THE FIFTH EDITION OF HOPE CUP HOSTED BY IICP

The Indian Institute of Cerebral Palsy (IICP) hosted the fifth edition of Hope Cup, a charity golf tournament, on January 29-30. More than 300 amateur golfers participated in the two-day event. The last day of fun and bonding ended with a prize distribution ceremony and dinner.

(Dhruv (25) and Raghav Khullar (23) pose with their “inspiration” Sudha Kaal. “I cannot hide my pride when I see golfers like Dhruv who lives with Down’s Syndrome,” said Kaal. “I love golf, especially when I play with my brother. We make a good team,” chipped in Dhruv (right).

Karan Mondal, in her 70s, is the oldest participant and that too all the way from Germany! “I played for the cause and it was great fun,” she smiled.

Reena Sen (right), the executive director of IICP and Sudha Kaal, its founder-principal and vice-chairperson. “IICP would not have grown in Calcutta had it not been for the support of so many people. Calcutta may be multicultural but it is actually a city with a heart,” said Kaal. “Over 165 children attend our inclusive school. We are currently helping 64 adults with cerebral palsy earn a living,” added Sen.

Text: Chandreyee Ghose
Pictures: B. Halder

A big Thank You to our friends in the Print & Electronic Media and FM Channels for their unstinting support to IICP over the years

Dignity demand by the disabled

FIGHT AGAINST HARASSMENT

A big Thank You to our friends in the Print & Electronic Media and FM Channels for their unstinting support to IICP over the years

Helpline for smooth ride

A steady stream of people will soon flood into a helpline number where passengers with disability can call in case of hitches.

Jorge Chico at the press conference (Photo: Debabrata Sarkar)

The Indian Institute of Cerebral Palsy (IICP) and Horizon Hospital in Kolkata.

Coastal spread, such stations will be held in settlements near coastal three. There are plans to extend the helpline to towns in the region. The helpline numbers are:

Bus Help For the Disabled

The Telegraph Calcutta Today

Get free ride on AC buses with this number.
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MISSION STATEMENT

Indian Institute of Cerebral Palsy seeks to bring about positive changes in the lives of all people with cerebral palsy through a range of policies and service provisions designed to enhance their individual skills and knowledge and give them opportunities to exercise their constitutional rights and fully participate and contribute to the community and country.

VISION

Indian Institute of Cerebral Palsy (IICP) is a registered charitable society. It is an NGO working in the disability sector since 1974. IICP’s vision is an inclusive society with equal opportunities and access for all marginalised groups including persons with disabilities.
CHAIRPERSON’S REPORT

Uma Ahmad

The Indian Institute of Cerebral Palsy (IICP) has had a very eventful milestone 41st year as this report will verify.

We have set ourselves many goals and one of these is to break through the apathy of society towards persons with disabilities. To rehabilitate victims of cerebral palsy and to enable them to live with dignity has always been a priority. After years of persistence, we are at last seeing a change. People are now looking at the problems of persons with disabilities with increasing sensitivity. Our pupils have joined rallies, and ‘walks’ for different causes. The visible evidence of their courage has induced respect. One must salute the courageous efforts of colleagues like Jeeja Ghosh and her team. Jeeja’s dauntless fight for justice has been recognised by the law of the land and has greatly benefitted the cause of persons with disabilities. Once this kind of awareness penetrates the psyche of our society, the barriers of prejudice and superstition will dissolve and allow everyone an equal chance in life.

There is evidence here and there of a welcome change in the general attitude. We see ramps and special toilets in hotels, clubs and some public places. There is still a long way to go but at least there is a beginning.

The task of tapping the potential of every child with disability has also been one of our important goals. This is being superbly handled by our team of experts and specialists. The children shine during concerts in dance, drama and music. Some recite poems they have written and others make excellent comperes during events. We have some wonderful artists who create beautiful greeting cards and even wall murals.

The patience and dedication of the entire staff is evident in all these activities. One cannot but applaud the leaders and their devoted team, for their humanity and professionalism. May God continue to bless them with resounding accolades and achievements in the years to follow!
**PATRON**

HE Governor of West Bengal  
Shri Keshari Nath Tripathi

**GOVERNING BODY 2015-2016**

**Uma Ahmad,** Chairperson - A renowned educationist, Mrs Ahmad has taught in Loreto House, Kolkata since 1965. She is a founder member of the ‘Progressive Educational Techniques of Education’ better known as ‘The Teachers Centre’ at Loreto House, founded in 1974. She has authored books on innovative teaching and is involved in the boards of schools and organisations working for disadvantaged social groups. She was invited by the Government of West Bengal to serve as Honourable Member on the West Bengal Human Rights Commission from 1995 to 2000. She has been the Chairperson of IICP since 1986.

**Sudha Kaul,** Vice Chairperson - A pioneer in the education and rehabilitation of persons with disabilities, Dr Kaul received the Padma Shri from the Government of India in 2010 in recognition of her contribution to the disability sector. She was the Founder Principal, Centre for Special Education and later, the Executive Director of IICP until her retirement in 2010; she continues to be the Vice Chairperson of the organisation. She has a PhD in Augmentative and Alternative Communication (AAC) from Manchester Metropolitan University (UK) and has authored several publications on AAC. She was the first Asian woman to head ISAAC - International Society for AAC, Canada. Sudha Kaul was the Chair of the Committee formulated by the Government of India, Ministry of Social Justice and Empowerment to draft a new law for disability and is a member of several committees related to disability at the Central and State levels.

**Virenda Nath Varma,** Hon Jt Treasurer - A mechanical engineer by profession, Mr Varma was a student of Benaras Hindu University. He has held several important posts in industry and worked in Balmer Lawrie and Company for twenty-five years. He was Managing Director of the Company when he retired in 1995. He is the Chairman of the Board of Directors of ‘E-Trans Solutions’, a company engaged in cross country vehicle tracking systems. He has been Hon Jt Treasurer of IICP since 1977.

**Manab Kumar Ray Chaudhuri,** Hon Jt Treasurer - A Chartered Accountant by profession, Mr Ray Chaudhuri has over forty years of professional experience. He has worked at a Board level for twenty-five years in industry. Professional qualifications and memberships include MCom, FCA, ACIS (UK) and ACS. Mr Ray Chaudhuri has been associated with IICP for many years and guides financial planning and management.

**Ranu Banerjee,** Hon Secretary - A special educator by profession, Mrs Banerjee graduated with English Honours from Calcutta University. She was awarded the Rotary International Scholarship that enabled her to complete a MS (Education) from the Division of Special Education, Purdue University, USA. She specialises in teaching children with severe to profound disabilities and management of challenging behaviours. She has been associated with IICP since 1975 and has held several posts in IICP including Principal, Centre for Special Education, and Executive Secretary. She is a member of the Guest Faculty and has authored educational kits and books.
MEMBERS

Meenakshi Atal - With thirty years of experience in school administration, Meenakshi Atal, MA, MEd is the Vice Principal of The Heritage, Kolkata’s first inclusive day boarding school. Mrs Atal has made significant contributions to mainstreaming children with disabilities. She has been associated with IICP for over two decades and is an integral part of the team developing appropriate teaching and learning material.

Dipak Banerjee - A Chartered Accountant by profession, Mr Banerjee has worked for twenty-five years with Unilever. He retired as Chairman of Unilever in Uganda. He has been associated with IICP for many years and is closely involved in the financial management of the organisation. He works with the team, advising and guiding them on financial aspects of project management.

Pratiti Basu Sarkar - Ms Basu Sarkar’s association with IICP started as a volunteer in the Centre for Special Education, Kolkata from 1981 to 1984. She then received a Master’s degree in Education (with emphasis on Psychology of Learning) from the University of Pennsylvania, USA. She currently manages a Visual Arts Centre. Her interests are in art as an educational medium, and advocacy of persons with disabilities and those living in abject poverty.

Gautam Chakrabarti - A barrister by profession, Mr Chakrabartii was educated at Presidency College, Kolkata and graduated with Economics Honours. He went to the UK to study law and was called to the Bar in 1954. After a year’s practice in the UK, Mr Chakrabartii joined the Calcutta High Court. He is a senior advocate of the Calcutta High Court and the Supreme Court.

Zarine Dadina - A medical practitioner with MBBS and DCH degrees, Dr Dadina is a renowned paediatrician of Kolkata. She was a founder member and Senior Paediatric Consultant at the Assembly of God Hospital. She is the Head of Paediatrics and founder member of the Society for Indian Children’s Welfare. Dr Dadina has been associated with IICP since its inception.

Jeeja Ghosh - Activist for the rights of people with disabilities, Jeeja Ghosh has been involved in the advocacy movement for people with disabilities since 1995 and her special interest is women with disabilities. Jeeja is the Head of Advocacy and Disability Studies at IICP. She has a Master’s degree in Social Work from Delhi University and another Master’s degree in Disability Studies from Leeds University, UK.

Sujata Parekh - A social worker with a PG Diploma in Social Work from Nirmala Niketan, Mumbai and an MPhil Degree in Social Work from Manchester Metropolitan University, UK, Mrs Parekh set up the Social Services Department when she joined IICP in 1976. She retired as the Head of Social Services and Jt Head of Community Based Rehabilitation but continues her involvement in training and direct service provision as a consultant. She is involved in a number of professional bodies and has been the Chairperson of Disability Activists’ Forum, West Bengal.

Reena Sen - A founder member of IICP, Dr Sen started teaching at the Centre for Special Education in January 1975. She has held several posts in the organisation and her designation, at present, is Executive Director. In 1987 she founded Raksha, a nodal centre for disability in Kochi, Kerala. An alumnus of Miranda House, Delhi University, Reena Sen has a BED (Calcutta University) and a PG Diploma, Master’s Degree and PhD in Education (Department of Psychology and Special Needs) from the Institute of Education, University of London.

The Governing Body also includes the Chief Municipal Health Officer, Kolkata Municipal Corporation as its Member.
SPECIAL ADVISORS

Om Kaul - A tea taster and auctioneer by profession, Mr Kaul is a founder member of IICP and has been associated with the organisation ever since its inception. He helped initiate the services and continues to mentor IICP.

S N Menon - Mr Menon is an alumnus of St Stephen’s College, Delhi. A member of the Indian Administrative Service, Mr Menon retired as Secretary, Ministry of Commerce and Industries. Mr Menon was former Jt Secretary, Ministry of Social Welfare (now Ministry of Social Justice and Empowerment) and has made significant contributions to the disability sector. He has had a long association with IICP.

FINANCIAL ADVISOR

Harish M Parekh - A tea taster and auctioneer by profession, Harish Parekh has spent over fifty years in the tea industry. He retired as the Chairman of J Thomas and Co Pvt Ltd, the world’s largest auction house. He has been a member of the Tea Board and is currently on the Board of several companies. Mr Parekh has been associated with IICP for over three decades.

ADVISORY COMMITTEE

Biswa Dip Gupta - Currently the Jt Managing Director and CEO of JSW Bengal Steel Ltd, Mr Gupta is a metallurgical engineer and has an MBA in Marketing. He was the Managing Director of Vesuvius India Ltd and has extensively worked in Europe in the refractory making and application technology. At present, he is President, Corporate Affairs, JSW Steel Ltd. He is a past President of the Bengal Chamber of Commerce and Industry and a past Chairman of Confederation of Indian Industries (CII), Eastern Region.

