



Towards Freedom from
Child Sexual Abuse

Supported By
R. Jhunjhunwala Foundation & Others

Annual Report 2011-12





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“A picture is worth a thousand words” but “to observe the making of a picture is worth ten thousand words.”

Robert Ault, Art Instructor and Therapist



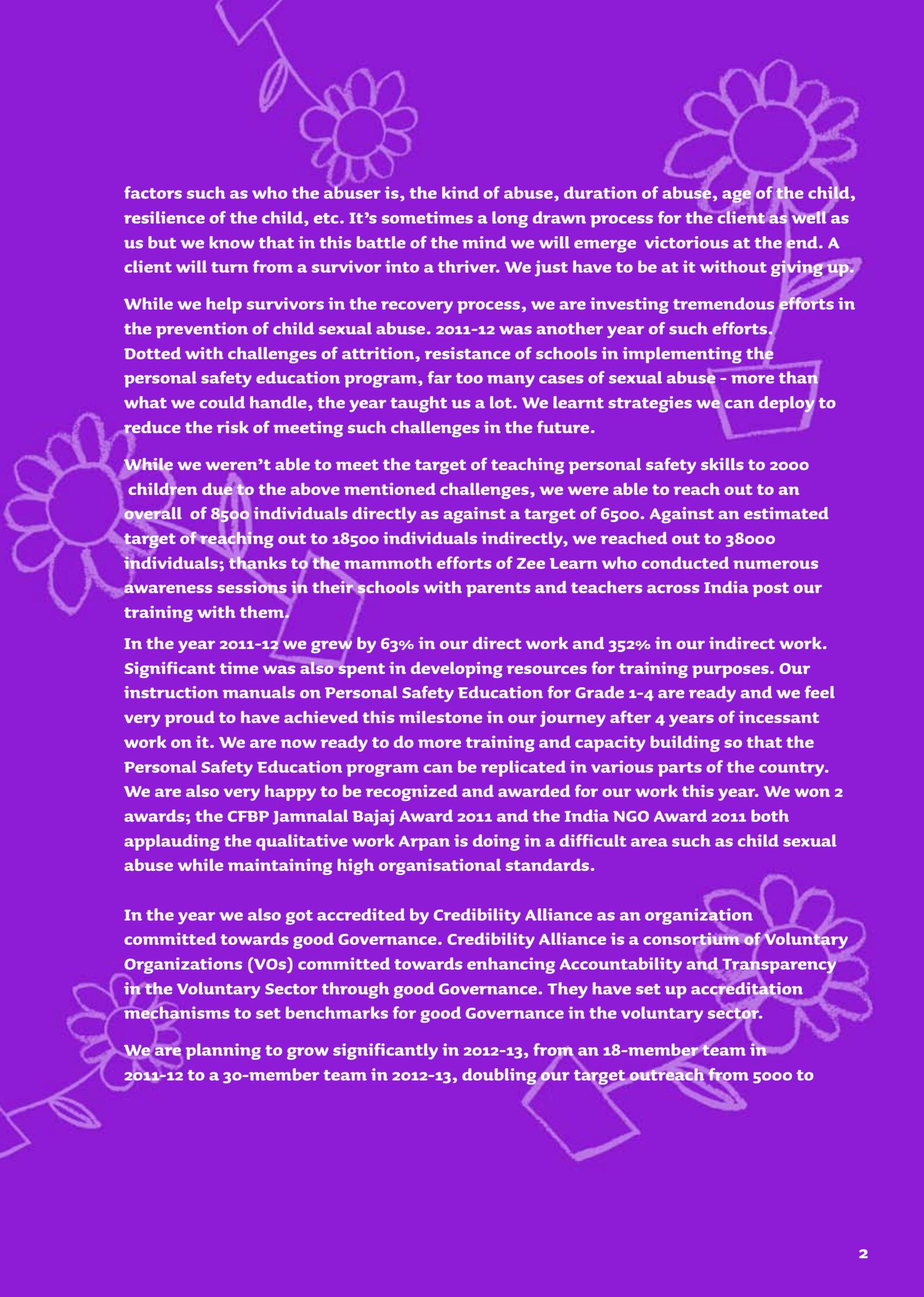
This quote aptly describes the healing journey of a 14 year old child who created this picture in her 39th session. The image was created in response to a prompt from the therapist to create a structured scribbling which would help her self-soothe as the child was restless and not willing to verbally communicate. The child came up with building blocks and a mat like structure which she identified herself as being triggered into a journey down the memory lane. Each image came quite naturally and organically and she created a smiling picture of a person through a process of ‘visual thinking’. In her narration she revealed this is her brother and then she took the red colour and smudged the smiling face. She then covered it with an additional paper with a smile. While handing it over to the therapist, she voiced “this is what it was” until she was raped by her own brother at the age of 9 who was her sole support in an otherwise dysfunctional family.

For the child transferring the abstract, nebulous images of the conscious or unconscious mind onto a tangible piece of paper became a potent tool to verbalize feelings symbolically. The art activity allowed her to unlock the tangled emotions, safely dialogue with her traumatic experience that was otherwise repressed leading to her dissociation and fragmentation of self. The art making aided in her integration of the inner and outer world by bridging the gap between the two facets of her life namely the trustworthy, protective brother and the brother (“monster”) who repeatedly sexually abused her.

CEO FORWARD



This is one of the many cases that Arpan is continuously working with while supporting the healing of the survivors of child sexual abuse with varying impact through counselling and psychotherapy. This depiction of feelings by the child gives us a glimpse into the kind of trauma and violation that is left in children and adults as a result of childhood sexual abuse. Strong betrayal specially happens in cases of incest (sexual activity by a family member) where the implicit trust in a care giving relationship is broken by the sexual violation of the family member. The impact of child sexual abuse varies from person to person depending on various



factors such as who the abuser is, the kind of abuse, duration of abuse, age of the child, resilience of the child, etc. It's sometimes a long drawn process for the client as well as us but we know that in this battle of the mind we will emerge victorious at the end. A client will turn from a survivor into a thriver. We just have to be at it without giving up.

While we help survivors in the recovery process, we are investing tremendous efforts in the prevention of child sexual abuse. 2011-12 was another year of such efforts. Dotted with challenges of attrition, resistance of schools in implementing the personal safety education program, far too many cases of sexual abuse - more than what we could handle, the year taught us a lot. We learnt strategies we can deploy to reduce the risk of meeting such challenges in the future.

While we weren't able to meet the target of teaching personal safety skills to 2000 children due to the above mentioned challenges, we were able to reach out to an overall of 8500 individuals directly as against a target of 6500. Against an estimated target of reaching out to 18500 individuals indirectly, we reached out to 38000 individuals; thanks to the mammoth efforts of Zee Learn who conducted numerous awareness sessions in their schools with parents and teachers across India post our training with them.

In the year 2011-12 we grew by 63% in our direct work and 352% in our indirect work. Significant time was also spent in developing resources for training purposes. Our instruction manuals on Personal Safety Education for Grade 1-4 are ready and we feel very proud to have achieved this milestone in our journey after 4 years of incessant work on it. We are now ready to do more training and capacity building so that the Personal Safety Education program can be replicated in various parts of the country. We are also very happy to be recognized and awarded for our work this year. We won 2 awards; the CFBP Jamnalal Bajaj Award 2011 and the India NGO Award 2011 both applauding the qualitative work Arpan is doing in a difficult area such as child sexual abuse while maintaining high organisational standards.

In the year we also got accredited by Credibility Alliance as an organization committed towards good Governance. Credibility Alliance is a consortium of Voluntary Organizations (VOs) committed towards enhancing Accountability and Transparency in the Voluntary Sector through good Governance. They have set up accreditation mechanisms to set benchmarks for good Governance in the voluntary sector.

We are planning to grow significantly in 2012-13, from an 18-member team in 2011-12 to a 30-member team in 2012-13, doubling our target outreach from 5000 to

10000 individuals. We aim to definitely reach out to a minimum of 4500 children, more than double of the target of 2011-12.

We are very glad to have The Marshall Foundation (France) come forward to support us in a significant manner and thank them for their contribution.

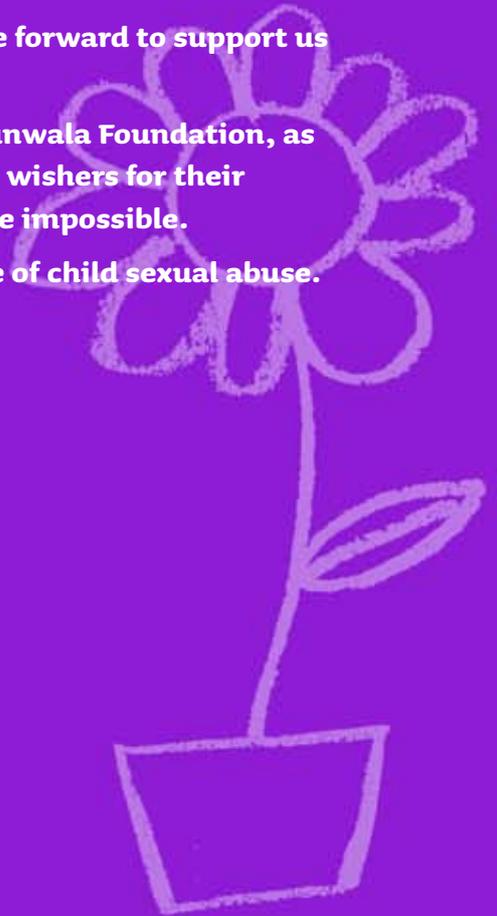
I take this opportunity to also thank our partner, The R. Jhunjhunwala Foundation, as well as all our donors, advisors, supporters, volunteers and well wishers for their continued support to Arpan without which this journey would be impossible.

Please continue to walk with us and deal with this difficult issue of child sexual abuse.



Pooja Taparia

**Founder and Chief Executive Officer
Arpan**



Our Intervention Strategies and Projects

OUR VISION AND MISSION

Vision: World free of Child Sexual Abuse

Mission: To empower individuals, families, communities and society with prevention and intervention skills to reduce the occurrence of child sexual abuse and heal its psychological, social, sexual and physical consequences.

Arpan structured its services and projects in 2011-12 into a holistic intervention model with a balanced emphasis on both components - prevention and healing. Arpan understands that every individual (child or adult) and organization that comes in contact with Arpan is a valuable entity. We, at Arpan, respect and acknowledge their needs, perceptions and uniqueness.

Arpan's intervention and services is based on the following 4 interconnected and interdependent strategies that aim towards providing a comprehensive and holistic intervention model with regard to child sexual abuse:



These 4 strategies of Arpan were realized through well designed projects:

Strategy I - Direct Services

Project 1: Personal Safety Education Project

Project 2: Psycho-Social Intervention Project

Project 3: Psychotherapeutic Services for Children and Adult Survivors of Sexual Abuse

Project 4: Psychotherapeutic Services within Institutional Setups

Strategy II - Sensitization of Civil Society on CSA

Project 5: Civil Society Events

Strategy III - Training and Capacity Building

Project 6: Awareness Talks on Child Sexual Abuse - All Kinds of Networks

Project 7: Training of Teachers / Trainers for Personal Safety Education Program

Project 8: Capacity Building - Government, Non-Government Organization and Corporates, etc.

Project 9: Working Group on Trauma for Mental Health Professionals and Social Workers

Project 10: Trainings on Mainstream and Alternative Therapies for Mental Health Professionals and Social Workers

Project 11: Peer Support Program in Colleges

Strategy IV - Research and Advocacy

Project 12: Media Documentation - cases reported in newspapers

Project 13: Sex Offenders Study

Project 14: National Policy Level [CSA Laws] and State Laws and Protocols

Our Impact in 2011-12

THE YEAR AT A GLANCE:

2011-12 has been an enterprising and exciting year for Arpan. We share with you our achievements and accomplishments.

- Over 47,614 children and adults were reached out (against an estimated target of 25,000) directly and indirectly through our various projects in order to prevent instances of child sexual abuse and provide adequate psychotherapeutic support to children, adult survivors of sexual abuse and their families. Of this, 8450 children and adults were reached out directly (against a target of 6000) and 39,164 children and adults were reached out indirectly. Through our direct intervention included 2000 children, 2350 parents, 870 teachers, 300 college students, 280 NGO professionals, 43 mental health professionals, etc.



- Arpan for the first time implemented the Personal Safety Education Program in children's shelter homes, which was a new area of work for us.
- Arpan has come up with instruction manuals for imparting Personal Safety Education to students from grade 1-4. The manual, an outcome of 4 years of incessant work, will facilitate and support trainers to implement PSE in their settings and will be instrumental in scaling up the Personal Safety Education Program.



- Our participation in the Mumbai Marathon and Kala Ghoda Festival last year helped in spreading awareness on the issue of CSA amongst civil society.



- We were glad to have an experienced and enthusiastic team of 5 volunteers from University of Westminster Business School pursuing MBA with a module in 'Social Entrepreneurship'. The team was placed with Arpan for 10 days through The Great Generation - a young and forward thinking organisation working towards the mobilization of the agency of individuals, civil society and business to help achieve the Millennium Development Goals. The volunteers played a critical role in developing a business plan for scaling up Arpan's projects and programs; namely the Personal Safety Education Program and the Helpline Project.



- Arpan has been associated with and co-produced the film "I AM", a film which has portrayed the impact of sexual abuse on an adult survivor of child sexual abuse, with complete precision and sensitivity. The film has already reached out to millions across the globe and even won numerous accolades including the Best Hindi Film Award at the 59th National Film Awards.



- There has been increased media reporting wherein Arpan and its work on CSA has been featured in various newspapers, magazines namely, India Today – Woman, DNA, The Hindustan Times, Mumbai for Kids campaign -The Times of India, The Sunday Guardian and The CSR Good Book featuring the goodness of Corporations, Foundations and NGOs.



- Arpan received the Jamnalal Bajaj Uchit Vyavahar Puraskar (Council for Fair Business Practices) 2011 in the category of Charitable Associations for their outstanding achievements/contribution in adhering to the highest ethical practices and providing complete satisfaction to consumers and other stakeholders.



When we heard Arpan's presentation on their work in helping prevent and reduce the occurrence of Child Sexual Abuse, we couldn't help but applaud the efforts that are being put in by Arpan and its team.

