain with the Accessible kitchen with a dining table, kitchen counter at various height, Play Domain with the sensory garden which has plants in a raised drum along the pathway and Work Domain with the AAC products with the speech therapist using one product

- **Live:** The Live domain includes a model accessible home with Universal Design elements and Assistive Devices available across the country for each part of the house - Living room, Kitchen, Dining, Bedroom and Bathroom.
- **Work:** The Work domain includes advances in technology in terms of Accessibility and Assistive devices with all Accessible solutions for communication, education, vocational and customised workplace solutions. There is a special focus on AAC- Augmentative and Alternative Communication.
- **Play :** The Play domain includes Accessible Gardening, sports, art and other leisure activities.

The remarkable journey to set up the museum involved a team of people working on:

- *Ideating the museum through varied levels of consultations with People with Disabilities and allied experts.*
- *Database: Accessibility and assistive solutions to be procured from different vendors*
- *Museum Design : In collaboration with Urban Design Collective and a team of ideators.*
- *Human Resource: Advertising and choosing of team members to manage the museum, which included the Manager, a speech therapist, a physiotherapist and three museum assistants.*
- *Liasoning with the Government for smooth functioning*

Some of the dominant features are:

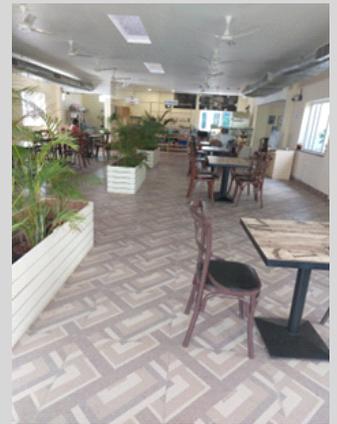
- The Impact wall which shows the defining moments in the disability movement.
- The history of the disability sector in India
- Sensory park
- The museum cafe for vocational training in bakery, confectionery and quick service restaurant.

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Caption: Impact wall

Picture description: Picture on the left has columns of 7 installations of information, with a total of 28 piece of information in a grid format. The bottom 3 are rotatable with information in English and Tamil on either sides. On either sides, its written Impact wall in Tamil and English.



Caption: Museum Cafe

Picture description: The picture on the right has the cafe view. It includes table and chairs, with row of plants in the middle, and the display counter of the cafe is on the other end.

The Museum is awaiting the inauguration in the next few weeks.

Workforce development



Caption: Group picture of caregiver course trainees

Picture description: Picture on the left shows caregiver trainees with the caregiver's course coordinator Ms Vijayshree and Ms Suguna.

Caption: Talk organised for the trainees

Picture description: Picture on the right shows Ms. Anuradha Naidu taking a talk for the caregiver trainees. The trainees are seated in a circle.



The pillar for Workforce development as the name suggests is for training professionals to work with Adults with Disabilities according to their individual needs. The focus of the training is currently towards creating a pool of caregivers, certified by NIEPMD.

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We got funding to train 40 caregivers from Expleo. Some key highlights this year include:

- *The First batch of trainees (Jan 2021 -May 2021)*
 - *We matched the caregivers skills with the needs of the careseekers & placed 5 caregivers. Others went back to their organisations and started work there.*
 - *Maintenance therapy, water management, waste management, Trust building, interpersonal skills, first aid were some of the topics that got included in the existing syllabus.*
- *Because of the covid outbreak, there was a gap in the training program for the term June 2021- Dec 2021 and hence the next batch started in Jan 2022 - April 2022. This batch included 18 candidates.*
- *Third Batch : March2022 - July 2022 included 10 candidates. A plan is being made to set up the Caregiver Cell to deploy caregivers to the careseekers.*

Outreach: *To make the caregiver profession a preferred career of choice, active campaigns through posters and short films are made and circulated across networks. [Government certified Caregivers Training Course | Vidya Sagar - YouTube](#)*

The workforce development coordinators attended a training of trainers organised by Keystone India through online mode.