Aniruddha Roy - Mr Roy has a Physics (Honours) degree from Calcutta University and a BTech Honours from Indian Institute of Technology, Kharagpur in Electrical Engineering. He has worked with Eveready Industries India Ltd (formerly Union Carbide India Ltd) for thirty-eight years and retired as a whole time Director of the Company in December 2007. An active member of the CII, he was also the Chairman of the Eastern Region Quality and HR, Manufacturing, Technical Education and IR Sub Committees for many years and was on the jury board of Quality and HR Awards of Eastern Region, CII. An active alumni member of the Kolkata Chapter of IIT Kharagpur Alumni Association, he has been the President of the Chapter for three terms. Currently he is a Director/Advisor to several companies and a Governing Body member of Calcutta Institute of Engineering and Management.

Renu Saharia - An insurance consultant by profession, Renu Saharia has been associated with IICP since 1977. She has a BA Honours degree in Home Science and a Diploma in Special Teaching from Minneapolis, USA. She is the Director and Founder of BLESSING, a school for children with mental and physical disabilities in Dibrugarh, Assam. In her profession, she has been an award winner every year (for the past 10 years) in terms of business given to Tata AIG and LIC. She has been a member of the International Achievers’ Club MDRT - Million Dollar Round Table for more than five years.

IICP AMBASSADORS

Arjun Chakrabarty ■ Om Puri ■ Tanusree Shankar ■ Aparna Sen ■ Shuvaprasanna ■ Usha Uthup
Executive Director’s Report 2015-16

– Reena Sen, PhD

Another year is over and as I pen this report there is a sense of enormous gratitude towards everyone whose contribution makes this organisation what it is – a place of serious endeavour to serve persons with disabilities, and enable them and all those supporting them to be stronger and more self-reliant. The long and dedicated service of two people, who have moved on to a new phase post-retirement, has to be highlighted – Tessa Hamblin and Man Bahadur Chhetri. Physiotherapists by profession, they have been institution builders and catalysts who have given hundreds of parents and professionals the confidence and conviction to work with and for children and adults with neuro-motor disabilities. During the year, former senior physiotherapist, Asis Ghosh rejoined IICP as a Deputy Director; I am also happy to report Chandra Sengupta and Purba Bose have taken on more responsibilities as Deputy Directors from April 1, 2016. My sincere thanks goes to the entire IICP team of professionals, administrators and volunteers, the Governing Body, the Advisory Committee and all other stakeholders. A process of Manager Led Development by Management Consultant Alka Bakaya is in progress and I look forward to reporting on this in greater detail next year.

The first pages of IICP’s history were written forty-one years ago under a hot tin roof at the Ballygunge Military Camp. Founding ‘mothers’ Sudha Kaul and Junie Bose started the first school for children with cerebral palsy in the Eastern region. Over the years, IICP has expanded widely offering appropriate, need-based services to persons with disabilities, particularly cerebral palsy, across all age groups. Institution-based services are located in Taratola and community-based services are spread all over Kolkata and parts of West Bengal in collaboration with NGOs and the Government. Organisations affiliated to IICP are located in 10 states of the country. Our guiding philosophy emphasizes respect, collaboration and partnership. The following pages will illustrate the impact of these qualities on our work. Our services have no boundaries and this year we served 1573 persons; the details are presented graphically. Although we take pride in our services being equitable and cutting across caste, income group and creed, for the interested reader it may be useful to mention that our service users include 16% children and adults with disabilities from Scheduled Castes, Scheduled Tribes and Other Backward Classes.

![Service Users 2015-2016: N=1573](image-url)
Family Services Department (FSD)

“I have been attending IICP for the last three years, and have seen and experienced the changes in my grandson. We were confused, frustrated and distressed when we first visited IICP. But the professionals here had long discussions with us and trained us. We learnt our grandson is special and needs special inputs. The team gave us inputs on virtually everything we needed to know. They walk with us on the same path that we have been walking for long.”

— Debadas Gangopadhay, grandparent of Ritobroto Gangopadhay, 6 years

The ‘mantra’ of this Department is to support parents and family members to manage their children with neuro-motor disabilities. Babies till three years of age avail of the services of the Early Intervention Clinic (EIC). Screened by highly skilled physiotherapists and with regular monitoring by paediatricians, the EIC offers holistic intervention for all babies and infants
at-risk or diagnosed with disabilities. At 3 years, the child moves to the general services of the FSD. Families come from all over the city and State, other parts of India and neighbouring countries too. Frequency of visits is based on their convenience. A two-hour intervention session includes physiotherapy, hydrotherapy, multi-sensory stimulation, early learning, language stimulation, communication and demonstration of positioning. This helps the family learn how best to manage the child during daily routine activities.

‘Parenting a Child with Cerebral Palsy: Does multi-disciplinary intervention reduce parental stress?’ - a study conducted by professionals in the FSD with the guidance of paediatric neurologist Dr Andrew Curran from Alderhey Hospital, UK awaits publication in a peer-reviewed journal. Results indicate that availing multi-disciplinary assessment and intervention services for a child with disability, significantly reduces overall stress levels in parents/primary caregivers.

Meet Sherlyn Kaur

Sherlyn, who lives with her mother and grandmother, was just 2 and a half when she came to IICP. She had very poor head control and was difficult to handle. Her mother would carry her on her shoulders. Sherlyn received intensive intervention from the FSD team. She learnt to sit independently with legs outstretched, keeping her head and back straight.

Sherlyn is now 5 and a half years old, likes rhymes, playing with the drum, seeing herself in the mirror and playing with a ball in a group. She has made many friends in ‘Jugnu’, the inclusive playschool at IICP. Her mother and grandmother are very happy with her progress.

Centre for Special Education (CSE)

“I have been volunteering at IICP for over a year now and it has been a wonderful experience. One day I was so moved when I overheard my students, Chandni, Shreya and Tabassum talking about their dreams of becoming doctors when they grow up. Whether their dreams will become reality or not is another matter but thank you IICP for giving them a platform to dream and allowing me to witness this divine journey.”

– Sharmila Gupta

Students with cerebral palsy and neuro-motor disabilities receive opportunities for all-round progress at CSE. Main curricular domains are: Physical Abilities and Motor Skills, Communication and Language, Early Learning/Academic Skills, Social and Personal Skills, Activities of Daily Living, and Leisure and Co-Curricular Skills. After a Pre-Primary Class, students follow the National Open School syllabus in the Academic Unit or a non-formal curriculum in the Education and Development Unit. A Life Skills Training Unit caters to adolescents who require a pre-vocational and life-oriented curriculum. Every student has an Individual Educational Plan (IEP) and works towards individual targets within a group. The school team comprises parents, (particularly mothers), special educators, general teachers, physiotherapists, occupational therapists, social workers and volunteers. Facilities offered include hydrotherapy, speech therapy, Augmentative and Alternative Communication (AAC), computer education and counselling. Students are encouraged to participate in a range of activities, including festivals and events. CSE offers coaching and exams in Open Basic Education for students from IICP as well as other city schools and NGOs. We thank all our partner schools and clubs particularly Calcutta Cricket and Football Club for including our students in various programmes and events.
Meet Jinat

Jinat had no schooling before she joined IICP in 2015. Initially very shy, she avoided eye contact and any interaction. With encouragement and positive reinforcement from her teachers, she started interacting with peers and visitors. Jinat’s improvement was so apparent that she was made class monitor; this helped to develop her leadership skills. She is now a confident and responsible learner. This transformation was evident at the Annual Himalayan Adventure and Nature Camp in North Bengal where she was awarded a certificate for excellent performance. She loves drawing and participated in sit and draw competition at a Round Table event, ‘Taare Zameen Par’. She now attends a weekly class in the Academic Unit. Her progress in such a short period of time deserves to be applauded.

SERVICES FOR ADULTS (ABOVE 18 YEARS)

Adult Day Centre (ADC)

“It gives me pleasure and satisfaction working with the adults for almost 15 years. I have learnt a lot from them.”

– Anima Pakira, Caregiver

Adults of all ages, with severe disabilities and high support needs, use the ADC where activities are varied and cater to all levels of ability and interest. Leisure skills include gardening, laundry, art and craft, music, multi-sensory activities, regular outings, hydrotherapy and fitness sessions. Some adults are on continuing education programmes linked to the National Institute of Open Schooling (NIOS).

Meet Sayari Sarkar

Twenty-one year old Sayari has cerebral palsy with speech and hearing impairment. Using a wheelchair and an alphabet board for communication, she attends sign language sessions twice a week. Sayari participates enthusiastically in the activities of the Adult Day Centre and loves doing laundry, gardening and using a computer. She is especially interested in art and craft. She uses a ‘tablet’ to chat with visitors. She has also completed a ‘mini module’ in catering. She is preparing for Class 5 examinations through the National Open School’s Open Basic Education.
**Vocational Training Centre (VTC)**

“I am grateful to you and your team for giving excellent training to our girls in the Catering and Printing Units. As you know with your guidance, we have opened a bakery and these girls are working there efficiently and confidently, on a regular basis. They are also making envelopes, booklets and letter pads for office use at our Centres.”

- Sister Karuna, Missionaries of Charity

This year the trade-related Training Units had 44 trainees in the printing course, 25 in the catering course and 29 in computer courses. Social skills and advocacy training is conducted on an ongoing basis. Special life skills course like a ‘Beautician Training’ programme is offered for trainees and family members.

Employability training remains a priority. Links established with Enable India, Bangalore culminated in a week-long session for trainers, parents and trainees at IICP. The Department prioritises the presence of trainees at Job Fairs in the city but despite interviews, the outcome was not positive as access and attitudinal barriers continue to exist. The Centre arranged work placements for 20 adults with a stipend or jobs with a regular income.

Soft loans for seed capital enabled six adults to set up small ventures which include a plant nursery, tailoring business, shops and kiosks. Banks support five self-help groups to run successfully.

A team of eight adults with disabilities and three disadvantaged mothers packed 32,000 kilograms of tea. Thank You! Goodricke Group Limited, Andrew Yule & Co Ltd, Rungamattice Tea & Industries Ltd and M/s Behera Brothers.

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**Meet Rakshit Khare**

Rakshit Khare has mastered assembly line tasks in the Tea Packing Training Unit. He efficiently opens cartons, removes wrappers and caps from jars and stacks up the empty cartons. He earns a stipend for his work and contributes to his family as an earning member, thus proving that opportunity pays rich dividends! His intellectual disability has ceased to pose a barrier.

---

**Open Schooling Unit**

“Two years ago, I was transferred to this unit from CSE. I was a little scared at first but found the teachers here are kind and good and try to find out the problems we have with studies. But we have to follow rules strictly.”

- Alishan Ansari

This Unit has 21 adult students with disabilities studying in Classes 6-10 and 2 students pursuing a Senior Secondary Course (Classes 11-12). A further 68 students (SC/ST/Challenged) are enrolled in the State Open School.

Nine NIOS students with disabilities were preparing for their first Board Examination in April 2016. The State Open School secondary results were very encouraging with a success rate of 80%. Arrangements for Bengali translations of the NIOS secondary level books were made for their convenience.

Students of this Unit participate in all activities of the Vocational Training Centre – life skills and leisure courses, creative writing and advocacy programmes, outings and camps.
Meet Shampa Ghosh

Shampa Ghosh lost her father shortly after she joined the Open School Unit. A resident of Cheshire Home, and with no parents or a home to go back to from time to time, Shampa had to suddenly grow up. Conscientious and hard working with a keen interest in learning, she has done very well in both the Term and Annual Examinations. She is looking forward to the National Open School C Level (Class 8). Shampa has a bright future ahead of her.