Arpan functions on a child centered model. What moved us is the fact that the organisation is not aiming at scalability. It is going right to the root of the end beneficiaries which are children, but at the same time they also recognise that they need to address and handle cases of adult survivors of child sexual abuse so that there are fewer cases of revictimisation.

We were also pleased to note that Arpan is following a model, which is very systematic. They are doing things in a manner that establishes a level of independence. CSA is an issue that should move and stir each one of us. Anyone who sees or engages should understand the criticality of this issue.”

VINEET BHATNAGAR

Chairman, Awards Committee

CFBP-JAMNALAL BAJAJ AWARDS FOR FAIR BUSINESS PRACTICES – 2011

- Arpan won the India NGO National Award, 2011, in the ‘Small Category’ (budget under one crore) for doing exemplary work in the NGO sector by way of professional management, innovation in local resource mobilization and the effectiveness of the organization’s activities in improving the lives of the people it serves. The award is a joint venture by the Resource Alliance (UK) and the Rockefeller Foundation (US).



Arpan is recognized as an expert organisation in preventing sex abuse amongst children. Arpan’s program is unique because at this scale, Arpan is the only organisation with a very innovative model for sex abuse prevention in the country. Arpan is expanding the outreach of its the program by also training teachers, parents, caretakers, NGO professionals, social workers (working with children), etc. Arpan is currently imparting very specialised services on this sensitive issue and is considered as one of the resource agencies in the country. Qualitative change among those being trained through innovate ways are also being recorded and measured by Arpan effectively.”

ASSESSORS AND JURY OF THE AWARDS

RESOURCE ALLIANCE, UK

Project Wise Impact 2011-12

Strategy I: Direct Preventive and Psychotherapeutic services for children and adult survivors of sexual abuse and their families

Prevention and healing services have been provided to children, adult survivors of sexual abuse and their families through the Personal Safety Education project and psychotherapeutic interventions offered by Arpan.

Project 1: Personal Safety Education Project (PSE)

This happened in one of the city schools where Arpan's Personal Safety Education Project was being implemented.

It was the last session for that grade and the trainer was teaching them about the last and one of the most critical rule 'It is not your fault if some body has broken Personal Safety Rule 1'. It was then that one child approached the trainer in an overwhelming state.

The child shared that she was being sexually abused repeatedly and in spite of knowing the abuser's intention of calling her alone she was not being able to stop the abuse and hence deduced it to be her fault. In order to stop the ongoing abuse and help the child overcome the deep rooted belief and taking onus of the abuse, Arpan's Psycho-Social team and the Psychotherapeutic team worked together along with the PSE team. The psycho-social team made home visits to understand the family dynamics and brought the sexual abuse to their attention. The family could identify the offender, the behaviours that he was showing namely isolating the child and giving expensive gifts (which they earlier thought to be driven by love and affection). Being empowered the family could stand up for their child and keep the abuser out of their home. The Psychotherapeutic team simultaneously supported the child's healing by working on her self-esteem, shame and guilt around the abuse.

Personal Safety Education Project is one of the core interventions of Arpan that focuses on empowering children with adequate knowledge, attitude and skills to prevent instances of child sexual abuse as well as to seek support when such an incident has occurs. Arpan conducts this module with children in privately owned and government schools as well as with highly vulnerable groups of children referred by NGOs, and in shelter homes and orphanages. The PSE project also involves awareness building and skill enhancement of adults (like parents, teachers and institutional caretakers) who are the primary stakeholders and caregivers in a child's life in order to create strong safety and support networks around children in their respective environments.

We implemented our Personal Safety Education module with 1800 children from grades 1-6 in 7 schools and 2 Children's Home across Mumbai and Thane. This year, 5 of these 7 schools belonged to lower Socio-Economic background. These children were empowered with personal safety messages in order to prevent themselves from sexual abuse as well as seek support in cases of any ongoing or past experience of inappropriate behaviour and sexual abuse. In one of the schools, the teacher who was sexually abusing children was removed from the school and measures were taken to support him with psychotherapeutic help.

Personal Safety Education in Children's Home

The pre and post tests with a representative sample of children in one of the institutions reported the following impact in the retention of personal safety messages and shift in knowledge, attitude and skill among children with regard to child sexual abuse and reporting of the same.

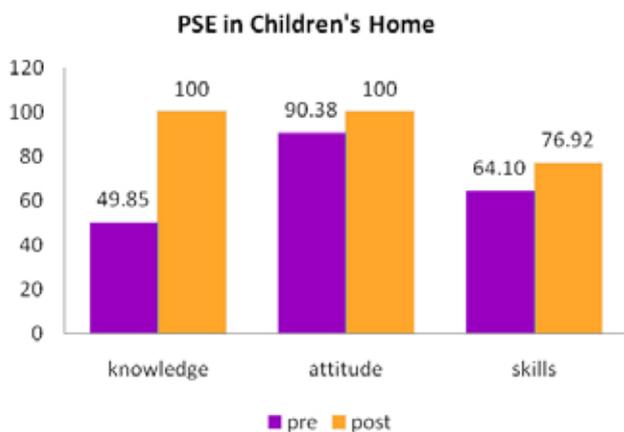


Figure 1: Shift in knowledge, attitude and skill among children in one of the children's home

Figure 1 indicates that:

- On an average, the children indicated a 50.15% increase in knowledge and information about CSA. This was the first step towards enabling them to prevent any instances of sexual abuse and also approach professional support in case of instances of abuse.
- The average shift in attitude of children with regard to child sexual abuse prevention and reporting was 9.62%.
- 12.82% enhancement in skill development was demonstrated in preventing cases of sexual abuse, inappropriate behavior as well as in reporting any such instance to their trusted adults.

The children in the children's home also shared real-life experiences where they were able to use the knowledge and skills taught to them in their Personal Safety classes. The children shared that they were able to identify safe and unsafe situations through feelings, and that they were using the learnt skills to get away from unsafe situations. Thus, they were able to better protect themselves.

Some testimonials from the children who attended PSE in the children's home:

“A man approached us (two children) and roughly attempted to drag one of us. We remembered that we can Say No and Get Away. We implemented it and ran away from there. We were proud of ourselves as we could get away from a threatening situation and protect ourselves.”

Personal Safety Education in Lower Socio-Economic Schools

The pre and post tests with a representative sample of children in grades 3 and 4 in one of the lower socio-economic schools reported the following impact in the retention of the personal safety messages and knowledge, attitude and skill among children with regard to child sexual abuse and reporting of the same.

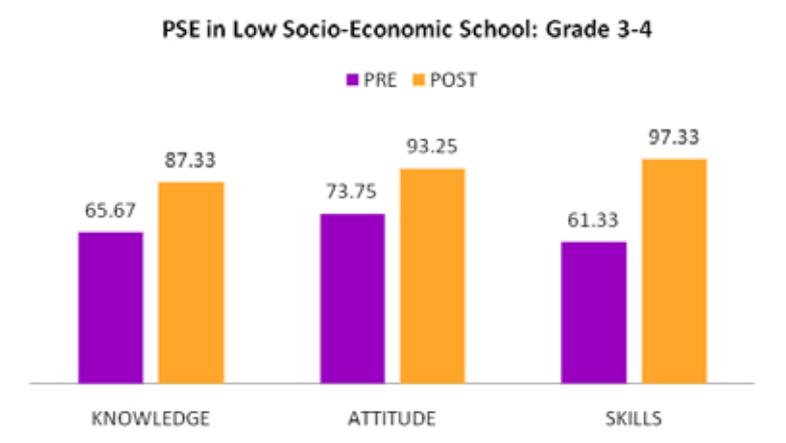


Figure 2: Shift in knowledge, attitude and skill among children in one of the lower socio-economic school

Figure 2 indicates that:

- On an average, the children indicated a 21.66% increase in knowledge and information about CSA. This was the first step towards enabling them to prevent any instances of sexual abuse and also approach professional support in case of instances of abuse.
- The average shift in attitude of children with regard to child sexual abuse prevention and reporting was 19.5%.
- 36% skill enhancement was demonstrated in preventing cases of sexual abuse, inappropriate behavior as well as in reporting any such instance to their trusted adults.

Personal Safety Education in Middle Socio-Economic Schools

The pre and post tests with a representative sample of children in grades 3 and 4 in one of the middle socio-economic schools reported the following impact in the retention of the personal safety messages and knowledge, attitude and skill among children with regard to child sexual abuse and reporting of the same.





Home Work/ Lesson 2, Worksheet 1
 I am special and deserve to feel safe all the time.
 These are people I can approach when I need help to keep my self safe.

Fathe

uncle

Brother

aunt

Sister



Mummy

arpan

Home Work/ Lesson 2, Worksheet 1
 Color the pictures

NO

GO



arpan

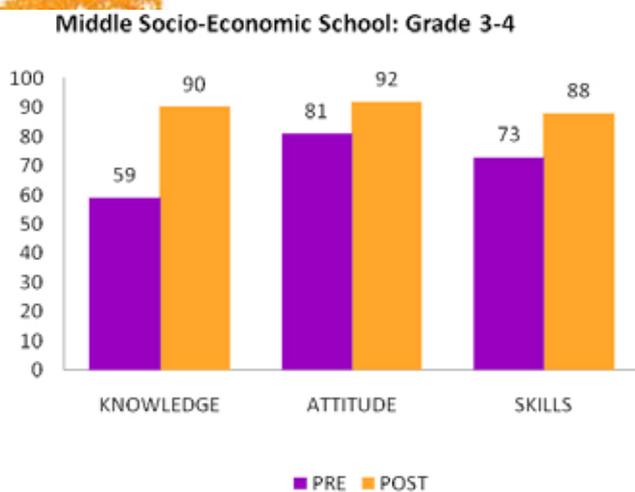


Figure 3: Shift in knowledge, attitude and skill among children of grade 3 and 4 in one of the middle socio-economic school

Figure 3 indicates that:

- On an average, the children indicated a 31% increase in knowledge and information about CSA. This was the first step towards enabling them to prevent any instances of sexual abuse and also approach professional support in case of instances of abuse.
- The average shift in attitude of children with regard to child sexual abuse prevention and reporting was 11%.
- 15% skill enhancement was demonstrated in preventing cases of sexual abuse, inappropriate behavior as well as in reporting any such instance to their trusted adults.

Personal Safety Education: Session with Parents

As a part of the Personal Safety Education project, we reached out to 1029 parents across seven schools and one children’s home (parents were not available in one children’s home as it houses orphans and street children) providing them with information on child sexual abuse, personal safety program and the role they could play as a support network for their children.

Through these sessions we imparted parenting skills to parents to help them effectively prevent instances of child sexual abuse, effectively respond to any disclosure as well as provide adequate support and care to the children in case of an ongoing or past experience of sexual abuse.

Most of the parents shared that the Personal Safety Education project with their children has formed a bridge of communication between them and their children, and that they are now comfortable discussing issues or concerns related to their children.

In one of the schools, the parents felt empowered post the session to stand against one of the teachers who was sexually abusing children. They could relate the symptoms that the children were showing with the ongoing sexual abuse. This is what we observed:

When the parents were made aware that one of the teachers was sexually abusing children, they teamed up at the Principal’s office demanding removal of the teacher. They could also make linkages with the symptoms of child sexual abuse to the child’s behavior. A parent said that her child complained of stomach ache and refused to go to school every Monday.



Later the parents realized that the teacher who was abusing the children had his classes scheduled on Mondays. This psycho-somatic stomach ache was an unconscious attempt of the child to protect him/her from the impending sexual abuse.

Some testimonials from parents who attended the pre and post parents' sessions in connection with our PSE implementation in school/s and children's home:

“I congratulate Arpan for the kind of work being done with the children. As parents we might not be able to talk to children about the information on private body parts the way it was taught in school.” - A parent who attended parents' session prior to PSE implementation

“After PSE happened my husband and I are comfortable talking to our son about private body parts and there is more open communication within the family.” - A parent who attended parents' session prior to PSE implementation

Personal Safety Education: The School Managements' Reflection

The management and the teachers' reflection of the PSE program in their schools and children's homes also flagged the imprint this program has created where there was a dearth in knowledge and skills regarding the Personal Safety of children.

Some testimonials from School Management Members:

“We are very glad to state that our association with Arpan in the academic year 2011-12 has been a truly enriching experience. It has been a learning endeavour to the management, staff, students and parents.” Mr. Mohd. Rafiq Siddiqui, Chairman, Holy Mother English School

“Thank you for providing the much required, appropriate information for the students in grades 5 and 6. After your PSE implementation, one of the parents shared with us that her child has started communicating on issues like safe/unsafe touch which earlier she would choose to keep it to herself. We also want our children from grades 7-10 to benefit from your program. Please train these children as well.” Mrs. Snehalata Mane, Principal, Motiram Krishnaji Nakwa High School

Project 2: Psycho-social Intervention Services

The project aims to extend its psycho-social support to the children who have been victims and their families. This support is extended to cases of child sexual abuse reported by the media as well as those referred by NGOs. psycho-social support has also been provided to those victims who contact Arpan through the support line. This is done in order to facilitate healing of the psychological, social, sexual and physical consequences of CSA and to build capacities of the families. The psycho-social support indicates therapeutic assistance as well as any social/environmental support provided to the client and his/her family/caretakers to create a support and safety network for the child.

This was not a planned project and was initiated in the middle of the year as the Arpan team felt a strong need to reach out to children who have been sexually abused with psychotherapeutic help.

Arpan reached out to 13 children and their families through cases reported in the newspaper and those identified by NGOs working in the communities.

The age of the children who were supported by the psycho-social team ranged from 6 years to 17 years and included sexual offending ranging from rape, sodomy to being used as subjects for pornographic material. The abusers were uncles, neighbours, friend's boyfriends and strangers. In this process, the Arpan team worked with the police, representatives of CWC (Child Welfare Committee) and family members. The Arpan team was effective in supporting the families with immediate needs of CWC procedures to be followed, re-admission to schools but only one case was being referred for psychotherapeutic work with the child. To convince the families and make them understand the need for counselling was a challenge, given the lack of awareness around mental health in the country.