Disability Legislative Unit : TED-SS : Trust Enabled Decisions with Support Systems

TED-SS: Trust Enabled Decisions and Support Systems is an attempt to build individual Trust documents for each Person with Disability, to ensure that after the parents, there is a first circle of friends and supporters for each one. The Trust identifies the strengths of each supporter and the domain they will look after. The life domains are ADL & hygiene, health & nutrition, communication, personal mobility, transportation, work, leisure, socialisation & recreation, finances, problem solving and safety.

TED-SS focuses on evolving support structures to persons with Disabilities according to ones needs.

- *Needs of Persons with Disabilities being segregated into 11 life domains (ADL & hygiene, health & nutrition, communication, personal mobility, transportation, work, leisure, socialisation & recreation, finances, problem solving and safety).*
- *Evolve a legal trust deed / facilitate Trust for Persons with Disabilities based on the needs and the support structures created.*
- *Support the trust with a monitoring mechanism and facilitate with other professional services.*
- *To educate/ work with the students on decision making & support systems at an early age. Facilitate group homes and Accessible housing. (Housing being the primary unit of independent living).*
- *Explore other facilities / facilitations (including govt/legal/paid support) towards enabling independent living.*

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This year's activities include:

1. *Padma's Trust Deed: The trust deed of Padma was refined and finalised after multiple meetings with her mother Kanthi, trustees and lawyers. In the process, we facilitated orientation programs for a few advocates with Advocate Roma. Advocate Mukunth finally worked out the registration. We shared the registered deed of Padma-Kanthi with like minded parents to give clarity.*
2. *Sensitisation program on Support circles:*
 - *We took part in a sensitisation program for lawyers and NGOs / DPOs from Tamilnadu conducted by HRLN and presented the concept on facilitating people with disabilities to live in the community by forming support circles for persons with disabilities in the community as well as framing and executing legal trust deeds based on the need of the person.*
 - *We had detailed discussions with families of Arun, Shiva, Stuti, Lakshmi Prabha, Divya, and Kavin.*



Caption: TED-SS team with a parent

Picture description: Picture on the left includes TED-SS team- Poonam Natarajan, Smitha and Abhishek with a new parent to discuss the trust for her son.

- *Discussions with parents about Akshaya inclusive gated community. Vidya Sagar enabled understanding of the support mechanisms of caregiver and group home managers, that may be facilitated by Vidya Sagar at a later stage.*
 - *Questions and queries of parents are constantly discussed and solutions sought.*
3. *Stuti's Trust Deed: We also started working closely with Adv Pradeep from HRLN who has been facilitating the process of drafting Stuti's trust deed. Parallely, we also had multiple discussions on the support needs of Stuti and getting a suitable support circle evolved for her.*
 4. *Attempted to mobilise volunteers for developing support circles of a few adult members.*
 5. *We facilitated the guardianship process through DLU and the process of assigning the parents' pension to the ward.*
 6. *Other areas under discussion include:*
 - *Dismantling the trust after the lifetime of the adult with disability*
 - *The responsibility and flexibility of roles that trustees can exercise*
 - *Tax exemption for individual trusts formed for persons with disabilities*
 - *Assigning student volunteers from colleges to facilitate the experience of support circle doing a community support resource mapping as well as evolving individual PATH for persons with disabilities*
 - *Planning to facilitate a group home experience*



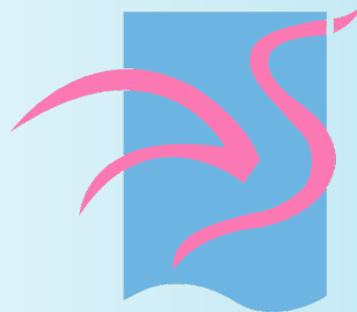
Caption: Team Vidya Sagar

Picture description: Picture shows a group of men & women posing for a group photograph outdoors. Some are standing, some kneeling, some sitting on the floor, some on a wheel chair. Most of them are smiling and signing “V”



*Having climbed certain peaks
You'll descend no more,
but spread your wings and fly beyond.*

Richard Bach



VIDYA SAGAR

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