REHABILITATION SERVICES

Therapy Services

“We spent about seven weeks at IICP, a very good learning platform for us. This is the first time we got an opportunity to work ‘hands-on’ with children. The supervisor was always eager to help and guide. We were delighted to see the teamwork and parent involvement here, and participated in lots of events. We plan to come back again.”

– Sophia and Jenifer,
Occupational Therapy Students on Compulsory Internship,
University of British Columbia, Canada

Physiotherapists and Occupational Therapists at IICP conduct individual therapy for children and adults with cerebral palsy. They train parents and professionals on the importance of proper positioning and ‘functional’ management during daily activities. They build a rapport with parents, and give suggestions and advice on how to continue therapy programmes at home. They coordinate hydrotherapy programmes for different departments of IICP. This year, the team of therapists coordinated and mentored 13 internships.

Meet Hafiz

Five years old Hafiz who has Spastic Athetosis comes from an economically disadvantaged family. His father works with UBER cab services. When Hafiz first came to IICP in 2011, he had difficulties in maintaining a sitting position on the floor. After regular therapeutic interventions, he can now independently sit up from a prone position and maintain his balance for a few minutes. He has also learnt to reach out and hold objects with both arms.
Social Services Department

“In IICP, there is not only a close bond between the Institute and families, but the Social Services Department also helps parent groups to be formed. We support each other and think together about the future of our children.”

— Mousumi Chakraborty, Beautiful Minds

Trained social workers support children and adults with disabilities, and their families for overall well being and stress management. This year, the Department organised medical and mental health clinics, dental and eye check-ups, camps for disbursement of aids and appliances, and social outings. They supported other professionals during job fairs, cultural programmes and community projects, and were escorts during the Himalayan Adventure Camp. They conducted orientation training for 547 professionals and students from various institutions, and 9 training programmes for parents. They attended a workshop on ‘Handling Loss and Grief’ by Dr Prema Sud, a trauma psychologist. The Department along with Ankur Advocacy Group, works very closely with the Commission for Disability, West Bengal. 61 home visits, counselling for 8 groups of children and adults, 745 sessions for counselling parents at FSD, 480 sessions with 166 families in School Services, and individual support for 6 children facing stress were some of the services provided.

Meet Roopkatha Mondal

Four year old Roopkatha with RETT Syndrome comes from an educated family. Both her parents are Computer Engineers and work in the I T sector. Social workers helped them accept and understand their daughter’s disability. The grandparents took an active role in ensuring Roopkatha’s regular attendance at the FSD. Short term goals were fixed and she worked towards them with the help and support of the team. At present she is well settled in school in the Pre-primary class. Her family is pleased with her progress particularly since Roopkatha has started looking around with interest.

Short Stay Residential (Respite) Services

“I get a lot of relief when Rumpa uses the Respite Services. Whenever I need to do some urgent household work or I feel tired, Respite Services are the only way out.”

— Rita Bhattacharya, Mother of Rumpa

Apart from emergencies and personal circumstances, parents have recognised that adults with disabilities need to stay away from home from time to time. The demand for using Respite services has grown. It gives users an opportunity to stay outside the family and for many, to develop skills to be independent and self-reliant. The Service equipped with highly trained professionals is offered round the year, for stays up to three months at a time.

Regular Users (once a month or more frequently): 12; Occasional Users: 70
Children (10-18 years): 8; Adults (18– 55 years): 74
Male Users: 49; Female Users: 33
Holiday Camps: 2 with 34 campers
Meet Oishi Banerjee

Oishi is a frequent user of Respite Services, ever since her mother’s office shifted miles away from her home. Oishi has adapted to the environment and enjoys staying with other residents. She cooperates with the staff. She loves to listen to music, especially Rabindra Sangeet. She enjoys group activities. Her mother says that whenever there is a disagreement at home, Oishi declares, “I will stay in The Respite”!

COMMUNITY SERVICES

Jugnu Sishu Vikas Kendra

114 disadvantaged children from slums and low-income housing attend the afternoon playschool and nutrition programme at IICP for 2 hours on week days. The children comprise 104 typically developing children between 2.5-6 years (64 boys and 40 girls) and 2 girls and 8 boys with cerebral palsy aged 3-5 years. They take part in all child-related programmes at IICP, including Sports Day.
Community Based Services

“Our knowledge and skills have improved working in partnership with IICP. It has helped us to identify children with special needs when we conduct immunisation programmes in the community.”

– Tapasi Mishra, ICDS worker

IICP initiated Community-based Rehabilitation Services (CBR) in urban slums of Kolkata supported by MIBLOU. Partner organisations are Saroj Nalini Dutt Memorial Association for Women, IPER, CINI ASHA, Sabitri, Tomorrow’s Foundation, Ramakrishna Mission, World Vision, Society for Indian Children’s Welfare (SICW) and ICDS Garden Reach. 1172 families are served under this project. IICP works in 89 sites in 77 Kolkata Municipal Corporation Wards and supports partners working in districts. Direct services are provided to families and field-level workers to create awareness on the rights of people with disabilities.

IICP identified adults with disabilities and their parents for a two-year pilot project on skills development and income generation funded by the Ministry of Housing and Urban Poverty's National Urban Livelihoods Mission (NULM). In collaboration with the State Urban Development Authority (SUDA), IICP is training the first batch of 15 students - adults with disabilities and a few family members.

A project for community development in collaboration with IFB Agro continues in its seventh year in two villages in South 24 Parganas. Clinic-based and home-based services are provided to persons with disabilities, women and senior citizens in eight surrounding villages. Emphasis is placed on health, nutrition, education, income generation, advocacy and empowerment. A community based project in West Bengal, Assam, Meghalaya and Jharkhand, supported by Paul Hamlyn Foundation UK, was successfully completed in March 2016.

Research

A Research Project in collaboration with the School of Occupational Therapy, University at Buffalo (UB), USA and partially supported by Healthy World Foundation, USA led to the production of a film on mealtime management for the use of parents and field-level workers in urban and rural under-served sites. The main researcher, a PhD student from UB is working with the support of the Community Services team at IICP. The next phase comprises field testing the content of the film to ensure the information is comprehensive and accessible on devices like cell phones/tablets that could be carried by field-level workers during home visits.
Impact: Community Services 2015-2016

<table>
<thead>
<tr>
<th>Activity</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Services to Persons with Disabilities</td>
<td>186</td>
</tr>
<tr>
<td>Community and Home Visits</td>
<td>191</td>
</tr>
<tr>
<td>Community Awareness Meetings, General Health and Eye Check-up Camps</td>
<td>7</td>
</tr>
<tr>
<td>Arrangements for Surgeries and Spectacles, Medical Support, Aids and Appliances</td>
<td>18</td>
</tr>
<tr>
<td>Inclusion of Children in Mainstream Schools; Adults in Vocational Training</td>
<td>88</td>
</tr>
<tr>
<td>Arrangements for Access to Facilities for Persons with Disabilities</td>
<td>89</td>
</tr>
<tr>
<td>Training Programmes; Numbers Trained</td>
<td>15; 463</td>
</tr>
<tr>
<td>Self Help Groups Formed</td>
<td>6</td>
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</tbody>
</table>

Meet Gita Viswakarma

Twenty-three year old Gita met the IICP team and the ICDS (field-level) workers of the Ramakrishna Mission, five years ago. She lives in a congested slum in Kolkata. The Hindi speaking joint family comprises parents, three elder brothers, two sisters-in-law and a nephew. The family’s monthly income is Rs 2500.

Gita, with intellectual disability, could do few household tasks and some self-care activities. Due to lack of opportunities and guidance, she did no work but wandered around in the community returning home only for meals. The team suggested involving her in household activities under supervision to make her aware of her role and responsibilities. She was placed at the ICDS Centre for three months where she helped in cleaning, serving food to the children, making their sitting arrangements and helping them return home. She has obtained a Disability ID Card and receives pension from the Government. Gita and one of her brothers are availing of a Government-aided skills development and income generation programme at IICP.

IICP as the State Nodal Agency Centre (SNAC) of the National Trust (NT)

“We were fortunate to successfully complete the 8-week Caregivers Training from IICP. Now we have been selected for the Day Care Centre run by Dantan Manab Kalyan Kendra, an NGO working in a remote area of Medinipur, supported by National Trust.”

– Haimanti De and Dulali Das
Trained Caregivers
There is increased awareness on National Deposit of Legal Guardianship Certificates in the districts and new schemes of the National Trust (NT). It is a positive sign that Government officers are taking active interest in SNAC programmes. There are improvements in networking in the community and collaborating with Local Level Committees (LLCs).

A Job Fair for people with disabilities was organised by the Government of West Bengal (Department of Women and Child Development and Social Welfare) in collaboration with Vocational Rehabilitation Centre (VRC), Government of India on December 4 and 5, 2015 at College Square, Kolkata as part of World Disability Day celebrations.

SNAC, West Bengal and Registered Organisations (RO) of the NT participated in ‘Include Vidya’: a global educational campaign to promote inclusive education. Five ROs from Purba and Paschim Medinipur, North 24 Parganas, South 24 Parganas, Howrah and Hooghly conducted a self-assessment study of inclusive schools in the community.

SNAC also participated in World Autism Awareness Day on April 2, 2015 organised by the Government of West Bengal at Rabindra Sadan, Kolkata.

NT and Price Water Cooper (PWC) conducted a regional workshop for registered organisations at IICP on May 8, 2015 to review schemes, discuss possible improvements and consider new schemes.
Ankur Advocacy Group

“From July 27 last year, due to an unfortunate incident, my colleagues and I in the Bus Syndicates have been consistently working to protect the rights and dignity of my brothers and sisters with disabilities, and for greater awareness about disability amongst bus drivers and conductors. In the days to come, we have taken a vow to bring persons with disabilities into the mainstream of society. In this endeavour, the Bus Syndicates will work in unison with IICP.”

– Tapan Banerjee, Joint Council of Bus Syndicates (JCBS), West Bengal

Ankur comprises a group of adults with disabilities who focus on rights, opportunities and access for persons with cerebral palsy, other mobility difficulties, and persons who use Augmentative and Alternative Communication (AAC).

In July 2015, at a press meet organised to highlight the harassment of persons with disabilities using public transport, a charter of demands for safe travel was handed to Mr Tapan Banerjee. A symbolic Raksha Bandhan programme was organised in partnership with JCBS at Howrah Bus Depot on August 27.

On February 3, 2016, 50 people participated in a demonstration at the Kolkata Airport following harassment by airline authorities to the family of a young man with autism. Disabled rights activists and allies wanted to highlight discriminatory treatment of persons with disabilities by different airlines. IICP along with DAF, Parivaar Bengal and SAFI played a proactive role in organising the protest. JCBS actively supported the cause and the event received wide media coverage.

World Cerebral Palsy Day 2015 was celebrated with aplomb. Ankur Advocacy Group in collaboration with British Council, Kolkata and Nandan organised a film festival on disability on September 25 and 26. Sohini Sengupta, screen and stage actor, was the Chief Guest. A panel discussion on ‘Impact of cinema in spreading social messages’ was moderated by Samarjit Guha of British Council. Panelists included film personalities Avijit Chaudhuri and
Soumili Ghosh, and Jeeja Ghosh of IICP. The festival was widely reported in the media.