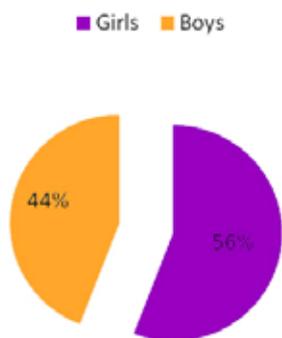
Project 3: Psychotherapeutic Services for Children and Adult Survivors of Sexual Abuse:

Our psychotherapeutic services provide mainstream and alternative therapeutic services to children, adult survivors of child sexual abuse and their families with an aim to heal the psychological, social, sexual and physical consequences of sexual abuse and to prevent any further re-victimization or trauma. These services are offered at the Arpan centres, schools where PSE is conducted and at the community level with support of NGOs and social service organizations.

Arpan has successfully provided mainstream and alternative therapies like art, play therapy, etc. to 134 clients (including 127 children and 7 adult survivors) of sexual abuse and 20 family members in order to facilitate the process of healing and reintegration.

Among 127 children supported by psychotherapeutic services at Arpan, 108 children were referred post the implementation of the Personal Safety Education Program. The percentage of cases of sexual abuse and inappropriate behaviour coming from the schools ranged between 2.33% to 19.31%. 65% of children supported by psychotherapeutic services reported to have experienced sexual abuse and 35% reported to have faced inappropriate behaviour. The sex segregated data clearly shows that while both boys and girls are equally supported by psychotherapeutic services; adult survivors availing the psychotherapeutic services are predominantly women.

Children Supported by Psycho-Therapeutic Intervention



Adults -Survivors Availing Psycho-Therapeutic Support

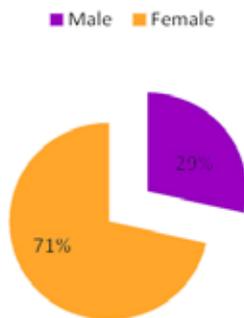


Figure 4 & 5: Distribution based on sex of clients (children & adult) availing psychotherapeutic intervention at Arpan

Here are some of the critical shifts that we have witnessed in our clients as part of the therapy process which includes stabilization, trauma processing and reintegration:

Background of the Client	Modalities Followed	Present Status Post Therapy
Adult survivor, Male, Anonymous: Client was repeatedly sexually and physically abused as a child which impacted his self esteem, his behavior and overwhelmed him with a strong sense of stigma. He was also not in a position to seek support until he was in his 40s as he was resistant to face a therapist and most organizations turned him down as they were working with only female victims.	Telephonic counseling	He could vent out his feelings of shame, anger, and confused sexual identity. According to him, “after taking sessions from you, I was able to open up a little bit of my past experience... Thanking you for helping me.” He has reached a point where he is ready to start with face-to-face counseling sessions.
Child, Female, 13 years: The child confided in her class teacher that the father inserted fingers and chilies in her vagina. The child was sexually acting out and was using age inappropriate sexual conversation and was also demonstrating destructive behavior.	Play therapy sessions, role-plays, enactment and storytelling sessions; psycho-education with mother	The client went through a phase of catharsis by releasing her anger towards her father for abusing her as well as her mother for not believing her. The behaviour related to traumatic sexualization has reduced considerably in school.
Child, Female, 10 years: The child was abused by a neighbour after one year of grooming. The child was showing sexualized behaviour towards male members of the family and extreme aggression towards her younger sister.	Art Based Therapy, EMDR (Eye Movement Desensitization and Re-stabilization); psycho-education with mother	The child was able to express herself through Art Based therapy. In the initial sessions all her drawings showed extensive focus on breasts and navel with a lot of detailing. The series of art images created showed that the focus on the breasts gradually reduced with therapy.

Background of the Client	Modalities Followed	Present Status Post Therapy
<p>Adult survivor, Female, 30 years: Client was sexually abused repeatedly for a few months by a male house servant, when she was approximately 6 years old. The client suffered from depression throughout her growing years. Flashbacks and anxiety over the past month over the abuse motivated the client to seek counseling. Anger with family for not noticing/ helping and an inability to manage long standing romantic involvements were identified as current impact as a result of her past unresolved issues around the abuse.</p>	<p>Resource building work, Somatic bodywork and EMDR modality of treatment.</p>	<p>Client, through therapy, was able to finally break her silence around the abuse and shared her feelings with her sisters and friends. Client also identified patterns that are self-sabotaging in building meaningful long lasting romantic relationships. 'Client's anger towards a particular family member was a very overwhelming area for her to touch during therapy. Client was not ready to work on this area yet and promised to reach out for counseling after a break.</p>

Project 4: Psychotherapeutic Services within Institutional Setups

By initiating the psychotherapeutic services within Institutional setups, Arpan intends to reach out to the highly marginalized group of rescued minors and children at risk within institutions and shelter homes. This project aims at providing long term and intensive individual and group psychotherapeutic services in order to facilitate healing of various consequences (physical, social, sexual and psychological) of CSA. The project also aims to build the capacity of caretakers within the institutional set up in order to create a care and support network for the children.

Arpan, in 2011-12, has worked with 2 institutions for rescued minors, Advait Foundation and Kranti and has reached out to 28 clients in Advait (21 clients) and Kranti (7 clients) through 457 sessions and 59 group sessions. 31 capacity building sessions were conducted with 8 caretakers in Advait and Kranti.

Arpan's psychotherapeutic intervention is geared towards stabilization of the clients so that they are able to deal with their present life situation; followed by trauma processing and re-integration. Capability building sessions were also provided to equip the caretakers with the knowledge and comfort to handle traumatized clients.



Impact of Counselling With Children

The clients in both the children's home communicated following shifts on these two critical arenas - relationship with the counsellor and understanding of self:

- Over 60% clients communicated that they have developed comfort with the counselor and more than 80% shared that the counselor understands them most of the times.
- More than 60% clients shared that the predominant emotion that they presently experience is happiness.

Some of the testimonials from the clients on their therapeutic journey and their definite progress in arenas of Self Awareness, Setting Boundaries, Dealing with Emotions, Self-Harm Behaviour and Inter-Relationship:

Self Awareness: *“Before Arpan, I never knew what feelings are so I never knew how to manage them. Now I am aware of most of my feelings. So I am able to tell when I am sad or happy or both.”*

Setting Boundaries: A child, who earlier felt overly responsible for the happiness of her parents and siblings, is finally learning to take care of herself. She has now learnt to separate responsibility from over responsibility. *“Abhi mai apki madat karne ke liye taiyaar nahi hoo, abhi mai bhi choti hu, toh aap kisi bade ko puch lo yaa phir caretakers se baat karo. Muje toh abhi apne pairo pe khada hona hai.”* (I cannot help you now as I am quite young. You should talk to some elders or to the caretakers who are in a better position to help you. At present my priority is to get established in life.)

Dealing with Emotions: *“Before Arpan, I was stressed and if I would make a mistake, I would feel guilty, anxious and drink. Now, I am able to monitor my behaviour, action and feelings and now know better ways of dealing with my concerns.”*

Self Harm Behaviour: *“Didi khud ko takleef pahouchaane ka khaayal ab mujhe bilkul nahi aata.”* (Now-a-days the thought of self harm does not occur to me.)

Inter-Relationship: *“Jab mujhe uspe gussa aaya, maine uspe chillaya nahi, balki us se baat ki. Mujhe nahi pata tha aaraam se baat kar ke bhi problem solve ho sakta hai. Ab se main pehle baat karongi fir hi kuch aur.”* (When I was angry, I did not shout at her but I had a dialogue. Earlier, I did not know that even having a polite conversation can also solve a problem. From now on I will first talk to solve any issue.)

Capability Building Sessions with Caretakers

Capability building sessions were conducted with caretakers in order to provide them with psycho-education on Child Sexual Abuse (CSA) - its causes and symptoms, understanding of trauma and impact (behavioural, attitudinal), crisis management, techniques of handling disclosure and positive organizational change - to support the clients along with the caretakers' need for self care.

Testimonials from the caretakers:

“Earlier I would scold the girls for making bad decisions and take away decision-making from them for a while as a punishment. But with my better understanding from capacity building I now know the only path to better decision making is to first have the independence to make lots of bad decisions. So now, when they make bad decisions, I support them recovering from it and assure them that this was a learning experience and next time they will make better decisions.”

“Capacity building with the staff has been extremely helpful, as we can now not only handle our stress better, but also know how to deal with crisis situations when a professional counselor is not present in the house.”

Strategy II: Creating Sensitization on Child Sexual Abuse with Relevant Civil Society Groups

Arpan organizes as well as participates in civil society events (NGO events, corporate events, college events etc.) to create greater sensitivity, visibility and awareness about the issue of CSA and Arpan's programs for the same.

Project 5: Civil Society Events

Civil society events are conducted at regular intervals by Arpan, independently or in partnership with like-minded organizations working on child sexual abuse and/or child rights in order to create greater sensitivity, visibility and awareness about the issue of CSA as well as Arpan's services.

2609 individuals were reached out through various civil society events - World Day of Prevention of Child Abuse, Standard Chartered Mumbai Marathon, Kala Ghoda Festival and NGO India Exhibition (in Gurgaon).



Rule 1 - It is never alright for someone to touch, look at or talk about your private body parts except to keep you clean and healthy.

It is never alright for someone to ask you to touch, look at or talk about their private body parts.

AT THE TIMES OF INDIA KALA GHODA ARTS FESTIVAL



Arpan hosted the play *30 Days in September* (scripted by Mahesh Dattani and directed by Lillete Dubey) to mark the World Day of Prevention of Child Sexual Abuse on the 18th of November 2011. The play depicts the trauma faced by a survivor of sexual abuse as she carries on with her life, makes decision/s, develops relationships and the fears/crisis she experiences in her everyday life. The event was attended by over 350 individuals from diverse backgrounds like NGO professionals, members from the School Management, teachers, counsellors, mental health professionals, students, etc.

3 students of the S. P. Jain Institute of Management and Research College including Mr. Sanket Tandon, the Production Head of their In-house theatre group called Guild of Actors was part of the audience. This is what he has to share:

“Our college had a trend of staging light plays as the event is largely looked forward to for fun and better bonding. It was a challenge that I and my team took to screen the video and showcase Arpan’s work to the gathering as well as have our artists perform the play 30 Days in September. After all the planning and hard work we put in, the team was apprehensive of the response we would get at the end of the show. Staging such a serious play to a bunch of young adults could have backfired. But finally on that evening, the turnout was fabulous - 456 individuals (students, alumni, faculty and guests). The entire evening nobody moved, nobody left. The Arpan video actually helped us set the tone of what was to follow. We were proud of what we had achieved by the end of the evening. Today we believe we have set a trend in our college where our juniors would like to stage plays for reasons beyond entertainment.”

Arpan participated in the Standard Chartered Mumbai Marathon, 2012 which provides one of the largest innovative platforms for visibility, community involvement and fundraising opportunities for NGOs. 100 individuals (including 17 students and 20 teachers from BCG schools) participated in the Dream Run along with celebrities like Sanjay Suri (actor) and Onir (filmmaker). 15 staff members from an eminent corporate house namely M F Global Sify Securities (India) Pvt. Ltd. participated in the Corporate Challenge representing Arpan and raised funds for the cause.

Calveena D’Souza, Arpan participant in the Standard Chartered Mumbai Marathon 2012 shared: ***“This was my first attempt at a marathon which is why I had decided to only do the Dream Run to see if my body could handle it or not. So when it was time to register for the run, I saw the entire list of NGOs on the SCMM website & if I’m not mistaken, you were the only organisation working in this field. I have always wanted to do something for this cause since I personally (so far) know at least 7 people who have been sexually abused. I’m glad to say that each of them have overcome the pain & shame of the past and are now doing very well in their respective fields. I’m glad I could finally do my bit for this cause....”***

In February 2012, Arpan participated in the Kala Ghoda Cultural Fest in Mumbai. A street play titled *“Meri Suraksha Mera Haq”* (My Protection My Right) was staged to create awareness on the issue of Child Sexual Abuse and it reached out to 1000 individuals from different walks of life. The script of the play was drafted by the Arpan team on the basis of the Personal Safety module which revolved around the concepts like self esteem, feelings, safe/unsafe touch, assertiveness and seeking support.

In March 2012, Arpan participated in the NGO India Exhibition, hosted by United Business Media (UBM) - India at Gurgaon in collaboration with Guidestar India which provided a platform for

NGOs to meet CSR professionals and identify how they can better collaborate and serve the needs of the beneficiaries. The event was attended by 500 individuals and helped Arpan to connect directly with their NGO peers, journalists, CSR executives, pro-active humanitarians, funding bodies and policy-makers. Many of Arpan's visitors have henceforth closely followed up Arpan's work through the newsletters and attended the training programs organized.

An anonymous visitor, impressed by Arpan's work showcased at the NGO India Exhibition, shared this after reading Arpan's newsletter.

“Congratulations on all the accolades you are gathering and rightly so! You are addressing issues that most people tend to sweep under the carpet. I am glad to be associated with you and look forward to the Annual Report.”

Strategy III: Capacity Building and Training of Relevant Stakeholders

Arpan strongly believes in building the capacity of various stakeholders - parents, teachers, college students, governmental and non-governmental functionaries like Police, NGO staff, medical professionals, health and mental health professionals, social workers, etc. through awareness sessions, capacity building workshops and training of trainers programs in order to enable these stakeholders to create a safety and support net in the family, school, community and society not only to prevent instances of child sexual abuse but also provide adequate and appropriate care and support to children who are vulnerable or are victims of sexual abuse.

This year, Arpan has made a significant move towards supporting its direct interventions and services with sensitization and training through capacity building of relevant stakeholder. This strategic expansion is a continuation of the last year. Arpan has scaled up this year in order to ensure that a safety and support net is created in the family, school, community and society not only by these stakeholders, to prevent instances of child sexual abuse but also to provide adequate and appropriate care and support to children who are vulnerable or are victims of sexual abuse.

This expansion has been facilitated with an intention to replicate the current intervention strategies of Arpan across geographical and socio-cultural settings. The aim is also to sustain the social impact which we are successfully creating.