Training sessions on leadership of persons with disabilities were organised in educational institutions and corporate environments. Jeeja Ghosh, Sayomdeb Mukherjee and Saswati Acharya presented papers on various aspects of advocacy including gender issues. Sayomdeb Mukherjee’s book ‘Memoirs of Time’ was released by noted danseuse and choreographer, Alokananda Ray.

Roshni, National Resource Centre for Assistive Technology

“I look upon IICP as a wonderful place of wonderful persons. It is one of the few organisations in India realising the potential of technology in augmenting the capability of special children. I must admit that as a technologist, I had the first ground-level feel of user-centric design while working with IICP. That has been a very enriching experience for me.”

–Anupam Basu, Chairman and Head, Centre for Educational Technology (CET) and Professor, Department of Computer Science & Engineering, IIT Kharagpur

Eight adults who use AAC, availed of computer training at Roshni and the IT Department. The ‘Bridge to Inclusion’ Programme supports nine students with sensory, motor and communication difficulties in mainstream schools of the city. Assistive technology training and support is provided in all Departments for persons using AAC.

The Media Lab enabled 16 children and adults with disabilities to express their creativity using media like text, imagery, sound and animation.
Artist Priya Sen, who facilitates the Media Lab, conducted another workshop, ‘Bringing the World In’. Two exhibitions were held to display stories, posters and audio-visual presentations. Three short videos were produced by the team using still cameras.

Research and Development: Four multimedia stories for children have been developed as teaching and learning material. A picture-based communication application for Android tablets called ‘Akash’ is being developed in partnership with Prof Anupam Basu of Society for Natural Language Technology Research, Kolkata.

Meet Indranil Biswas

When we first meet Indranil we observed he was distracted, lacked confidence, and was attention seeking. He completed IICP’s Office Assistance Course and Computer training modules. Today he is successfully working as an Office Assistant with AddLife Caring Minds. The overall progress of this friendly young man with mild intellectual disability has been commendable.

Human Resource Development

“IICP transformed me as a human being. I imbibed values and skills that helped me emerge as a successful special educator now working in Bangalore. At IICP, the teachers were extremely demanding and the work was exacting but the attention to detail and emphasis placed on presentation were most valuable.”

- Srabanti Sen, BEd in Special Education (2014-2015), Jadavpur University in collaboration with IICP
Most of IICP’s formal certificate and degree-level courses are offered in collaboration with Jadavpur University. The BEd Course is recognised by Rehabilitation Council of India (RCI). Here are some highlights of training during 2015-16, the details of which are included in the Human Resource Development tables in this Annual Report.

- 23 trainees successfully completed the final one-year BEd in Special Education (Locomotor Impairment and Neuromuscular Disorders) in 2015.
- On March 31, 2016 the first two-year BEd in Special Education (Multiple Disabilities) commenced with 13 students.
- A special course on Caregiving for Persons with Disabilities was arranged for 13 sisters and 14 brothers from the Missionaries of Charity.
- Eight brothers from the Missionaries of Charity were trained in Physical Management and AAC for persons with cerebral palsy and other neuro-motor disabilities.
- Internships and placements were offered to trainees from various institutes including Princeton University, USA, in fields as diverse as law, management, liberal arts, midwifery and social work.
- Professor Susan Balandin, Inaugural Chair in Disability and Inclusion from the Faculty of Health Deakin University, Melbourne, conducted workshops on dysphagia and ageing.
- The ISAAC India Chapter meeting 2015 was held in IICP.
- Dr Vicki Casella, Director, Bridge School and her team of experts conducted a two-day workshop on Inclusive Education at IICP.
“Most impressed with the Institute’s undertaking. Touched my soul.” - Veekay Tejpal, New York

Close communication with friends, donors and well-wishers was maintained through invitations to events, the website, Ankur Advocacy Group’s Facebook page, monthly emails and issues of IICP’s newsletter Deepshikha. We thank ABP for supporting our newsletters and Annual Report. The 41st Anniversary Celebrations, inaugurated by Craig Hall, Consul General, US Consulate, Kolkata went off with great aplomb. In January, the fifth Hope Cup Golf Tournament was held in collaboration with Tollygunge Club over two days. We thank Tollygunge Club, APPL Foundation, the Panter Clan, Goodricke Group Limited, Protouch, our corporate and individual sponsors and donors and the city’s golfing fraternity, for their support. Thank you NICCO Parks and Resorts for enabling a ‘Caddies’ Day Out’ at the Park once again. We thank Hindustan Lever and Godfrey Phillips for gifts for the golfers’ bags, Mjunction for special prizes and a Well-Wisher for Trophies.

Fundraising efforts continue through the year. Beautiful mugs, trays, coasters and place mats decorated with designs from paintings of children were produced and sold to raise funds for IICP. Orders from companies for exclusive greeting cards were also received.
We salute all our donors for placing their faith in us. We are especially grateful to the Tata Trusts for their unstinting support. We also thank the Paul Hamlyn Foundation, UK; MIBLOU, Switzerland; Healthy World, USA; Jan Vikas Samiti; IFB Agro; Tata Steel Processing and Distribution Ltd; NICCO Parks and Resorts; Children’s Hope (I); Century Plyboards; Parcon; SAIL; Wagh Bakri Group; TIL, and our partners supporting classrooms at the Centre for Special Education: Garden Reach Shipbuilders and Engineering; Balmer Lawrie and Co; Linde Group; Cipla Foundation, SREI; Vesuvius India; Shri and Smt M Ganguli and A Well Wisher. Thanks goes to Dr and Mrs Bikram Sarkar for supporting the Hydrotherapy Pool; ONGC for upgrading the school library; Mendonsa Foundation for the Medical Intervention Fund and all the Trusts, Foundations, Individual Sponsors and Donors.

Our goal is to generate and conserve our financial resources, adopt environment-friendly systems, and economise without compromise on standards of service delivery to ensure the survival of this wonderful organisation I am so proud to be a part of.

I end with jubilant news. The Supreme Court’s ruling directed Spice Jet to compensate for its discriminatory actions taken against Jeeja Ghosh, Head of Advocacy and Disability Studies. On her way to attend a conference in Goa, she was asked to deplane due to her disability. This is not merely a victory for Jeeja but a very significant step forward in the battle against inequality for all marginalised groups. We thank Colin Gansalvez, Senior Advocate of the Supreme Court and other lawyers, Legal Networks, ADAPT, the Media and all those who supported and assisted Jeeja’s resolute stand to fight discrimination. Finally, to my dear friends and colleagues, Tessa Hamblin and MB Chhetri – Thank You.

**Orientation Visits to IICP 2015-2016**

**Total No of Participants: 647**

- National Institute of Orthopedically Handicapped (NIOH)
- Ramkrishna Mission Seva Pratishtan, Ma Sarada College of Nursing
- Sister Florence College of Nursing
- Suas Educational Development, Ireland
- Shova Rani Nursing College
- Suryapur Ramkrishna Vivekananda Mission
- Sarsuna College
- Woodlands College of Nursing
- West Bank School of Nursing

Ali Yavar Jung National Institute of Hearing Handicapped (AYJNIHH), Kolkata
Bangabasi Evening College
BM Birla Nursing College
CMRI College of Nursing
College of Nursing, Medical College & Hospital
Educational Support Centre
Montfort Centre for Education
Mission of Mercy School of Nursing
National Institute of Empowerment of Person with Multiple Disabilities (NIEPMD), Chennai
The balance in the general fund is ₹3.35 crores as on 31.03.2016, decreased by ₹0.28 crore from last year. This is primarily due to net effect of decrease in Donations by ₹0.22 crore, Government Grant by ₹0.05 crore and Student Fees by ₹0.07 crore (due to the delay in the commencement of the BEd Course). Although there is a sharp fall in Operating & Running expenses by ₹0.15 crore (due to lower repair & renovation cost) & decrease in Student Direct expenses by ₹0.03 crore, there is an increase of ₹0.13 crore in Personnel Cost this year.

During the year 2015-16, IICP utilised ₹0.55 crore out of ₹0.60 crore received from the Tata Trusts towards the 2nd cycle of a three–year Vocational Training for Employment & Empowerment project of ₹1.88 crores that commenced in August 2014.

Further the Institute has utilised ₹0.28 crore in the current financial year from funds provided by the Tata Trusts for Project LLFE (Living & Learning in Facilitative Environments) completed on 30.09.2015. The 2nd cycle of the same project, LLFE, supported by the Tata Trusts to the extent of ₹2.80 crores over three years, commenced from January 2016. Fund utilisation under this project upto March 2016 is ₹0.13 crore out of ₹0.64 crore received.

The various projects absorbed establishment and other overhead costs of IICP amounting to ₹1.07 crores in the current year compared to ₹1.14 crore in 2014-15.

To make IICP self-sufficient in terms of requirements of funds for sustaining its operations without any external assistance, IICP needs to raise substantial amount of funds which remains a priority.
INDEPENDENT AUDITOR’S REPORT

B.M. CHATRATH & CO.
Chartered Accountants
Centre Point, 4th Floor Room No. 440
21, Hemanta Basu Sarani, Kolkata 700 001
(Formerly Old Court House Street)
TEL: 2248-4575/4667/6810/6798, 2210-1385
Fax/Tel: 2248-9934
E-mail: bmccal@bmcchatrath.in, bmccal@dataone.in,
bmccal@bmcchatrath.com
Website: www.bmcchatrath.com

To
The Members
Indian Institute of Cerebral Palsy

We have audited the accompanying financial statements of Indian Institute of Cerebral Palsy, which comprise the Balance Sheet as at March 31, 2016, and the related Income and Expenditure Account for the year ended and a summary of significant accounting policies.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the Scheme in accordance with the Generally Accepted Accounting Principles in India. The Accounting Standards issued by the Institute of Chartered Accountants of India are not applicable as the Institute is not involved in any Commercial, Industrial or Business Activities. The responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Trust’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of Institute’s Internal Control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion and to the best of our information and according to the explanations given to us, the financial statements give the information in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India:

a) In the case of the Balance Sheet, of the state of affairs of the Scheme as at March 31, 2016;

b) In the case of the Income and Expenditure Account, of the excess of expenditure over income for the year ended on that date.

Report on other Legal and Regulatory Requirements:

i) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit.

ii) In our opinion proper books of account as required by law have been kept by the Institute so far as appears from our examination of those books.

iii) The Balance Sheet and the Income & Expenditure Account dealt with by this Report are in agreement with the books of account.

Place: Kolkata
Date: 22 July, 2016

For B.M.CHATRATH & CO.
Chartered Accountants
(Firm Registration No. 301011E)

(S. KRISHNAN)
PARTNER
Membership No. 51626
BALANCE SHEET AS AT 31.3.2016

**SOURCES OF FUNDS :-**

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Figures as at 31.3.2016</th>
<th>Figures as at 31.3.2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>₹</td>
<td>₹</td>
</tr>
<tr>
<td>General Fund</td>
<td>1</td>
<td>33,501,999</td>
</tr>
<tr>
<td>Specific Fund</td>
<td>2</td>
<td>17,313,100</td>
</tr>
<tr>
<td>Other Fund (Fixed Assets)</td>
<td>3</td>
<td>15,123,566</td>
</tr>
<tr>
<td>Sponsorship (CLASS) Recd. in advance</td>
<td></td>
<td>5,802,746</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>71,741,410</strong></td>
</tr>
</tbody>
</table>

**APPLICATIONS OF FUNDS:-**

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Figures as at 31.3.2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>₹</td>
</tr>
<tr>
<td>Fixed Assets</td>
<td>4&amp;5</td>
</tr>
<tr>
<td>Current Assets, Loans &amp; Advances</td>
<td>6</td>
</tr>
<tr>
<td>(Less): Current Liabilities</td>
<td>7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>

Notes on Accounts and Significant Accounting Policies

Schedule 1 to 8 form an integral part of this Balance Sheet.

Place: Kolkata
Dated: 22.07.2016

As per our report of even date,

For and on behalf of
B. M. CHATRATH & CO.
CHARTERED ACCOUNTANTS
Firm Registration No. 301011E

(SACHIDANANDA KRISHNAN)
Partner
Membership No. 51626
# INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.3.2016

## INCOME:

<table>
<thead>
<tr>
<th>Description</th>
<th>Schedule</th>
<th>Current Year ₹</th>
<th>Previous Year ₹</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsorship (Class)</td>
<td></td>
<td>7,932,394</td>
<td>7,619,286</td>
</tr>
<tr>
<td>Donation</td>
<td></td>
<td>1,949,577</td>
<td>4,372,662</td>
</tr>
<tr>
<td>Fees</td>
<td>a</td>
<td>2,358,585</td>
<td>3,078,132</td>
</tr>
<tr>
<td>Government/Other Grants</td>
<td>b</td>
<td>576,789</td>
<td>1,103,114</td>
</tr>
<tr>
<td>Interest/Dividend</td>
<td>c</td>
<td>3,460,948</td>
<td>3,563,278</td>
</tr>
<tr>
<td>Other Income</td>
<td>d</td>
<td>764,145</td>
<td>649,893</td>
</tr>
<tr>
<td>Income from various events</td>
<td>j</td>
<td>192,000</td>
<td>643,500</td>
</tr>
<tr>
<td>Profit on sale of mutual fund</td>
<td></td>
<td>-</td>
<td>154,839</td>
</tr>
<tr>
<td>Recovery from projects funds</td>
<td></td>
<td>13,219,553</td>
<td>15,218,227</td>
</tr>
<tr>
<td><strong>Total (A)</strong></td>
<td></td>
<td><strong>30,453,991</strong></td>
<td><strong>36,402,931</strong></td>
</tr>
</tbody>
</table>

## EXPENDITURE:

<table>
<thead>
<tr>
<th>Description</th>
<th>Schedule</th>
<th>Current Year ₹</th>
<th>Previous Year ₹</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student and Other Direct Charges</td>
<td>e</td>
<td>1,040,679</td>
<td>1,356,397</td>
</tr>
<tr>
<td>Payment to Personnel</td>
<td>f</td>
<td>16,653,443</td>
<td>15,393,958</td>
</tr>
<tr>
<td>Operating and Running Expenses</td>
<td>g</td>
<td>3,004,609</td>
<td>4,412,895</td>
</tr>
<tr>
<td>Vocational Training Expenses</td>
<td>h</td>
<td>29,240</td>
<td>121,680</td>
</tr>
<tr>
<td>General and Incidental Expenses</td>
<td>i</td>
<td>1,697,131</td>
<td>1,652,382</td>
</tr>
<tr>
<td>Expenses for Various Events</td>
<td>j</td>
<td>347,754</td>
<td>1,067,571</td>
</tr>
<tr>
<td>Depreciation</td>
<td></td>
<td>472,969</td>
<td>473,592</td>
</tr>
<tr>
<td>Expenses from Projects</td>
<td></td>
<td>13,219,553</td>
<td>15,218,227</td>
</tr>
<tr>
<td><strong>Total (B)</strong></td>
<td></td>
<td><strong>36,465,379</strong></td>
<td><strong>39,696,701</strong></td>
</tr>
</tbody>
</table>

## EXCESS OF EXPENDITURE OVER INCOME TRANSFERRED TO GENERAL FUND (B-A)

|                      |          | **(6,011,388)** | **(3,293,770)** |

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Chairperson

Hony. Treasurer

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Place: Kolkata

Dated: 22.07.2016

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As per our report of even date,

for and on behalf of

B. M. CHATRATH & CO.
CHARTERED ACCOUNTANTS
Firm Registration No. 301011E

(SACHIDANANDA KRISHNAN)
Partner
Membership No. 51626
SCHEDULE 8 ANNEXED TO AND FORMING PART OF THE BALANCE SHEET AS AT 31.3.2016
SIGNIFICANT ACCOUNTING POLICY AND NOTES ON ACCOUNTS

A. SIGNIFICANT ACCOUNTING POLICIES

1. The fixed assets are valued at historical costs.

2. The Depreciation on fixed assets are provided on the written down value method at the following rates:

<table>
<thead>
<tr>
<th>Asset</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Bus &amp; Jeep</td>
<td>15%</td>
</tr>
<tr>
<td>Furniture &amp; Fittings</td>
<td>15%</td>
</tr>
<tr>
<td>Playground &amp; School Equipment</td>
<td>15%</td>
</tr>
<tr>
<td>Office Equipment</td>
<td>15%</td>
</tr>
<tr>
<td>Video System</td>
<td>25%</td>
</tr>
<tr>
<td>Building</td>
<td>5%</td>
</tr>
<tr>
<td>Computers</td>
<td>25%</td>
</tr>
<tr>
<td>Electrical Equipments</td>
<td>20%</td>
</tr>
<tr>
<td>Electrical Fittings</td>
<td>20%</td>
</tr>
<tr>
<td>Water Coolers</td>
<td>20%</td>
</tr>
<tr>
<td>T.V. &amp; V.C.P</td>
<td>25%</td>
</tr>
<tr>
<td>Machinery</td>
<td>25%</td>
</tr>
<tr>
<td>Photocopier</td>
<td>20%</td>
</tr>
<tr>
<td>Hydrotherapy Pool</td>
<td>5%</td>
</tr>
<tr>
<td>Linen</td>
<td>50%</td>
</tr>
<tr>
<td>Utensils</td>
<td>20%</td>
</tr>
<tr>
<td>Generator</td>
<td>25%</td>
</tr>
<tr>
<td>Lift</td>
<td>25%</td>
</tr>
<tr>
<td>Camera</td>
<td>25%</td>
</tr>
<tr>
<td>Audio Books</td>
<td>25%</td>
</tr>
</tbody>
</table>

***(These rates are neither as per Income Tax Act nor as per Company Act)

3. Stock of Greeting Cards: Greeting Cards & Merchandise Products are valued at cost.

4. Income Recognition:

   (i) Income from fees, affiliation fees and seat rent for hostel and interest on savings bank account are treated on cash basis.
   (ii) Donations received for Class Sponsorship & Govt. grant for Pre School are treated on actual basis.
   (iii) Interest on fixed deposits are booked as per interest certificate provided by individual banks and 26AS as per Income Tax Deptt.

5. Employees’ Benefit:

   (i) Employees Gratuity Fund maintained with Life Insurance Corporation of India.
   (ii) Employees Provident Fund maintained with the Commissioner of Provident Fund.
   (iii) Employees E.S.I.C. benefit is maintained with the Directorate of E.S.I.C.

6. Grant-in-Aid:

   (i) Grant-in-aid received from Central Government or other Authorities towards Capital Expenditure are shown in the respective Fund created there for. On capitalisation of respective assets, grants received for specific depreciable assets are reduced from the fund in proportion to the depreciation provided on the assets.
   (ii) The revenue grants are recognised in the Income & Expenditure Account on the basis receipt of approval from Ministry of Social Justice and Empowerment, Govt of India.
7. The break up of expenses of various projects are as under:

<table>
<thead>
<tr>
<th>(A) IICP Overhead and Other Expenses:</th>
<th>2015-16</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Personnel Cost</td>
<td>₹ 7,939,763</td>
<td>₹ 7,904,804</td>
</tr>
<tr>
<td>b. Student &amp; other direct charges</td>
<td>₹ 1,671,407</td>
<td>₹ 2,234,152</td>
</tr>
<tr>
<td>c. Operating &amp; Running Expenses</td>
<td>₹ 953,348</td>
<td>₹ 1,017,472</td>
</tr>
<tr>
<td>d. General &amp; Incidental Expenses</td>
<td>₹ 97,851</td>
<td>₹ 10,662,369</td>
</tr>
<tr>
<td>(B) Direct Project Programme Cost</td>
<td>₹ 3,858,986</td>
<td>₹ 2,047,139</td>
</tr>
<tr>
<td>(C) Project CAPEX expenses</td>
<td>₹ 1,653,186</td>
<td>₹ 1,789,245</td>
</tr>
<tr>
<td>Total</td>
<td>₹ 16,174,541</td>
<td>₹ 15,218,227</td>
</tr>
</tbody>
</table>

8. Fund Raising Project:
Net Receipt from Hope Cup Golf Tournament, organised for fund raising has been considered as part of General Fund.

B. NOTES ON ACCOUNTS:

1. Previous years figures have been re-arranged and re-grouped wherever deemed necessary to make it comparable with the current years figures and to give a better presentation of accounts.

2. Paise are rounded off to nearest rupee.

3. Water charges provision made for 2015-16 Rs 1,10,000/- (for the period May 15 to March 16), as on bills received from KMC for this period.

4. Auditor’s Remuneration:
   The auditor’s remuneration for the year ended 31.03.2016 are as follows:
<table>
<thead>
<tr>
<th>Amount (₹)</th>
</tr>
</thead>
</table>
   a) Statutory Audit Fees paid to BM Chatrath & Co | ₹ 45,800 |
   Total : | ₹ 45,800 |
**Human Resource Development: 2015-2016**