Project 6: Awareness Talks on CSA- With All Kinds of Stakeholders

Arpan conducts regular awareness sessions with various target groups (like teachers, parents, caretakers, NGO professionals, B.Ed, D.Ed students, social workers, Psychology and Counseling students, media and health professionals, etc.) in order to create greater sensitivity and awareness on CSA.

Arpan has reached out to 3505 stakeholders (including 1029 individuals through PSE) through awareness talks. This includes parents, teachers, college students, NGO staff, volunteers, etc. from civil society groups etc.

The shift in knowledge and comfort post the awareness sessions speaks about the imprint that Arpan is being able to create by providing information on the issue of child sexual abuse.

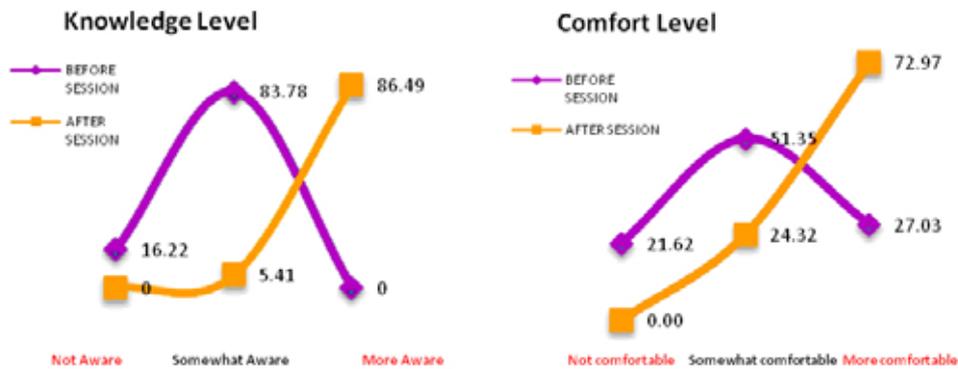


Figure 6 and 7: Shift in knowledge and comfort level before and after the awareness session in one of the awareness sessions with college students

Post the session the participants' knowledge has undergone a considerable shift as 86.49% individuals have become more aware on the issue as against 0% being more aware, 16.22% being not aware at all and 83.78% being somewhat aware before the sessions. On similar lines, 72.97% participants were more comfortable post the session to talk about the issues with others compared to 27.03% who were more comfortable, 51.35% who were somewhat comfortable and 21.62% who were not comfortable at all.

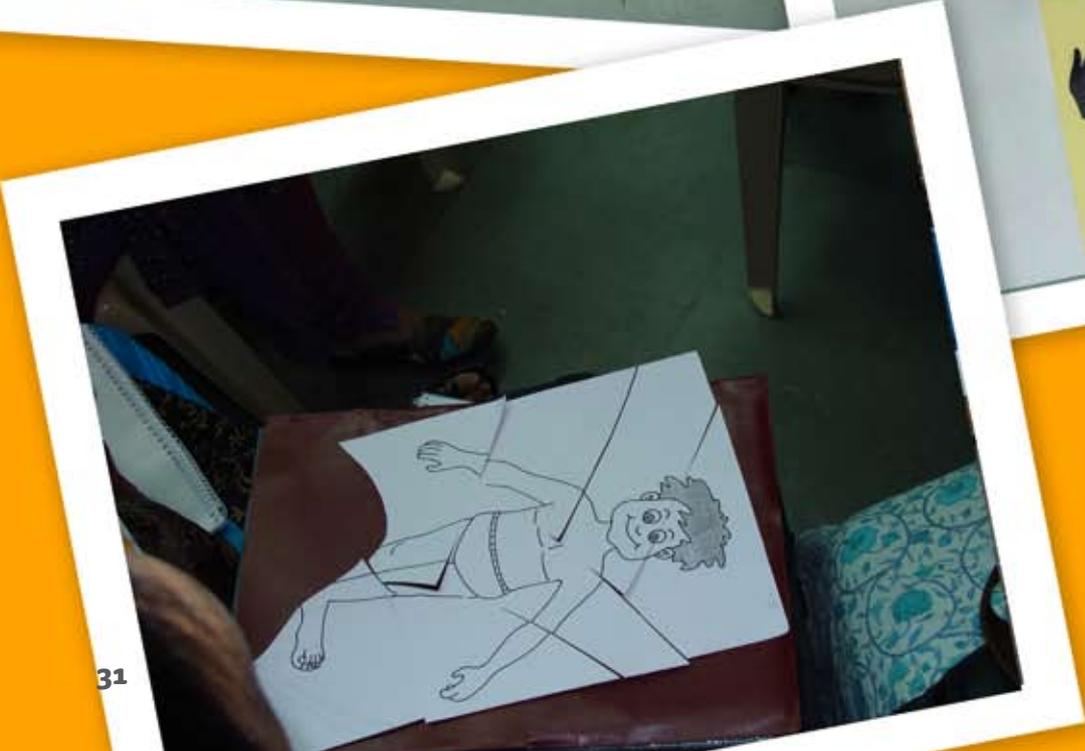
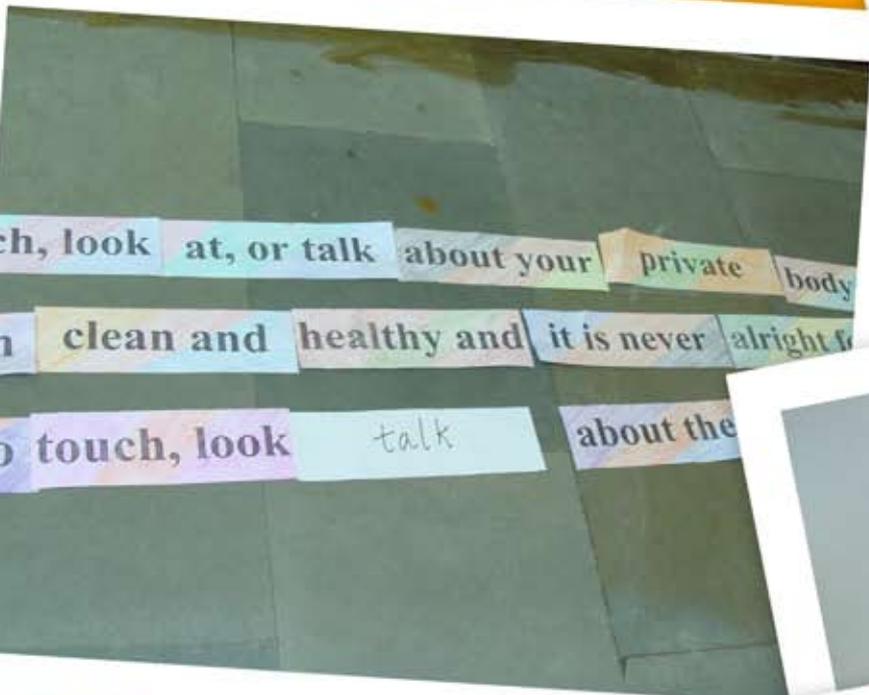
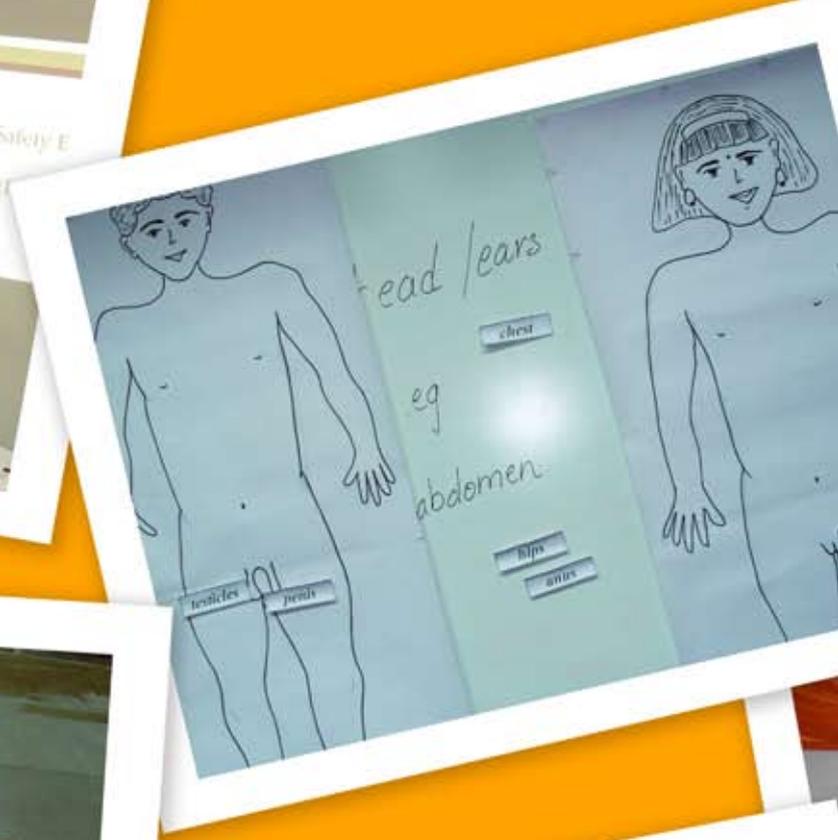
The testimonials from the participants reflecting on the awareness session/s:

“I appreciate the methodology of making the session so interactive which gave me the space to think and respond.”

“The best session ever! I loved the simplicity and clarity with which you presented the topic. Thank you for talking about something that is close to my heart.”

Project 7: Training of Teachers/ Trainers for Personal Safety Education Program

Arpan strongly believes in the process of capacity building of relevant stakeholders in order to enable them with the required knowledge, attitude and skills to implement and replicate the current models of intervention of Arpan towards prevention and healing of child sexual abuse. This process is seen as an important precursor to scale up the interventions of Arpan geographically and reach out to a diverse and larger group of children from various socio-economic and cultural settings.



43 teachers, trainers and counselors of two schools and one corporate house were trained and their capacity was built to not only conduct the personal safety education model in their respective schools but also to handle the first level disclosure in cases of child sexual abuse. Post the TOT (Training of Trainers/Teachers), the teachers went on to conduct the PSE module within their schools and reached out to over 35,665 individuals including 7638 children in schools all over the country.



Figure 8: Shift in knowledge, attitude and skills before and after conducting a TOT on PSE

The pre and post test results of the Training of Teachers (TOT) in one of the trainings indicate an average of 18.04% increase in knowledge, 10.82% increase in attitude and 30.47% in skills among teachers and master trainers post the session.

The TOT provided the teachers, counselors and master trainers with an opportunity to clarify their understanding of child sexual abuse, share their own experiences and build a sensitive attitude towards children and the issue of child sexual abuse. It also helped them inculcate the skills to empower children to prevent themselves from the risk of sexual abuse and handle disclosure if children report cases of sexual abuse.

“Arpan has helped us touch the lives of thousands of children, parents, and caregivers. The session with Arpan was an eye opener. It enabled us to train all our teachers and the support staff in all our preschools and schools. I am proud to say that the awareness that has been created has reduced the number of instances of child abuse to almost nil in this academic year.” Nitya Ramaswami, Head, Child Development & Academics, Zee Learn Limited

One of the trainees’ shared the following feedback received from a parent while the PSE module was being implemented in their school.

“A parent, with a borderline MR child, was so proud. When an uncle tried to kiss the child she categorically said ‘NO, do not kiss me. I will not allow.’ The parent was in tears when he shared this with me. He said, “Ma’am, I did not think that she will understand, you trained us and her but her take-away is so high. I am now confident that she will be able to protect herself.” The child is just 3.5 years old.”

Resource Development is a critical component at Arpan to support the direct as well as capacity building of professionals. This year Arpan has been able to come up with instruction manuals for teaching PSE in grades 1-4; an outcome of 4 years of incessant work. The manuals will facilitate and support trainers to implement PSE in their settings. The manuals have been

developed keeping in mind the nuances and sensitivity of the subject as well as our learnings while piloting it with different schools. The manual also incorporates feedback from all our stakeholders.

Project 8: Capacity Building of Non-Government Agencies

Arpan strongly believes in the partnership model of work and realizes that replication of the current programs and social change will require significant amount of collaboration with governmental and non-governmental agencies. Currently, Arpan is focusing on building capacity of staff within like-minded non-governmental organizations in order to sensitize and empower their staff with adequate information on CSA. We also hope to enable the staff to integrate the knowledge on CSA prevention and healing strategies into their existing interventions and systems for their target groups.

Arpan trained 83 NGO staff members through the intensive NGO capacity building project which offered training workshops for NGO's working with children and in the community. NGO staff were trained on CSA and their skills were developed to support the child. Arpan also partnered with these NGOs in order to provide them with consistent support post the training; both in developing systems and in intervening in cases of CSA. Post the training, the NGOs reached out to 1143 individuals including parents, teachers and children.

The pre and post test of one of the NGO capacity building session shows the shift in knowledge, attitude and skills post the session.