**Special Programmes for Professional Training/Empowerment of Persons with Disabilities and Parents**

<table>
<thead>
<tr>
<th>Month</th>
<th>Workshop Title</th>
<th>Conducted by</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>April ’15</td>
<td>Epilepsy</td>
<td>Andrew Curran, Alder Hey Hospital, UK</td>
<td>60</td>
</tr>
<tr>
<td>May ’15</td>
<td>Management of Patients who need Geriatric and/or Palliative Care</td>
<td>Souvik Bhattacharya, Portea Medicals, Kolkata</td>
<td>21</td>
</tr>
<tr>
<td>June ’15</td>
<td>Theme Based Teaching and Case Studies</td>
<td>Ranu Banerjee, IICP</td>
<td>24</td>
</tr>
<tr>
<td>July ’15</td>
<td>Participation Model</td>
<td>Reena Sen, IICP</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Integrated Management of Children</td>
<td>Asis Kumar Ghosh, IICP</td>
<td>43</td>
</tr>
<tr>
<td>Aug ’15</td>
<td>An Interactive Session on Working with Families and Children: Recent Trends and Research Methods to Evaluate Effectiveness</td>
<td>Lina Kashyap, Professor, Tata Institute of Social Sciences</td>
<td>24</td>
</tr>
<tr>
<td>Sept ’15</td>
<td>Social Skills Curriculum</td>
<td>Purba Bose, Jeeja Ghosh, Sayomdeb Mukherjee, Mausumi Halder, Sushmita Guha Ray and Saswati Acharya, IICP</td>
<td>43</td>
</tr>
<tr>
<td>Oct ’15</td>
<td>Social Skills Curriculum</td>
<td>Reena Sen, IICP</td>
<td>63</td>
</tr>
<tr>
<td>Nov ’15</td>
<td>Ageing and Cerebral Palsy</td>
<td>Susan Balandin, Professor, Deakin University, Melbourne, Australia</td>
<td>70</td>
</tr>
<tr>
<td>Oct ’15</td>
<td>Mealtime Management</td>
<td></td>
<td>46</td>
</tr>
<tr>
<td>Dec ’15</td>
<td>A Family Centred Approach</td>
<td>Sudha Kaul, IICP</td>
<td>17</td>
</tr>
<tr>
<td>Jan ’15</td>
<td>Working Together for Inclusion-Philosophy Practice &amp; Promise</td>
<td>Holly Peartree and Stephanie Taymuree</td>
<td>35</td>
</tr>
<tr>
<td></td>
<td>Writing as a Tool for Inclusion Personal Narratives</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Early Intervention for Infants at Risk at a NICU</td>
<td>Dr Alan Lantzy</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Intervention with Students with Cortical Vision Impairments (CVI)</td>
<td>Christine Roman Lantzy</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Self-determination-The Role of Mentorship, Guided Practice and Real World Opportunities</td>
<td>Vicki Casella (* Team from Bridge School, USA)</td>
<td>12</td>
</tr>
<tr>
<td>Feb ’16</td>
<td>Effective Intervention for Children with ASD – Part 1</td>
<td>Madhumita Dasgupta, IICP</td>
<td>48</td>
</tr>
<tr>
<td>March ’16</td>
<td>Coping with Grief and Trauma</td>
<td>Prerna Sud, PhD, New Delhi</td>
<td>24</td>
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<tr>
<td></td>
<td>Emergency Management Training – for Auxiliary Staff</td>
<td>Dr K Chaurasia, Woodlands Multispecialty Hospital, Kolkata</td>
<td>27</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td>569</td>
</tr>
</tbody>
</table>

**Training on Advocacy**

<table>
<thead>
<tr>
<th>Month</th>
<th>Topic and Venue</th>
<th>Target Group</th>
<th>Conducted by</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>April ’15</td>
<td>‘Leadability’ Training – Department of Education, Calcutta University</td>
<td>MEd Students</td>
<td>Jeeja Ghosh, Sayomdeb Mukherjee, Dipak Ghosh, Shraddha Khator, Madhumita Dasgupta</td>
<td>19</td>
</tr>
<tr>
<td>June ’15</td>
<td>‘Leadability’ Training – St Josephs College, Bowbazar</td>
<td>Teachers</td>
<td>Jeeja Ghosh, Sayomdeb Mukherjee, Dipak Ghosh, Madhumita Dasgupta</td>
<td>43</td>
</tr>
<tr>
<td>March ’16</td>
<td>Handling and Interacting with People with Disabilities, Akra</td>
<td>Bus Conductors and Drivers</td>
<td>Purba Bose, Sayomdeb Mukherjee and Mausumi Halder</td>
<td>30</td>
</tr>
</tbody>
</table>
### CBR: Two-day Training and Awareness Programmes in Community Sites in Kolkata (location mentioned for meetings outside Kolkata)

<table>
<thead>
<tr>
<th>Month</th>
<th>Workshop Title</th>
<th>Target Group</th>
<th>Conducted by</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>May '15</td>
<td>Facilities for Persons with Disabilities and Basic Management of Disabilities</td>
<td>Mainstream Teachers, Mothers – Tomorrow’s Foundation (TF)</td>
<td>Rabi Ghosh, Tapan Muhuri</td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>Identification, Basic Management and Facilities for Persons with Disabilities</td>
<td>Field Workers and Parents – Ramakrishna Mission (RKM)</td>
<td>Rabi Ghosh</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>Community Awareness Programme on Rights of PWD, Facilities available for PWD and Life Experience of Ankur Members, IICP</td>
<td>Parents, Senior Students from the local school, Field Staff – World Vision India (WVI)</td>
<td>Sayomdeb Mukherjee, Sourav Mondal, Arijit Ghosh</td>
<td>60</td>
</tr>
<tr>
<td>Aug '15</td>
<td>Health Check-up Camp, IFB</td>
<td>Students of Durgapur Baghmari Primary School, S 24 Parganas Parents &amp; Field Staff – TF</td>
<td>Rabi Ghosh and Dr Nihar Ranjan Mondal, IFB</td>
<td>120</td>
</tr>
<tr>
<td></td>
<td>Importance of Medical Certificate and ID Cards, NT Schemes</td>
<td></td>
<td>Rabi Ghosh</td>
<td>35</td>
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<tr>
<td>Sept '15</td>
<td>Developmental Disabilities: Types and Causes</td>
<td>Staff and Caregivers, Society for Indian Children’s Welfare (SICW)</td>
<td>Asis Ghosh and Arijit Ghosh</td>
<td>32</td>
</tr>
<tr>
<td></td>
<td>Childhood Disabilities: Types and Causes, Persons with Disability and National Trust Acts</td>
<td>Field Workers – IPER</td>
<td>Rabi Ghosh</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Facilities available for PWD and National Trust Act, Advocacy and Empowerment</td>
<td>Parents, Persons with Disabilities – RKM</td>
<td>Arijit Ghosh, Rabi Ghosh and Dipak Ghosh</td>
<td>80</td>
</tr>
<tr>
<td>Oct '15</td>
<td>Training of Trainers (TOT) Programme on Health and Hygiene</td>
<td>Field Staff, ICDS Workers – TF</td>
<td>Arijit Ghosh</td>
<td>50</td>
</tr>
<tr>
<td></td>
<td>Childhood Disabilities: Types and Causes, Basic Management for Persons with Disabilities</td>
<td>Parents and Field Workers – Mom’s Care</td>
<td>Rabi Ghosh</td>
<td>23</td>
</tr>
<tr>
<td>Dec '15</td>
<td>Childhood Disabilities: Types and Causes, Facilities and Scheme for Persons with Disabilities</td>
<td>Field Workers – WVI</td>
<td>Sourav Mondal</td>
<td>26</td>
</tr>
<tr>
<td></td>
<td>Inclusion, Rights and Opportunities for Persons with Disabilities.</td>
<td>Parents and Community Members – TF</td>
<td>Arijit Ghosh and Saikat Chakraborty</td>
<td>60</td>
</tr>
<tr>
<td></td>
<td>Mealtime Management, Use of Toilet, Facilities and Schemes for Persons with Disabilities</td>
<td>Parents of PWD, ICDS workers – RKM</td>
<td>Sourav Mondal</td>
<td>26</td>
</tr>
<tr>
<td>Jan '16</td>
<td>Formation of Self Help Groups and Activities</td>
<td>Mothers and Staff – TF</td>
<td>Arijit Ghosh and Atiqur Rahman</td>
<td>24</td>
</tr>
<tr>
<td>Feb '16</td>
<td>Formation and Importance of Self-Help Groups and Linkage with Banks</td>
<td>Parents and Staff – TF</td>
<td>Rabi Ghosh and Atiqur Rahman</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>Overview of Childhood Disabilities and Facilities available for PWDs</td>
<td>ICDS Worker, Staff – RKM</td>
<td>Sourav Mondal</td>
<td>26</td>
</tr>
<tr>
<td>March '16</td>
<td>Health and Hygiene, Immunisation, Role of ICDS Workers in Inclusion</td>
<td>ICDS Workers – Garden Reach</td>
<td>Arijit Ghosh</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>Rights and Opportunities for Persons with Disabilities, Facilities available for PWDs</td>
<td>Field Staff, Parents - SICW</td>
<td>Sourav Mondal</td>
<td>35</td>
</tr>
<tr>
<td></td>
<td>Formation &amp; Importance of Self-Help Groups</td>
<td>Field Workers, Parents of PWD – TF</td>
<td>Sourav Mondal</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>Training of Trainers: Health and Hygiene, Types and Causes of Disabilities, Immunisation Mealtime Management and Use of Toilet</td>
<td>ICDS Workers, Mothers, Field Staff – CINI Asha</td>
<td>Arijit Ghosh</td>
<td>34</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ICDS Workers, Parents – RKM</td>
<td>Rabi Ghosh</td>
<td>34</td>
</tr>
</tbody>
</table>
### Vocational Training for Persons with Disabilities and Disadvantages: Supported by the Tata Trusts

<table>
<thead>
<tr>
<th>Month</th>
<th>Topic</th>
<th>Duration</th>
<th>Conducted by</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>May '15</td>
<td>Using the Internet</td>
<td>2 Months</td>
<td>Kamal Bhaumik</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Training for Trainers, Parents and Trainees on Employability</td>
<td>3 Days</td>
<td>Shanti Raghavan and Reena Kuttan, Enable India, Bangalore</td>
<td>39</td>
</tr>
<tr>
<td></td>
<td>Bringing the World In: Media Lab</td>
<td>30 Hours</td>
<td>Priya Sen, Delhi</td>
<td>10</td>
</tr>
<tr>
<td>Aug '15</td>
<td>Lamination</td>
<td>3 Months</td>
<td>Biswajit Majhi</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Silk Screen Printing</td>
<td>12 Months</td>
<td>Biswajit Majhi</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Block Printing</td>
<td>12 Months</td>
<td>Biswajit Majhi</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>Meal Production</td>
<td>6 Months</td>
<td>Vijayalaksmi Nair, Swapan Stephen Gomes</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Making Sandwiches</td>
<td>2 Months</td>
<td>Vijayalaksmi Nair, Swapan Stephen Gomes</td>
<td>15</td>
</tr>
<tr>
<td>Sept '15</td>
<td>Computers: Spreadsheets and Using MS Excel</td>
<td>4 Months</td>
<td>Kamal Bhaumik</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>Employability and Life Skills: Beauticians’ Training</td>
<td>30 Hrs</td>
<td>Arpita Majumdar and Priya Nath Mahila, Swarnirvar Sathi Prokollo Gosti, Kolkata</td>
<td>17</td>
</tr>
<tr>
<td>Nov '15</td>
<td>Work Readiness</td>
<td>7 Days</td>
<td>ACE Foundation Kolkata, Samapti Acharjee, Atiqur Rahman</td>
<td>25</td>
</tr>
<tr>
<td>Jan '16</td>
<td>Introduction to Computers with MS Word</td>
<td>4 Months</td>
<td>Kamal Bhaumik</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Back Office Assistance</td>
<td></td>
<td>Anshu Choudhury</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Spiral Binding</td>
<td>24 Days</td>
<td>Biswajit Majhi</td>
<td>12</td>
</tr>
<tr>
<td>Feb '16</td>
<td>Making Presentations: Using MS Power Point</td>
<td>1 Month</td>
<td>Kamal Bhaumik</td>
<td>11</td>
</tr>
<tr>
<td>March '16</td>
<td>Making Folders</td>
<td>2 Months</td>
<td>Biswajit Majhi</td>
<td>11</td>
</tr>
</tbody>
</table>