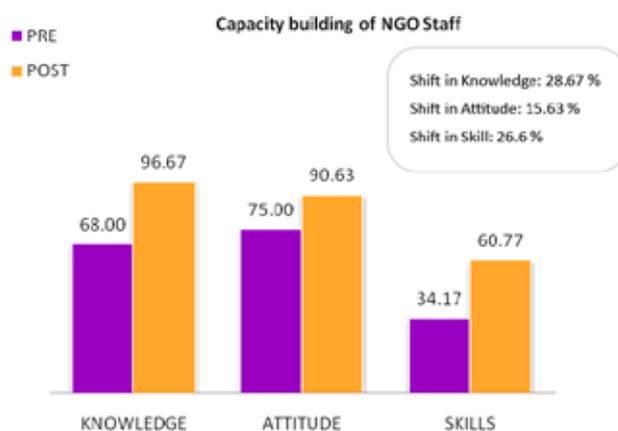


Figure 9: Shift in knowledge, attitude and skills post capacity building of NGOs

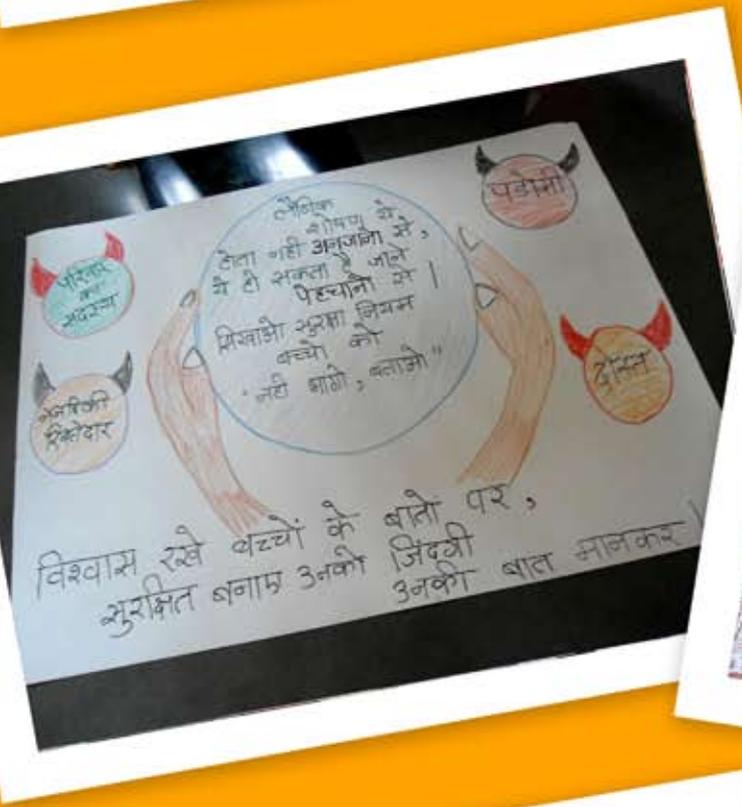
The social workers and NGO staff had this to share:

“I will use the information in the community work. I will be more alert and will talk to family and friends about my learnings. If I identify cases then I will not be scared to support the family of the victim.”

“There should be frequent sessions like this. It will help in the overall reduction of the number of cases.”

“I will be able to talk to my organization children more formally on CSA and will work to educate young children. I am more aware that boys too can be sexually abused and have learnt more about therapy.”

“I will be able to handle counseling and will be able to give an abused child, support and trust.”



Project 9: Working Group on Trauma

Working Group on Trauma is a group of mental health professionals and social workers who work in conjunction with a mentor/ resource person towards understanding the effects of trauma. The group works towards building their skills to facilitate effective healing process of children and adult survivors of CSA and their families. Arpan is in a continuous dialogue with the working group members for positions of partner counselors to address CSA and create a referral database to refer cases as required.

In 2011- 2012, 16 mental health professionals including social workers attended the Working Group on Trauma, which was mentored by Dr. Rani Raote, a prominent psychotherapist based in Mumbai.

Dr. Raote, the facilitator of the group shared that:

“There continues to be a core group of those who are committed and rarely miss a session. In the last year there have been some new additions, of which many have stayed on. As the group is exposed to the theory of trauma they are open to learning new methods of treatment. A significant portion of the group has completed at least Level One of EMDR training. This is a big achievement. In that, one of the goals of the group has been met which is to encourage participants to pursue further training to improve their skills. Many of the participants who are attending these sessions from the very beginning are also showing increasing confidence and commitment in their work areas. I really appreciate Arpan for initiating such a project and supporting it in these past years to make it possible for interested counselors/social workers/psychotherapists in the city of Mumbai to achieve professional excellence!”

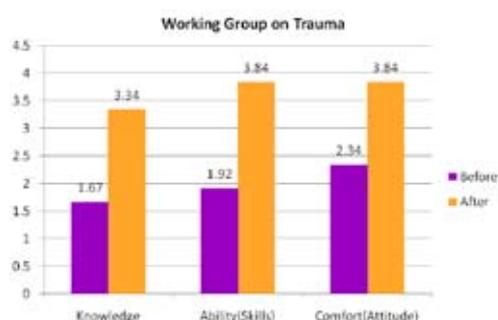


Figure 10: Shift in knowledge, skills and comfort in handling trauma clients post participation in Working Group on Trauma

53.85% of the participants strongly agreed and 46.15% of the participants agreed that their learning objectives were met and the training equipped them with enhanced knowledge, understanding and skills. Prior to their participation, the participants were at 1.67, 2.34 and 1.92 on a 5 point scale with respect to overall knowledge on the subject matter of trauma, skills and comfort in handling clients with trauma respectively.

Post their sustained participation in the working group; the participants are at 3.34, 3.84 and 3.84 on a 5 point scale with respect to overall knowledge on the subject matter of trauma, skills and comfort in handling clients with trauma respectively.

The following are the testimonials from the mental health professionals who have been integral part of the Working Group:

- Each and every meeting has been a growing and learning opportunity. It is difficult to separate only one. The application of theory and principles in our practice, and the ability to follow a rich theoretical background in our approach to a case (right from conceptualisation, treatment, planning, etc.) have been most useful.
- The importance of the need and how much therapeutic alliance works, as well as the maxim *slow is fast* in trauma work has been of immense help when directly looked at my intervention strategies in clinic work.

Project 10: Trainings on Mainstream and Alternative Therapies for Mental Health Professionals and Social Workers

Arpan plays an intermediary resource role by conducting trainings and workshops on alternative psychotherapeutic intervention strategies like Dance Movement Therapy, Group Therapy, Play Therapy, Trauma resolution therapies, Somatic Experiencing, Psychodrama, etc. in order to reach out to a wider population of mental health professionals and social workers, so that they may be well equipped with alternative therapeutic skills and different strategies to work with CSA cases.

2 capacity building workshops have been conducted with mental health professionals on Dance Movement Therapy and Somatic Experiencing wherein over 27 professionals were reached out .

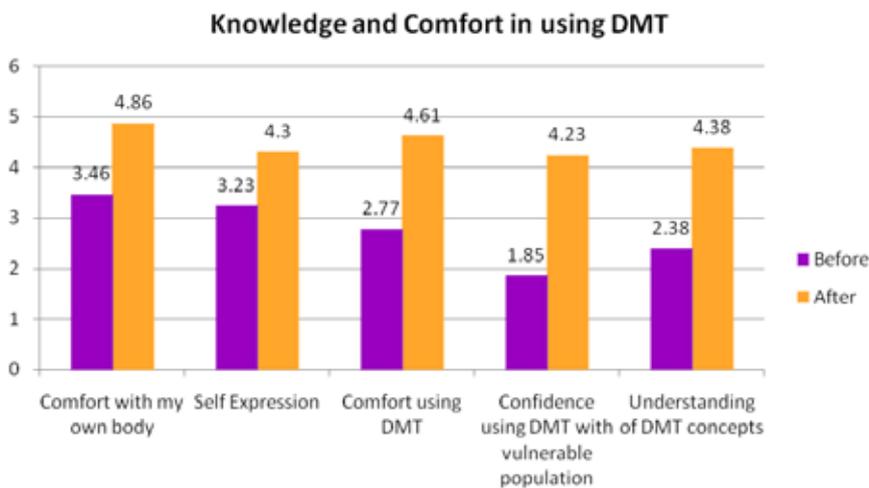


Figure 11: Shift in the trainees based on their own comfort with their body and self expression, understanding, comfort and confidence in using DMT as a therapy.



The Dance Movement Therapy (DMT) workshop was organized for 10 days with mental health professionals, teachers and social workers. The graph shows that prior to the DMT training, participants were at 3.54, 3.23, 2.77, 1.85, 2.38 on a 5 point scale measuring their comfort with their own body, self expression, comfort using DMT, confidence using DMT with vulnerable population and understanding of concepts of DMT respectively.

Post the training, the participants reached 4.86, 4.3, 4.61, 4.23, 4.38 on a 5 point scale measuring their comfort with their own body, self expression, comfort using DMT, confidence using DMT with vulnerable population and understanding of concepts of DMT respectively. This shows a considerable shift. Post the session the participants independently reached out to 60 individuals using DMT as a therapy with senior citizens and inducting special educators with skills to use DMT in their interaction with children with special needs.

Testimonials by the participants of the DMT workshop clearly indicates their satisfaction with this experience:

“I am much compatible with my body and movements now. My inhibitions have reduced a great deal. I feel much more confident as an individual and as a professional.”

“I have received: a lot of clarity on DMT, a lot of faith in the process, and a belief in my own potential as a dance and movement therapist.”

Project 11: Peer Support Program in Colleges

Peer Support Program in colleges, is a three level program which aims at building capacities of college students by creating awareness and sensitivity towards the issue and enable this target group to handle disclosure of their peers. Thus, peers eventually become agents of change through development of peer support systems within their college set ups.

The special peer support program was initiated as a pilot project at the college level. 187 college students were reached out through two colleges.

The focus of the program was to highlight the importance of healing among adult survivors thereby creating a peer support mechanism for first level disclosure of abuse and referral to appropriate healing services. The impact analysis in one of the colleges yielded the following impact after completing three levels of training focusing on awareness of CSA and skill building to address the issue with comfort in case of disclosure by peers.

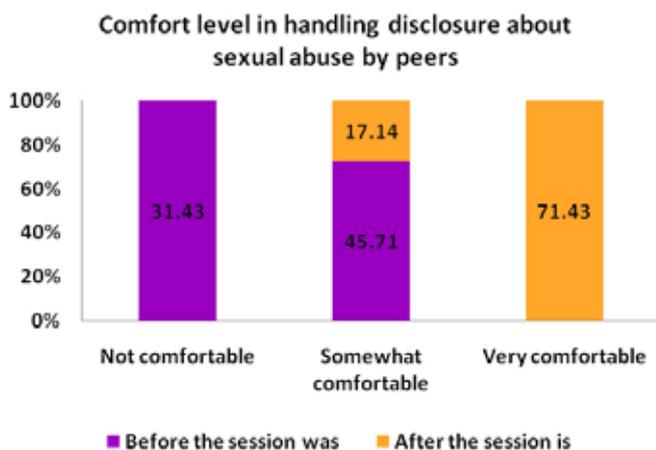


Figure 12: Shift in comfort level to handle disclosure of peers

The pre and post test indicates:

- Shift in Knowledge on CSA, its causes and impact on adult survivor is 80% (more aware)
- Shift in comfort to talk about the issue with peers is 48.57% (very comfortable)
- Shift in comfort in handling disclosure of peers is 71.43% (very comfortable)

The participants shared that the session/s have been beneficial as they were not only made aware on the issue of CSA, but also developed the comfort and skills to communicate with others. Post the session they were able to handle disclosure by providing proper support and positive messages. It also helped them rule out the existing myths around CSA and its impact on adult survivors.

Strategy IV: Research and Advocacy at the Systemic Level

In order to create a sustainable and scalable model of intervention, Arpan understands the importance of systemic level advocacy at local, state, and national level with various stakeholder groups like Law Ministry, Education Ministry, Women and Child Development Departments, etc. The entire intervention model of Arpan is supported by the strategy of Research and Advocacy as Arpan strongly believes in the power of knowledge and research to bring about a social change and facilitate evidence based advocacy. As a part of this agenda, Arpan has been an active constituent of the Mumbai Working Group on the Child Sexual Offences Bill, 2011.

Project 12: Media Documentation - Cases Reported in Newspapers

Arpan is in a process of analyzing the reported media articles on child sexual abuse for the last 5 years (2007 to 2011) in order to identify trends in CSA and relate and apply the learning's to the current programmes and strategies of Arpan. The reports are also used as a tool for evidence based advocacy and policy level change. The news coverage of child sexual abuse becomes an important indicator to understand the trend about the reporting of sexual abuse at the national level as well as how news media characterize CSA and hence build public opinion around it.

In this study Arpan proposes:

- To assess the trend of media reporting on Child Sexual Abuse.
- To understand the model of CSA emerging through this reporting.
- To gauge whether the trend is reflective of the actual magnitude of CSA.

The newspapers which were included in the study are the following: Times of India, Mumbai Mirror, Hindustan Times and DNA. All news articles pertaining to CSA have been documented in the SPSS (Statistical Package for the Social Sciences) after an extensive list of variables were developed. The analysis has been completed and the study report is due to be published.

Project 13: Sex Offenders Study

Arpan proposed to conduct a 'Sex Offenders Study' this year to understand the profile of the sex offenders which could be used as a tool to develop/improve methodologies for prevention and therapeutic intervention for sex offenders. The reports are also used for evidence based advocacy initiatives. However, due to lack of available human resources, this project could not be implemented.

Project 14: Advocating for National and State Laws and Protocols

In 2011-12, Arpan sustained its effort of being an integral part of the advocacy group of experts (lawyers, social activities and social workers) and like-minded organizations to critique and constantly review and provide recommendations on the existing as well as new laws with regard to CSA. The aim was to develop a legislative system (both substantial and procedural) which could act as a deterrent to potential abusers and punish accused/convicted offenders of CSA. The comments/suggestions on the Child Sexual Offences Bill (2011) have been sent to The Rajya Sabha in collaboration with other NGOs and individuals.



Challenges Encountered in the Implementation of Our Programs

- There is lesser recognition for the existence of the issue of child sexual abuse as a prevalent social issue in India due to the social and cultural taboo around the same. This acts as a barrier for us to reach out to children and other stakeholders.
 - Schools, institutions or shelter homes are not willing to commit for an intensive PSE program and to integrate PSE program in their curriculum as it commands commitment of time and resources. Negotiating with schools hence becomes a time consuming exercise in itself and a hindrance in achieving the set targets. In 2011-12, where we aimed to reach out to 2000 children through PSE, eventually we were able to reach out to only 1800 children. This was because two schools withdrew after the implementation was planned (one even after the First Lesson Plan was implemented with 187 children). This was because the management decided not to continue with the program.
 - NGO management and professionals often lack the time and commitment to mainstream the issue of child sexual abuse in their work arena. It becomes challenging to negotiate about the strong inter-linkages that child sexual abuse has with the other issues namely Child Rights, Education, Health, etc. In 2011-12 we aimed at reaching out to 200 NGO professionals and Institutional caretakers, but were able to reach out to 91 individuals only.
 - Peer Support Program in colleges, which was initiated as a pilot project in 2011 and was targeted to reach out to 1000 college students was not met. 187 college students were only reached out through this program as the permission through NCC came at the year-end and coordinating with each college was challenging with PSE being given the priority.
 - Families of children who have undergone sexual abuse and adult survivors are apprehensive of accessing psycho-therapeutic healing services due to the lack of awareness on mental health and societal stigma associated with seeking help.
 - We lacked a suitable and skilled human resource to initiate the *Sex Offenders Study*.
 - High level of attrition at all job levels due to various personal reasons impacted the stability of service delivery and also the overall functioning of the organization in 2011-12.
- 

Funders and Supporters Notes for Arpan

All our funders, advisors, partners and volunteers have contributed immensely to Arpan in various different ways. We take this opportunity to thank everyone who's been a part of Arpan's journey right from the beginning. Some of them have taken the time and effort to also write a note for us.

R. JHUNJHUNWALA FOUNDATION

We at R. Jhunjunwala Foundation are very proud to partner with Arpan, which is working in the very difficult area of child sexual abuse. In our association of over 2 years we have seen Arpan grow from an infant NGO advocating against Child Sexual Abuse, into a full fledged training and resource agency which is also providing direct intervention services to children and adults. We are glad to see the outcomes of their preventive and healing activities and the significant impact they are creating in this area. Over the next few years, we hope to see them expand their reach from Mumbai to all over the country, playing a larger role in creating more awareness and empowering more organisations and individuals to work against Child Sexual Abuse. We congratulate the Arpan team on the tremendous achievements this year!

- Rajesh Jhunjunwala, Trustee, R. Jhunjunwala Foundation

Narotam Sekhsaria Foundation

Social ambivalence towards sexuality often results in sexual abuse being inadequately talked about. The dilemmas about morality, normative character of families and social acceptance, cloud the existing feeble discourse on sexuality and sexual abuse. In this clouded space, when Arpan raised its eloquent voice against child sexual abuse with a vow to prevent it from happening, Narotam Sekhsaria Foundation, was happy to partner with it. Their unique approach to combat child sexual abuse through the Personal Safety Education Program, coupled with the caregiver's capability building has taken the organisation a long way. While most groups opt to conveniently work with the survivors of abuse, Arpan goes the extra mile to understand the mind of the perpetrator. Arpan is never complacent with its achievements. It strives to harness its learning's and is constantly in the move to innovate new programs and to improve the efficacy of its programs.

The Foundation is proud to be associated with Arpan and extends its best wishes to the organisation.

- Leni Chaudhari, Program Officer, Narottam Sekhsaria Foundation

THE GLOBAL FUND FOR Children

Arpan's programs and approaches are innovative, impressive and address a crucial need in society. Arpan's leadership and staff are dedicated, inspiring, and knowledgeable. The Global Fund for Children (GFC) is extremely proud to support their incredibly important work to reduce child sexual abuse and provide comprehensive support to survivors of sexual abuse. GFC supports Arpan's preventive and psychotherapeutic interventions, which include personal safety education workshops for children and youth and rehabilitative support to minors who have been rescued from abusive situations. Throughout our partnership we have seen incredible growth in Arpan's programs, strategic expansion and planning, and recognition of Arpan's leadership and expertise on the issue of child sexual abuse. Arpan participated in GFC's 2012 South Asia Knowledge Exchange where their insights, practices, and cross-sharing were invaluable to the learning experience for all participants of the conference. It has been a pleasure to partner with Arpan since 2011 and witness their continued growth and dedication to better the lives of vulnerable children in India.

- Vineeta Gupta, Program Officer, The Global Fund for Children



Arpan is working in a very difficult area of child sexual abuse and we are very proud to support them. In our association of more than a year we have seen Arpan grow quickly and implement their programs quite effectively. We also like their holistic approach to the issue by conducting both, prevention and intervention activities. We wish them more success for the future in combating the issue of child sexual abuse and helping children grow in a safe and protective environment.

- Sumitra Mishra, Country Director, I Partner India



Arpan has the tremendously important mandate of working to prevent child sexual abuse and helping survivors heal. Their programs help give these children, who are our collective future, an opportunity to realize their dreams and aspirations. Goldman Sachs, through Goldman Sachs Gives, is honored to dedicate our support to Arpan.

- Sonjoy Chatterjee, co-CEO, Goldman Sachs, India

Supporters

Onir



I have been associated with Arpan ever since we started working on our film *I AM* which had 4 socially relevant stories. One of the stories was inspired by the true story of Harish Iyer and Ganesh Nallari both survivors of child sexual abuse.

Arpan not only became one of the co-producers of the film but also helped us in the process of getting more people to invest in the film. Ever since then we have been in touch and have become aware of the amazing and important work that Arpan takes on. The work on child sexual abuse awareness is a difficult job, considering how closed our society is despite the fact that nearly 53% of our children face some form of sexual abuse. Arpan is one of the very few NGOs who are working in various levels, be it school or addressing parents about the issue.

Last year I participated in the Marathon and ran for Arpan. What really impressed me is that there were students and school teachers who participated for Arpan in the marathon as well. For me that's a very very hopeful sign. We need to educate our children about sex and sex education. We have the largest youth population. About 35% of the Indian population is below 15 years of age. They need sex education and sexual abuse awareness so that they can protect themselves.

The country needs to take up this challenge on a large-scale. It saddens me that TV channels and even DD refuse to showcase our film, which addresses this. It is disheartening for me as a film maker wanting to make films that address certain social issue that everything is just geared towards money making and in that race we do not want to deal with the darkness within our society.

I have a lot of respect for organisations like Arpan, who despite the challenges, continue to do the good work. My best wishes and support are with them.

Sanjay Suri



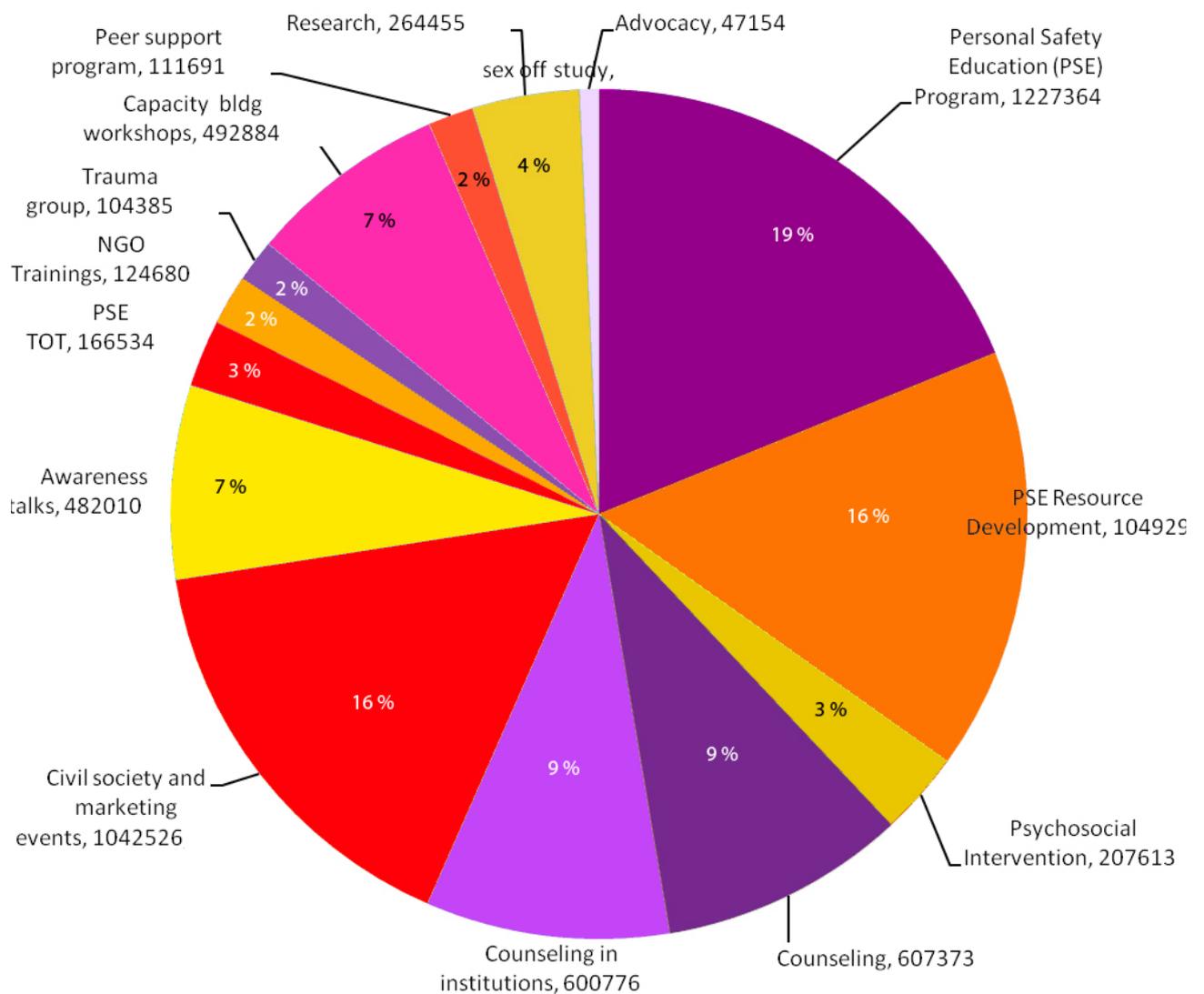
My association with Arpan started when we decided to make a film on CSA, one of the short stories in our film *I AM* titled 'Abhimanyu'. We always felt strongly towards the issue and felt the need to create awareness through the medium of films. Arpan was of great help to us by supporting the film and also to become our expert advisors on the issue. Their in-depth knowledge and research helped us understand the issue better. Our experience with Arpan has been an enriching one and would like to wish them all luck for their wonderful work and future endeavors.

Our Financial Performance

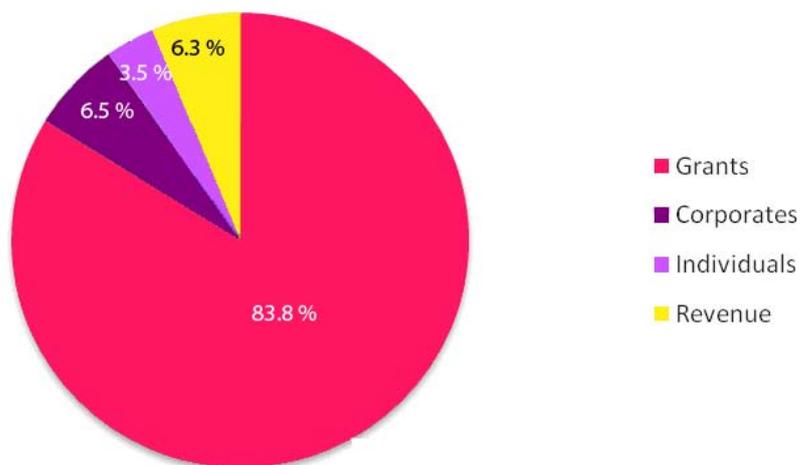
We raised Rs. 1.12 crores and spent Rs. 71 lakhs.

As per the budget of year 2011-12 the estimated expense was Rs. 72.3 lakhs and we spent Rs. 71.5 lakhs though we did more direct work than estimated.

Below is the projectwise expense:



Funding Sources



In the year 2011-12, 84% of our funding came from grants, largely from private foundations. 6.5% of our funds came through corporates. For the first time Arpan was able to generate some funding from corporates. 3.5% of the funds were contributed by individuals and 6.3% of the funds were generated as revenue.

Balance Sheet

The Bombay Public Trusts Act, 1950

SCHEDULE - VIII

[Vide Rule 17 (1)]

Name of the Trust :- ARPAN

Registration No. : E/24873 (BOM)

BALANCE SHEET AS on 31ST MARCH, 2012

FUNDS & LIABILITIES	Rupees	Rupees	PROPERTY AND ASSETS	Rupees	Rupees
Trusts Funds or Corpus :-			Immovable Properties :- (At Cost)		-
Balance as per last Balance Sheet	267,061		INTANGIBLE ASSET:		
Adjustment during the year (Annexure 1)	100,000	367,061.00	Balance as per last balance sheet		
			(1) LOGO	13,828.00	
			Additions during the year		
			Less : Sales during the year	-	
Other Earmarked Funds :-			Less: Depreciation up to date	3,457.00	10,371.00

(Created under the provisions of the trust deed or scheme or out of the Income)					
Depreciation Fund	-		(2) WEBSITE:	4,219.00	
			Additions during the year	-	
			Less: Sales during the year	-	
Sinking Fund	-		Less : Depreication up to date	1,055.00	3,164.00
Reserve Fund	-				
Any other Fund :	-		(3) Content & Development (personal Safety Education):		
			Additions during the year	653,472.00	
Child Sexual Abuse Fund (Annexure 2)			Less: Sales during the year	-	
opening balance	951,643.55		Less : Depreication up to date	-	653,472.00
addition during the year	9,588,739.65				
Less : Child Sexual Abuse fund utilised (Annexure 3)	4,586,117.87	5,954,265.33	FURNITURE AND FIXTURES		
			Balance as per last Balance Sheet	-	
			Additions during the year	437,944.00	
			Less: Sales during the year	-	
			Less : Depreication up to date	42,971.00	394,973.00
			COMPUTERS:		
			Balance as per last Balance Sheet	76,936.00	
			Additions during the year	203,336.00	
			Less: Sales during the year	-	
			Less: Depreciation up to date	168,163.00	112,109.00
Loans (Secured or Unsecured) :-			BOOKS		
From Trustees		-	Balance as per last Balance Sheet	8,763.00	
From Others		-	Additions during the year	-	
			Less : Sales during the year	1,090.00	7,673.00
Liabilities :-					
For Expenses (Annexure 5)	21,891.00		OFFICE EQUIPEMENTS		
For Advances	-		Balance as per last Balance Sheet	78,638.00	
For Rent and other Deposits	-		Additions during the year	53,395.00	
For Sundry Credit Balance	-	21,891.00	Less: Sales during the year	-	
			Less : Depreication up to date	19,805.00	112,228.00
			Loans (Secured or Unsecured) : Good / doubtful :-		-
			Loans Scholarships		
			Other Loans		-

			Advances :-		
			To Trustees	-	
			To Employees	29,000.00	
			To Contractors	34,274.00	
			To Lawyers	-	
			To Others (Annexure 5)	260,324.00	323,598.00
			+ Income Outstanding :-		
			Rent		-
			Interest accrued but not due		-
			Other Income		-
Income and Expenditure Account :-			CASH AND BANK BALANCES		
Balance as per last Balance Sheet	316,271.78		(A) in Saving Account with Bank of Baroda	775,198.07	
Add/Less : Surplus / Deficit	152,365.26		in Saving Account with HDFC Bank	585,695.80	
As per Income and Expenditure Account		468,637.04	In fixed deposit with Bank of Baroda	300,000.00	
			In fixed deposit with HDFC Bank	3,500,000.00	
			(B) With the Trustee	33,372.50	5,194,266.37
Total		6,811,854.37	Total		6,811,854.37
Total		6,811,854.37	Total		6,811,854.37

As per our report of even date

The above Balance Sheet to the best of my/our belief contains a true account of the Funds and Liabilities and of the Property and Assets of the Trust.