### On-site Training for Parents Groups supported by the Tata Trusts

<table>
<thead>
<tr>
<th>Month</th>
<th>Topic and Venue</th>
<th>Target Group</th>
<th>Conducted by</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>April '15</td>
<td>Making Envelopes and Paper Bags – at ‘Ud.bhas’</td>
<td>Parents and Trainees</td>
<td>Biswajit Majhi</td>
<td>11</td>
</tr>
<tr>
<td>May '15</td>
<td>Leisure and Recreation (Art and Craft) – at ’Beautiful Mind’</td>
<td>Parents and Volunteers</td>
<td>Sibsankar Chakraborty</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Communication and Play – at ’Chander Mela’</td>
<td>Parents</td>
<td>Mithu Saha</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Food and Nutrition – at ‘Asha Arko’</td>
<td>Students, Parents, Professionals and Caregivers</td>
<td>Krishna Saha</td>
<td>14</td>
</tr>
<tr>
<td>June '15</td>
<td>Organisational Development – at ‘Chander Mela’</td>
<td>Parents</td>
<td>Purba Bose</td>
<td>10</td>
</tr>
<tr>
<td>Sept '15</td>
<td>Seating, Positioning and Furniture – at ‘Chander Mela’</td>
<td>Students, Parents</td>
<td>Swarup Pal</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Food and Nutrition – at ‘Asha Arko’</td>
<td>Students, Parents, Professionals and Caregivers</td>
<td>Krishna Kar Das</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>Audit Compliance &amp; Guidance – at ‘Ud.bhas’</td>
<td>Executive Members</td>
<td>NK Adhikari</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Making Paper Bags – at ‘Beautiful Mind’</td>
<td>Vocational Trainers and Students</td>
<td>Biswajit Majhi</td>
<td>4</td>
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<tr>
<td>Feb '16</td>
<td>Objective of Baseline Survey</td>
<td>All Parent Groups</td>
<td>Sonali Nandi</td>
<td>13</td>
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<tr>
<td>March '16</td>
<td>Discussion on Baseline Survey - at ‘Uttaran’</td>
<td>Parents</td>
<td>Indranil Ghosh</td>
<td>24</td>
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<tr>
<td></td>
<td>at ‘Ud.bhas’</td>
<td>Parents</td>
<td>Swarup Pal</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>at ‘Asha Arko’</td>
<td>Parents</td>
<td>Purba Bose</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>at ‘Sahay’</td>
<td>Parents</td>
<td>Purba Bose</td>
<td>7</td>
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</tbody>
</table>
### Workshops for Parents at IICP

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Conducted by</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>May '15</td>
<td>Importance of Hydrotherapy</td>
<td>Indranil Ghosh</td>
<td>20</td>
</tr>
<tr>
<td>July '15</td>
<td>Oral Hygiene and Dental Care for Persons with Disabilities</td>
<td>Dr A Jana, Dental College</td>
<td>20</td>
</tr>
<tr>
<td>Aug '15</td>
<td>“Shakti” – Workshop on Defining and Preventing Violence against Women with a Focus on Women with Disabilities</td>
<td>Jeeja Ghosh, Purba Bose, Mausumi Halder</td>
<td>10</td>
</tr>
<tr>
<td>Sept '15</td>
<td>Epilepsy Management</td>
<td>Tessa Hamblin</td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>Sitting and Posture</td>
<td>Indranil Ghosh</td>
<td>12</td>
</tr>
<tr>
<td>Oct '15</td>
<td>Prevention and Management of Bedsores</td>
<td>Jaya Paul, KPC Hospital, Kolkata</td>
<td>61</td>
</tr>
<tr>
<td>Nov '15</td>
<td>Social Skills</td>
<td>Jeeja Ghosh, Saswati Acharya. Susmita Guha Roy, Mausumi Halder Sayomdeb Mukherjee, Purba Bose</td>
<td>54</td>
</tr>
<tr>
<td>Dec '15</td>
<td>Social Messaging</td>
<td>Sonali Nandi, Paromita Chakraborty, Dipak Mitra</td>
<td>19</td>
</tr>
<tr>
<td>Feb '16</td>
<td>Social Skills</td>
<td>Purba Bose, Jeeja Ghosh, Mausumi Halder, Sayomdeb Mukherjee</td>
<td>15</td>
</tr>
<tr>
<td>March '16</td>
<td>Social Skills</td>
<td>Purba Bose, Mausumi Halder, Sayomdeb Mukherjee</td>
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</tbody>
</table>

### Training for Partner Agencies (all programmes in italics supported by PHF, UK as part of the Project on Developing Regional Resource Centres for Disability)

<table>
<thead>
<tr>
<th>Month</th>
<th>Topic and Venue</th>
<th>Conducted by</th>
<th>Participants</th>
</tr>
</thead>
</table>
| Aug '15 | Participatory Reflection and Planning at IICP  
A Guide to Theories of Social Change at IICP  
Participatory Reflection and Planning, and Theory of Changes: Deepshikha, Ranchi  
Asha Bhawan Centre, Howrah  
Samayita Math, Bankura | Dr Reena Sen  
Indranil Ghosh, Avijit Baral  
Arijit Ghosh, Mausumi Halder  
Susmita Guha Ray, Abin Dutta | 9  
10  
12  
13 |
| Sept '15 | Dwarka Jingkymen, Shillong  
Dyslexia at Dwarka Jingkymen, Shillong  
Wheelchair Management, Seating and Posture for Persons with CP at Sishu Sarothi, Guwahati | MB Chhetri  
Manjulika Mazumder  
Indranil Ghosh | 5  
21  
80 |
| Nov '15 | Physical Assessment and Management (DSE-CP Course) at Sishu Sarothi, Guwahati | MB Chhetri | 20 |
| Dec '15 | Writing a Project Proposal and Fundraising at IICP                      | Dr Bhushan Punani, BPA, Ahmedabad     | 35           |
| March '16 | Parents Handling and Home Management at Asha Bhavan, Community Resource Centre, Howrah | MB Chhetri and Susmita Guha Ray | 20 |
| March '16 | Physical and Functional Management for Persons with Neuro-motor Disabilities at Prerona, Siliguri | Asis K Ghosh | 20 |
### Training For Professionals, Parents, Government Officials, Persons with Disabilities and Community Members by IICP as the National Trust State Nodal Agency Centre (SNAC)

<table>
<thead>
<tr>
<th>Month</th>
<th>Topic and Location</th>
<th>Conducted by</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>April '15</td>
<td>World Autism Day: Awareness Programme at Press Club and Rabindra Sadan, Kolkata</td>
<td>Sonali Nandi, Rabi Ghosh</td>
<td>300</td>
</tr>
<tr>
<td></td>
<td>Discussion on NT Act with District Social Welfare Officer (DSWO) and Registered NGOs, Paschim Medinipur</td>
<td>Sonali Nandi, Rabi Ghosh</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>Types of Disabilities, Causes, Legislation for PWD at Chatra Physically Handicapped and Social Welfare Institute, Murshidabad</td>
<td>Rabi Ghosh</td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>Legislation for Person with Disabilities, Importance of Self-Help Groups at Navdip, Burdwan</td>
<td>Tapan Muhuri</td>
<td>31</td>
</tr>
<tr>
<td>June '15</td>
<td>Discussion on NT Act with District Social Welfare Officer (DSWO) and Registered NGOs, Darjeeling</td>
<td>Sonali Nandi</td>
<td>23</td>
</tr>
<tr>
<td></td>
<td>Local Level Committee (LLC) Meeting on the NT Act, Kolkata</td>
<td>Rabi Ghosh</td>
<td>6</td>
</tr>
<tr>
<td>July '15</td>
<td>Parent Training Programme on National Trust (NT) Act at South Calcutta Ananda Niketan, Kolkata</td>
<td>Rabi Ghosh</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>Parent Training Programme on Income Generation Schemes and NT Act at Ashraya, Hooghly</td>
<td>Sonali Nandi, Rabi Ghosh, Tarun Dutta</td>
<td>43</td>
</tr>
<tr>
<td>Aug '15</td>
<td>Parent Training Programme on NT Act and Schemes at Alokdhara, Kolkata</td>
<td>Rabi Ghosh, Krishna Roy</td>
<td>21</td>
</tr>
<tr>
<td>Sept '15</td>
<td>Identification of Children with Disabilities, Legislation for Persons with Disabilities for ICDS Workers at Dantan Manab Kalyan Kendra, Paschim Medinipur</td>
<td>Rabi Ghosh</td>
<td>52</td>
</tr>
<tr>
<td></td>
<td>Workshop on NT Act for Staff of Netaji Youth Club and Pathaghar, Bankura</td>
<td>Arijit Ghosh</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>LLC Meetings on NT Act</td>
<td>Rabi Ghosh</td>
<td>21</td>
</tr>
<tr>
<td>Oct '15</td>
<td>Workshop on NT Act for Staff of Pirkhali Pathikrit Disha, S 24 Parganas</td>
<td>Rabi Ghosh</td>
<td>58</td>
</tr>
<tr>
<td>Nov '15</td>
<td>NT Act and Schemes at Voice of World, Sakher Bazar, Kolkata</td>
<td>Rabi Ghosh</td>
<td>54</td>
</tr>
<tr>
<td>Dec '15</td>
<td>Causes and Types of Disabilities and the NT Act at Bhuniakhali Gram Bikash Kendra, Purba Medinipur</td>
<td>Sonali Nandi, Rabi Ghosh</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>Adaptive Seating and Mealtime Management at IICP, Kolkata</td>
<td>Indranil Ghosh</td>
<td>20</td>
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<tr>
<td></td>
<td>Workshop on New Schemes of the NT for Registered Organisations</td>
<td>Navnit Kumar, NT, Delhi</td>
<td>130</td>
</tr>
<tr>
<td>Jan '16</td>
<td>Early Identification and Orientation on 4 Disabilities as per NT Act for ASHA workers at Arinda I &amp; II Gram Panchayat, Hooghly</td>
<td>Sonali Nandi, Rabi Ghosh</td>
<td>38</td>
</tr>
<tr>
<td></td>
<td>LLC Meeting in Kolkata</td>
<td>Sonali Nandi</td>
<td>38</td>
</tr>
<tr>
<td>March '16</td>
<td>Awareness Programme on the NT Act, and Schemes and Importance of Advocacy Groups at Suprava Panchashila Mahila Udyog Samity, Berhampore, Murshidabad</td>
<td>Sonali Nandi, Sayomde Mukherjee and Jeeja Ghosh</td>
<td>83</td>
</tr>
</tbody>
</table>
### Training Courses in collaboration with Jadavpur University and recognised by Rehabilitation Council of India

<table>
<thead>
<tr>
<th>Month</th>
<th>Course</th>
<th>Duration</th>
<th>Course Coordinator</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>March '16</td>
<td>BEd in Special Education (Multiple Disabilities)</td>
<td>2 Years</td>
<td>Madhuchhanda Kundu</td>
<td>13</td>
</tr>
</tbody>
</table>

### Special Training Courses at IICP

<table>
<thead>
<tr>
<th>Month</th>
<th>Course</th>
<th>Duration</th>
<th>Course Coordinator</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aug '15</td>
<td>Caregivers Course for Brothers and Sisters of the Missionaries of Charity</td>
<td>2 Months</td>
<td>MB Chhetri</td>
<td>27</td>
</tr>
<tr>
<td>Jan '16</td>
<td>Training of Trainers (TOT) for the Brothers of Missionaries of Charity</td>
<td>1 Month</td>
<td>Asis Ghosh</td>
<td>8</td>
</tr>
</tbody>
</table>