Income Outstanding :

Chartered Accountants

Auditors

Greta Crasto

Membership No. 48605

For and on behalf of

Ganesh & Rajendra Associates

Chartered Accountants

ICAI Firm Registration No. 103055W

(If accounts are kept on cash basis)

Rent : NIL

Interest : Nil

Other Income : NIL

TOTAL Rs. : NIL

Date at : 27th September 2012

Place : Mumbai

Dated : 27th September 2012

Income and Expense Statements

The Bombay Public Trusts Act, 1950

SCHEDULE - IX [Vide Rule 17 (1)]

Registration No.: E/24873 (BOM)

Name of the Trust :- ARPAN

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING : 31ST MARCH, 2012

EXPENDITURE	Rupees	Rupees	INCOME	Rupees	Rupees
To Expenditure in respect of properties :-			By Rent (realised)		-
Rates, Taxes, Cesses	96,500.00				

Repairs and maintenance	-				
Salaries	-		By Interest (realised) :-		
Insurance	-		On Securities	-	
Depreciation (by way of provision of adjustments)	-		On Loans	-	
Other Expenses	-	96,500.00	On Bank Account	95,513.96	95,513.96
To Establishment Expenses (Annexure 7)		721,834.20	By Dividend		-
To Remuneration to Trustees		-	By Donations in Cash or Kind		736,081.00
To Remuneration (in the case of a math) to the head of the math including his household expenditure, if any)		-	By Grants		-
To Legal Expenses		-	By Income from other sources (Annexure - 8)		669,907.00
To Auditor Remuneration		28,958.00			
To Contribution and Fees		-			
To Amount written off :			By Transfer from Reserve		-
(a) Bad Debts	-				
(b) Loan Scholarship	-				
(c) Irrecoverable Rents	-				
(d) Other Items	8,389.00	8,389.00			
To Depreciation		235,451.00			
To Amount transferred to reserve or specified funds		-			
To Expenditure on Objects of the Trust					
(a) Religious	-				
(b) Educational	-				
(c) Medical Relief	-				
(d) Relief of Poverty	-				
(e) Other Charitable Objects: (Annexure 4)	258,004.50				
		258,004.50			
		1,349,136.70			
To Surplus carried over to Balance Sheet		152,365.26			
Total Rs.		1,501,501.96	Total Rs.		1,501,501.96

As per our report of even date

Chartered Accountants

Date at : 27th September 2012 TRUSTEE

Auditors
Greta Crasto
Membership No. 48605
For and on behalf of
Ganesh & Rajendra Associates
Chartered Accountants
ICAI Firm Registration No. 103055W

Place : Mumbai
Dated : 27th September 2012

Schedule of Expenditure

ANNEXURE OF INCOME AND EXPENSES FOR THE FINANCIAL YEAR 2011-12

	PARTICULAR	AMOUNT	TOTAL
1	CORPUS FUND		
	Chaitnya Education Trust	12,000.00	
	Chhaganlal Velji Charitable Trust	19,000.00	
	Neelofer Lokhandwala	10,000.00	
	Neville	10,000.00	
	Smt Sitaladevi Taparia Charitable Trust	19,000.00	
	Suman Srivastava	30,000.00	100,000.00
2	CHILD SEXUAL ABUSE FUND		
	R Jhunjhunwala Foundation	4,000,000.00	
	Narotam Sekhsaria Foundation	562,960.00	
	Connect India	5,005,779.65	
	Devi R. Mehta Charitable Trust	20,000.00	9,588,739.65
3	CHILD SEXUAL ABUSE FUND UTILISED		
	Capacity Building Internal	128,999.50	
	Capacity Building Mental Health	330,106.00	
	Civil Events & Sensitisation	702,181.00	
	Community awareness talk	366,581.78	
	law & Advocacy	32,420.00	
	Marketing & Communication	418,518.50	
	Media Reserach	258,800.00	
	Networking & fundraising	247,497.00	
	Peer Support Project	109,399.50	
	Personal Safety Education	901,519.50	
	Psychosocial Intervention	176,542.00	
	Psychotherapeutic Institution	403,190.00	
	Psychotherapeutic Services	403,063.09	
	Working Study Group	57,300.00	
	Sir Dorabjee Tata Trust	50,000.00	4,586,117.87
4	Charitable Objects :		
	NGO Training : (An intensive 3 day workshop conducted with NGO professionals with an aim to sensitize and empower their staff about CSA)		
	Honorarium Paid	11,000.00	
	Mobile & Telephone Expense	300.00	
	Food expenses	2,303.00	
	Printing & stationery	5,138.00	
	Dr Luis workshop on CSA	36,845.00	
		55,586.00	
	Personal Safety Education TOT :(To create a sustainable and replicable		

	preventive approach to child sexual abuse.)		
	Counseling expense	3,025.00	
	Salary	173,820.00	
	Printing & Stationery Expense	168.00	
	Rent, Rates & taxes	7,611.00	
	Telephone Expense	36.00	
	Travelling & Conveyance	17,758.50	
		202,418.50	258,004.50
5	LIABILITIES FOR EXPENSES		
	Ganesh & Rajendra associates	20,926.00	
	TDS on UMS Designs	761.00	
	TDS on Salary	204.00	21,891.00
6	ADVANCE TO OTHERS		
	Security Deposit - office	180,000.00	
	Prepaid Expenses	60,824.00	
	TDS on professional fees	19,500.00	260,324.00
7	ESTABLISHMENT EXPENSES		
	Bank charges	5,340.81	
	Brokerage paid	3,500.00	
	Electricity Charges	32,389.39	
	Interest on Tds & Profesional tax	23,412.00	
	Internet charges	13,480.00	
	Misc Expense	6,247.00	
	Mobile & Telephone expense	22,819.00	
	Office & food expense	15,994.00	
	Office cleaning expense	12,520.00	
	Postage & courier - general	8,273.00	
	Printing & stationery expense	10,849.00	
	Recruitment expense	36,166.00	
	Repaire & Maintenance Expense	3,300.00	
	Salaries	523,907.00	
	Transportation Expense	3,270.00	
	Website Expense	367.00	721,834.20
8	OTHER INCOME		
	NGO Training	46,000.00	
	Counselling fees	16,932.00	
	Awareness Talk	52,500.00	
	Personal Safety Education - TOT	220,250.00	
	Sale of items	2,555.00	
	Sale of Tickets	36,950.00	
	Working Group Trauma	10,700.00	
	Personal Safety Education Fees	39,200.00	
	Capacity Building mental Health Workshop Fees	244,820.00	669,907.00

Receipt and Payment

STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDING 31ST MARCH 2012

RECIEPTS	RUPEES
Cash In Hand	28,316.50
Cash In Bank	671,809.06
TOTAL OPENING BALANCE (A)	700,125.56
Donations Towards Corpus Fund	100,000.00
Donations Towards Child Sexual Abuse Project	9,588,739.65
Donation received - General	736,081.00
Counselling Fees	15,100.00
Personal Safety Education fees	39,200.00
Personal Safety Education - TOT	200,750.00
Ngo Training	46,000.00
Awareness Talk for Training	52,500.00
Capacity Building Mental Health Workshop fees	244,820.00
Working Group Trauma workshop fees	10,700.00
Sale of T - Shirts Arpan	2,300.00
Sale of Mugs	255.00
Sale of Tickets	36,950.00
Sale of Books	1,090.00
Interest from Bank	102,907.96
Maturity of Fixed Deposit - Bank of Baroda	100,000.00
Float A/c amount received from employees	22,250.00
TOTAL (B)	11,299,643.61
TOTAL RECEIPTS (A+B)	11,999,769.17
PAYMENTS /EXPENDITURE	
HDFC Bank - Fixed deposit	3,500,000.00
Float Account paid to Employees	40,250.00
Prepaid Expenses	60,824.00
Capital Work In progress	34,274.00
Repayment of Donation - Sir Dorabji Tata Trust	50,000.00
Payment of Tds	192,917.00
Payment of Profession Tax	85,256.00
Purchase of Computer & Other Related Items	203,336.00
Purchase of Furniture & Fixture	335,985.90
Purchase of Office Equipment	53,395.00
Expenses Against Child Sexual Abuse Project	
Audit Fees	30,358.00
Bank Charges	5,340.81
Postage & Courier expenses	12,122.00
Mobile & Telephone expense	76,222.70
Printing & Stationery expenses	121,089.50
Recruitment Expenses	36,166.00
Salary	2,989,368.00

Brokerage	3,500.00
Electricity Expenses	32,389.39
Miscellaneous Expenses	6,247.00
Office & Food Expense	39,009.00
Office Rent	348,000.00
Repaire & Maintenance Expenses	3,300.00
Transportation Charges	3,270.00
Honorarium Paid	11,000.00
Counselling Charges	17,724.00
Travelling & Conveyance	361,717.50
Aapcan workshop expenses	13,000.00
Professional Fees	351,587.00
Staff Welfare expenses	37,933.00
Workshop Expense	269,835.00
Advertisement Expenses	14,184.00
Communication & Marketing Material	270,565.50
Event Expenses	295,659.50
Theraputic Expenses	14,474.00
DropBox Expenses	5,093.00
Media Expenses	448.00
Working Study Group Expenses	26,193.00
Pse - Resource Development-Transfer to fixed Asset	
Communication & Marketing	3,469.00
Counselling Charges	1,220.00
Mobile & Telephone Expense	333.00
Printing & Stationery	6,082.00
Professional Fees	70,000.00
Program & organisation Development Expense	24,271.00
Salary	499,136.00
Travelling & Conveyance	48,958.00
TOTAL PAYMENTS (A)	10,605,502.80
Closing balance	
Cash on hand	33,372.50
Cash in bank	1,360,893.87
TOTAL CLOSING BALANCE (B)	1,394,266.37
Total (A)+(B)	11,999,769.17

Prepared on the basis of audited balance sheet.

Greta Crasto
Partner
Membership No. 48605
For and on behalf of
Ganesh & Rajendra Associates
Chartered Accountants
ICAI Firm Registration No. 103055W

Place : Mumbai
Dated :

The Future Ahead

STRATEGIC ROADMAP 2012-13:

Sr. no.	Project	Outreach	Total outreach (across stakeholder groups)	Resource Development Work
1	Personal Safety Education Program in schools, institutions, shelter homes, community workshops	<p>School Children PSE module: 4500 Psychotherapeutic services:300 Parents: 700 Teachers: 120 Total - 5620</p> <p>Institutions, Shelter Homes Children PSE Module: 215 Psychotherapeutic services: 20 Parents: 50 Caretakers: 15 Total - 300</p> <p>Workshops Children PSE Module: 45 Psychotherapeutic services: 5 Parents:30 Total - 80</p>	6000	<p>Schools For Grade I-6 (Children) Resources to Be Developed in English: Grade 5 manual, Resources to be translated in Hindi: Grade 1-4 manual, workbook, posters for children Resources to be developed in English for school advocacy: -Developing a safe school checklist. Resources to be translated in Hindi for school advocacy. - PSE proposal</p> <p>Institutionalwork Resources to Be developed in Hindi for age 6-10 years: (Children) Finalization of Manuals Workshops Resources to be developed in English: (for children) Pilot the existing module, review and improvise and pilot.</p>
2	Training of Teachers / Trainers for PSE	<p>Teachers Direct implementation: 150 teachers</p> <p>Indirect outreach: 5000- 15000 children</p>	150	<p>Resources in English TOT manual PSE video Resource to be translated in Hindi: TOT manual PSE video</p>
3	Long term Psychotherapeutic services within institutions - rescued and sexually abused minors	<p>Children: 50 Caretakers: 12</p>	62	<p>Publish the Process documentation of Institutional Psychotherapeutic work of Arpan</p>
4	Civil society events	<p>Individuals across stakeholders groups: 1000</p>	1480	<p>For resources in English: Edit the PSE video in English</p> <p>Resources to be translated in Hindi: Arpan Video</p>

5	Community awareness with misc. networks	Community Awareness: Parents:920 Teachers:700 College students:250 NGO professionals:50 Police Officials:40 Health Professionals:25 Individuals:100 Psychotherapeutic services: Children:25 Adult survivors of childhood sexual abuse:8 Family members:25	2143	Resources to be translated in Hindi: (for college students) Resource Development in English: (for Police Officials) Refining the PPT for sessions with Police Officials Resources to be translated in Hindi: (For police officials) Translate the PPT Resources to be developed in English: (For Health Professionals) Develop the PPT
6	Capacity building - govt. and non govt. orgs., corporates	NGO professionals and staff: 50	50	Resource Developed in English TOT Manual for NGO's Resource Developed in English for NGO level advocacy: Safe organization checklist
7	Capacity Building of Counselors and Social Service Professionals	115 counselors and/ social service professionals	115	Resources to Be developed in English: (For counselor capacity building workshops) Module for counselor training Resources to be developed in English: (For supervising and mentoring counselors in other organization in regard to CSA case intervention) Develop a guideline and resource bank to supervise and offer support to counselors Resources to be developed in English: (For social service professionals capacity building in counseling skills) Training Manual for training social workers in counseling
8	Advocacy for National Policy level changes	Advocate for legislation on child sexual offences, inclusion of PSE program in school syllabi at national level		
	Total		10000	

KEY TERMINOLOGIES USED IN THE STRATEGIC ROADMAP

Empower- This process of change is at the knowledge, attitude and skills levels for respective target groups so that a desired behaviour, perception, thought process can be effectively generated that can lead towards action and strategies which will be beneficial to the required social change. This process will be initiated and supported through training programs, awareness campaigns, training of trainers depending upon the group which the organization is working with.