### Internship and Training Placement Programmes

<table>
<thead>
<tr>
<th>Month</th>
<th>Organisation</th>
<th>Target Group</th>
<th>Duration</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>May '15</td>
<td>SDNB Vaishnav College for Women, Chennai</td>
<td>MSW Students</td>
<td>1 Month</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Nopany Institute of Healthcare Studies, Kolkata</td>
<td>BPT Trainees</td>
<td>2 Weeks</td>
<td>4</td>
</tr>
<tr>
<td>June '15</td>
<td>Princeton University, USA</td>
<td>Students</td>
<td>2 Months</td>
<td>3</td>
</tr>
<tr>
<td>Aug '15</td>
<td>American High School, USA</td>
<td>Voluntary Internship</td>
<td>2 Weeks</td>
<td>1</td>
</tr>
<tr>
<td>Sept '15</td>
<td>IICP</td>
<td>BEd Trainees</td>
<td>3 Months</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Balmer Lawrie and Co Ltd, Kolkata</td>
<td>MSW Trainee</td>
<td>1 Week</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Mahananda Bramhachari Charitable Foundation, Birbhum</td>
<td>Nurse</td>
<td>1 Month</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Behala Naba Prayas, Kolkata</td>
<td>Teacher</td>
<td>2 Weeks</td>
<td>1</td>
</tr>
<tr>
<td>Nov '15</td>
<td>Institute of Law, Nirma University, Ahmedabad</td>
<td>Law Student</td>
<td>3 Weeks</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Symbiosis Law School, Hyderabad</td>
<td>Law Student</td>
<td>1 Month</td>
<td>1</td>
</tr>
<tr>
<td>Jan '16</td>
<td>Ramakrishna Mission Seva Pratisthan, Kolkata</td>
<td>BPT Trainees</td>
<td>1 Week</td>
<td>5</td>
</tr>
<tr>
<td>Feb '16</td>
<td>School of Business Management, NMIMS, Mumbai</td>
<td>Management Trainees</td>
<td>1 Month</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Nopany Institute of Healthcare Studies, Kolkata</td>
<td>BPT Trainees</td>
<td>1 Week</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Ramakrishna Mission Seva Pratisthan, Kolkata</td>
<td>BPT Trainees</td>
<td>1 Week</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>University of British Columbia School of OT</td>
<td>Occupational Therapists</td>
<td>7 Weeks</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Bikasayan, Kolkata</td>
<td>BEd Trainees</td>
<td>2 Days</td>
<td>23</td>
</tr>
<tr>
<td>March '16</td>
<td>Vidyasagar School of Social Work, Kolkata</td>
<td>MSW Students</td>
<td>3 Weeks</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Nopany Institute of Healthcare Studies, Kolkata</td>
<td>BPT Trainees</td>
<td>2 Weeks</td>
<td>2</td>
</tr>
</tbody>
</table>
### Consultancy and Advisory Inputs

<table>
<thead>
<tr>
<th>Month</th>
<th>Input</th>
<th>Faculty Member</th>
</tr>
</thead>
<tbody>
<tr>
<td>July ’15</td>
<td>Key Resource Person in New Delhi for the Module on Cerebral Palsy for National SSA (MHRD) Master Trainers Training organised by the World Bank</td>
<td>Reena Sen</td>
</tr>
<tr>
<td>Sept ’15</td>
<td>Member, BEd Board of Studies Meeting, NSOU</td>
<td>Madhuchhanda Kundu</td>
</tr>
<tr>
<td>Jan ’15</td>
<td>Consultant for the Physical Management of Children with Neuromuscular problems – for OTs, Parents and Staff of Shiv Nadar School, Noida Invited Speaker for the Monthly Meeting of the Consular Corps, Kolkata Invited Speaker for Meeting of the Rotary Club at Rotary Sadan, Kolkata</td>
<td>Tessa Hamblin  Reena Sen  Reena Sen</td>
</tr>
<tr>
<td>March ’16</td>
<td>Member of Expert Group Brainstorming Session at Centre for Assistive Technology and Innovation (CATI) at National Institute of Speech and Hearing, Trivandrum</td>
<td>Reena Sen</td>
</tr>
</tbody>
</table>

### Paper Presentations by IICP Staff

<table>
<thead>
<tr>
<th>Presenter</th>
<th>Topic and Forum</th>
<th>Number of Delegates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kamal Bhaumik</td>
<td>‘Assistive Technology for Persons with Disability’ at the National Conference on Assistive Technology at NIT, Agartala</td>
<td>175</td>
</tr>
</tbody>
</table>
| Jeeja Ghosh                | ‘Inclusion Matters’ at Access and Empowerment for Person with All Abilities’ at Loreto College, Kolkata  
                           | ‘Opportunities to Grow’ at Sourcing Non-conventional Talent Makes Business Sense organised by the National HR Network, Kolkata Chapter                                                                 | 100                 |
| Saswati Acharya            | ‘Creating a Cultural Context for Inclusive Education and Community Support’ at Loreto College, Kolkata                                                                                                         | 200                 |
| Sayomdebo Mukherjee        | ‘Management and Leadership’ at a Workshop organised by Tata Consultancy Services at Mumbai for Staff                                                                                                          | 50                  |
| Reena Sen                  | Multidisciplinary Collaboration in the Management of Cerebral Palsy: The IICP Model of Service Delivery at ’Identifying, Understanding and Supporting Autism and Cerebral Palsy’ at NRS Hospital, Kolkata  
                           | Concluding Plenary Address: ‘Core Skills for All’– International Conference on Access and Engagement for Children with Special Educational Needs in Delhi organised by the British Council Division  
                           | Keynote Speech: A Person Centred Approach at the ICSSR sponsored two-day National Seminar on ‘Cognitive Disabilities and Effective Learning Tools – An Approach Towards Educational Paradigm Shifts’, Visva Bharati University, Shantiniketan | 50                  |
| Swati Chakraborty and      | Media Lab: An Experience that Challenges Exclusion – paper presented in ‘Core Skills for All’ – International Conference on Access and Engagement for Children with Special Educational Needs in Delhi organised by the British Council Division | 14                  |
| Jeeja Ghosh                |                                                                                                                                                                                                             |                     |
| Susrita Pradhan and        | Problems with Rehabilitation of Students with Special Needs & Solutions – The IICP Model organised by Asha School, Fort William, Kolkata                                                                 | 25                  |
| Saurabh Bhattacharya       |                                                                                                                                                                                                             |                     |
| Sonali Nandi               | ‘Lifelong Learning of Persons with Multiple Disabilities’ at an International Conference organised by National Institute for Empowering Persons with Multiple Disabilities at the Indian Institute of Foreign Trade, New Delhi | 200                 |
### Seminars, Conferences, Workshops attended by Staff

<table>
<thead>
<tr>
<th>Month</th>
<th>Seminar/ Workshop</th>
<th>Staff Members Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>April ’15</td>
<td>Medical Conference at Medica Superspeciality Hospital with papers by Dr Andrew Curran, Tessa Hamblin and doctors from Medica Superspeciality Hospital</td>
<td>Sujata Parekh, Purba Bose, Mausumi Halder, Avijit Baral, Indranil Ghosh, Swarup Pal, Tessa Hamblin, Reena Sen</td>
</tr>
</tbody>
</table>
| May ’15  | Medical Conference at Peerless Hospital conducted by Dr JR Ram and Doctors from Peerless Hospital  
National Outreach Initiative: FCRA at Baptist Missionary Society, Kolkata | Rajni Ganariwala, Mausumi Halder, Swarup Paul                                          |
| Aug ’15  | ’Magic with Mathematics’ conducted by Chitra Bhaskar at Teacher Centre  
‘Higher Order Thinking Skills’ conducted by Dr Arna Seal  
NIOS Regional Centre Coordinators Training Programme conducted by SS Das, Regional Director, NIOS and other officers  
RCI Orientation Workshop at Ramakrishna Mission, Gopark | Anita Varma, Ranjana Khanna, Tanusree Das  
Madhuchhanda Kundu, Susrita Pradhan  
Anita Varma  
Madhuchhanda Kundu |
| Nov ’15  | International Workshop on Bobath Therapy organised by Spastics Society of Tamil Nadu in collaboration with Senior Expert Service, Germany and Rehabilitation Council of India  
Workshop on Inclusion of Students with Autism at Mainstream Schools conducted by Autism Society, West Bengal at Birla Industrial and Technological Museum, Kolkata | Swarup Paul, Ajanta Ghosh  
Madhurnita Dasgupta |
| Jan ’16  | Workshop on ‘Foundation Course on Reading and Writing Bengali’ at Sikshamitra, Kolkata.  
‘Basic Skills of Mathematics’ at Sikshamitra, Kolkata  
‘Pre-teens & Beyond : Thoughtful Planning Starts Now’ by Indrani Basu, Autism Society, West Bengal in collaboration with Govt. of West Bengal, Department of Women Development and Social Welfare at Nari Seba Sangha, Jodhpur Park, Kolkata | Mithu Saha  
Sayani Guha Thakurta  
Lia Debnath, Ruma Maity |
| Feb ’16  | Workshop on Corporate Social Responsibility: A Way Forward for Change at Bengal Chambers of Commerce, Kolkata | Purba Bose |
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Smita Jheveri
Raj Joneja
Satarupa Karmakar
Dhruv Kaal
Om Kaal
Abhinav Kumar
Neelam and Madan Lal
Bhabesh Majumder
Nalini Mehta
Sonali Nandi
Praveen Nair
Sinead O Nuallain
Indranil Pal
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Rashmi Parekh
Pujya Paul
Anuj Pradhan
Nidhi Singh Rajput

Rajan Ray
Krishna and Aniruddha Roy
Amar Ruprai
Harvinder Singh Ruprai
Sherdul Sheth
Hiren Worah
Vashist Worah

Trusts and Companies

Bandhab, Sealda
Calcutta Centre Mahavir Seva Sadan
Children are Angels from Heaven
Governor’s Secretariat
Imperial College India Foundation
Jan Vikas Samiti
KND Technologies Ltd
Kalidas Mullick No 1 Charitable Trust
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Lalit Tyagi Foundation
Mayukh Mitter Foundation
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Mechanical Machinery Makers Pvt Ltd
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Sri Sri Kalimata Anandamayee
Charitable Trust
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Chalti Ka Naam Wheelchair
A Fund Raising Drive
Supported By

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Fabindia, AJC Bose Road
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Starmark, South City
The Raymond Shop, New Alipore
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We thank the following persons, who resigned from their posts during 2015-16, for their contribution to ICP:
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Abul Kayam Zarida Alam
Debapriya Bandyopadhyay
Sanjukta Banerjee
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Sangram, Ansol
Voice of World

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Dr Partha Sarathi Chakraborty Associate Professor
Prof (Dr) Tandra Mitra DACEE
Dr Santwan Chattopadhyay Head DACEE

BCP
Dr Reena Sen
Dr Madhuchhanda Kundu
Some cherished moments

Quotes from our visitors

I am moved and touched – God bless all of you here working and the divine children! – Alka Jalan, Entrepreneur and Social Activist

It is wonderful and an honour to be with such lovely people – it makes my day! – Anjana Mullick, Headmistress Bidya Bharati School (Primary Section)

Amazed by the work been done. Heart warming! – Rajiv Mittal, Senior Executive, HDFC Ltd

Best school in Kolkata! The school children need to belong to their ‘Houses’. – Ayaan and Armaan Banerjee, Newton Prep School, London

Thank you for an inspirational visit to a remarkable place of love, kindness and thank you to the students for the example they give us of succeeding against all the odds! – Craig Hall, Consul General, US Consulate, Kolkata

Thank you for one of the most wonderful days of my life! – Scott Warrick, friend and well-wisher from Canada
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Annual Report 2015-2016 supported by ABP