Civil Society- Civil society in the context of the road map relates to a number of civil groups like Rotary clubs, Lions clubs, residential associations, voluntary organizations, women's clubs etc. Events will be used largely as a tool to create awareness about the issue of CSA and sensitize the target population about the need to prevent and heal the consequences of CSA.

Capacity Building- This is a process of enabling stakeholders (teachers, parents, government officials etc.) through the knowledge, skill and attitude paradigm to build their confidence, information level and bring about perceptual change in order to prevent instances of CSA and heal the psycho-social effects of the same as well as create a support and safety network for children.
Psycho-therapeutic Interventions- These would refer to both mainstream convention counselling and therapy as well as alternative therapies like dance, drama, art, etc.
Personal safety Education (PSE)- refers to the innovative methodology used to empower children with personal safety skills so that they can prevent sexual abuse. It also involves reaching out to parents and teachers with important skills to help keep children safe.

The strategic roadmap of Arpan indicates a significant scaling up in terms of increase in outreach for the coming year. It also represents that Arpan is emerging as an organization with the focus to provide direct preventive and psychotherapeutic services along with building capacities of professionals to create a safety and support network around children.

In order for effective implementation of programs focusing on prevention as well as healing it is eminent that the organization develops its capacities as a resource and training centre. This will help Arpan increase its indirect reach which is congruent with its vision to reach out to all children. It also opens up wonderful opportunities of partnering with other organizations and government systems that are motivated to work on the issue.

Training and capacity building will thus be a key area of focus for Arpan in the next year with an increased emphasis on reaching out to a larger and varied groups of stakeholders through the professionals trained by us.

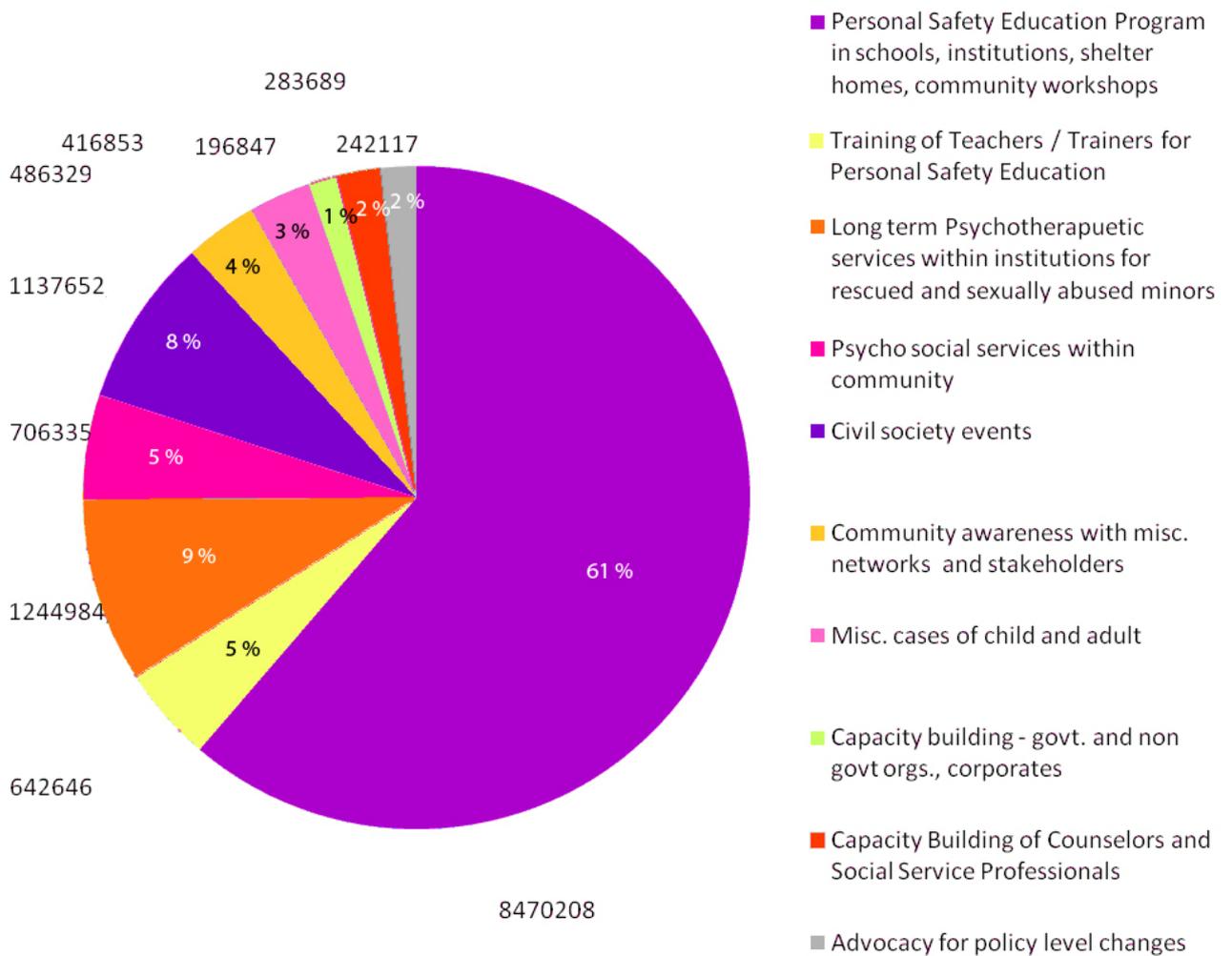
Training of social workers with basic counselling skills and honing the skill set of counsellors to deal with trauma in case of survivors will be initiated in order to create a strong network of counsellors in the country.

The entire model of intervention at Arpan is dependent on a strong inclination towards research and resource development that focuses on intensive data analysis, research studies, reviews of relevant secondary literature, development of child centric resource material, modules, manuals, etc.

Resource development for each of its program will be an integral component so as to create a replicable module which will be able to traverse geographical, socio-economic and cultural boundaries.

The advocacy efforts will be further consolidated to promote the integration of PSE Program with school curriculum and educational systems.

EXPENSES ESTIMATED PROJECT WISE FOR YEAR 2012-13



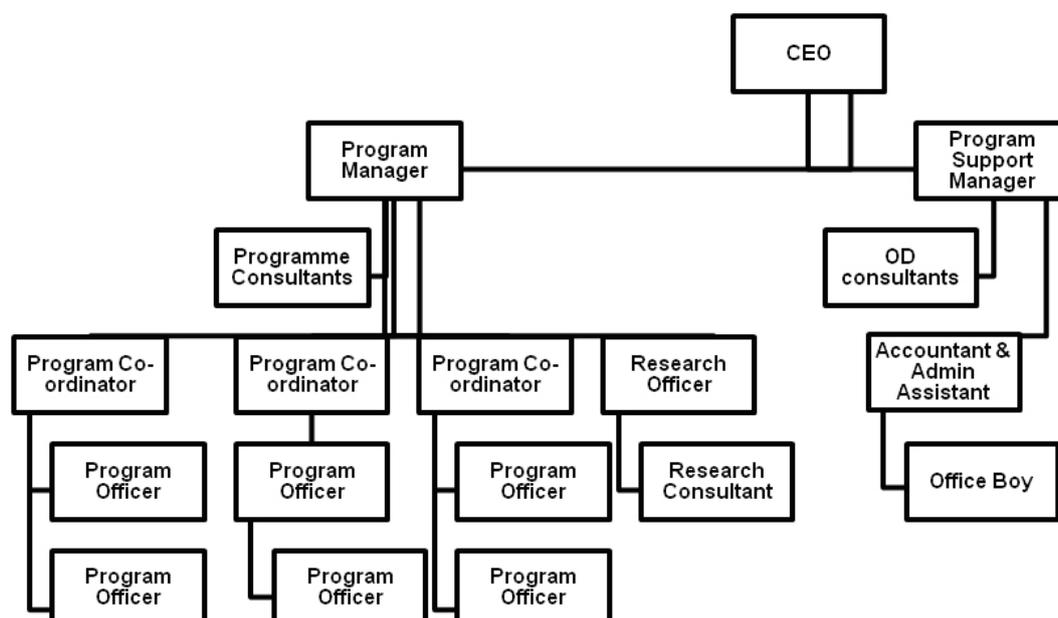
Our Identity and Values

Arpan is a registered Public Charitable Trust by legal status and conviction. (Registered under the Bombay Trust Act, Registration No. E24873 dated 25/03/2008.)

Our projects, policies, strategic and organizational structures and policies at Arpan are strongly guided by the following values:

Values	Description
Respect	To respect each other's views and feelings within the organization and the people you work with as a representative of Arpan. To surely express ourselves, our opinions, suggestions and feelings in a respectful manner while regarding the dignity and self worth of other individuals.
Support	To be supportive of each other within the organization and Arpan's beneficiaries and clients.
Accountability	To work with complete transparency and integrity and in a manner wherein the employee is accountable towards the organization and all internal and external stakeholders for one's actions, thoughts and ideas.
Passion	To be passionate about the work we do so that we do our best.
Excellence	To do everything with excellence and aspire for nothing less than excellence. To be organized in one's work while inspiring others to excel and reach the optimum levels of their potential. Excellence is also portrayed in the constant learning and evolutionary attitude of the organization and its people.

The current team of Arpan is organized as per the following organogram:



The management and staff at Arpan is guided by an esteemed and expert board of trustees. The details of the trustees are mentioned below:

Name	Profession	Designation in Board	Area of competency
Suman Srivastava	Ex-CEO, EURO RSCG	Trustee	Strategic Direction, Finances, Marketing
Achama Matthew	CEO, Bombay Cambridge Gurukul schools	Trustee	Strategic Direction, Program Development
Vaishali Kapadia	Asst. Art Director, Spenta Multimedia	Trustee	Design and Media Strategy
Pooja Taparia	CEO, Arpan	Trustee	Strategic Direction, Administration, Operations, Communication, Program Development, Fund raising
Noopur Jhunjhunwala	Nominee by R. Jhunjhunwala Foundation	Trustee	Strategic Direction

Pooja Taparia receives a remuneration of Rs. 60,000 per month as Chief Executive Officer of Arpan.

In 2011-12, 7 board meetings were conducted.

Registered Office: 10, Arun bldg., 3rd Floor, 34, Narayan Dhabolkar Road, Mumbai – 400 006

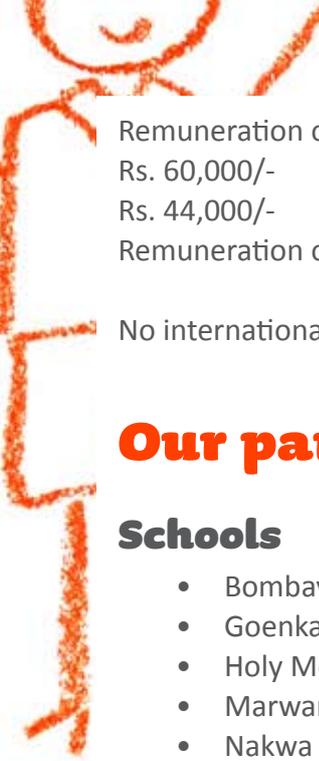
Working Office: 1st floor, 9/3 Cama Industrial Estate, Val Bhatt Road, Goregaon (East), Mumbai – 400 063

Bankers: Bank of Baroda, Malabar Hill, Mumbai – 400 006 and HDFC Bank, Fort, Mumbai – 400 023

Auditors: Ganesh and Rajendra Associates, 103, Madhu Industrial Park, Avadh Narayan Tiwari Marg, Mogra Village, Andheri (East), Mumbai – 400069

Distribution of staff according to salary as on 31st March, 2012
All staff are female.

Slab of gross monthly salary (in Rs.) plus benefits paid to staff	Full time	Part time	Consultants	Total Staff
< 5,000	-	-	-	-
5,000 – 9,999	-	-	1	1
10,000 – 24,999	8	2	1	11
25,000 – 49,999	4	-	-	4
50,000 – 99,999	1	-	-	1
Total	13	2	2	17



Remuneration of 2 highest paid employees

Rs. 60,000/-

Rs. 44,000/-

Remuneration of lowest paid staff member - Rs. 12,000/-

No international travel has been made by any Board member or personnel for Arpan.

Our partners

Schools

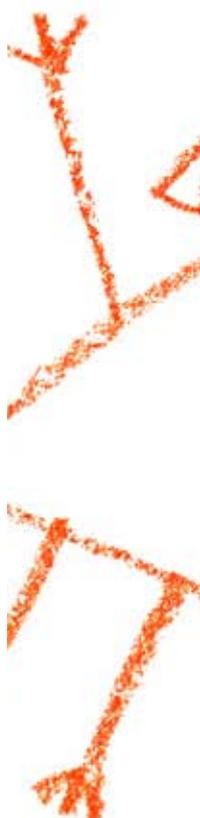
- Bombay Cambridge Gurukul, Mumbai
- Goenka Associates, Mumbai
- Holy Mother School, Mumbai
- Marwari Commercial High School, Mumbai
- Nakwa High School, Thane
- People's Education Society, Thane
- Rajendra Pal Mangala Hindi School, Thane

Organizations and Institutions

- Aatman Academy, Thane
- Aniket Boys Home, Navi Mumbai
- Advait Foundation, Mumbai
- Akanksha Foundation, Mumbai
- Kranti, Mumbai
- Pratham, Mumbai
- Salaam Balak Trust, Kalyan

Corporate

- Zee Learn Ltd.



Thank You

Finally we would want to express our gratitude and regards to all our supporters and advisors. Thank You!

All our well wishers and donors whose support has helped us to sustain and grow our work. Donors in alphabetical order:

Trusts and Foundations

- Chhaganlal Velji Charitable Trust
- Devi R Mehta Charitable Trust
- Erach and Roshan Sadri Foundation, UK
- Global Fund for Children, USA
- I Like Giving Foundation, UK
- Narotam Sekhsaria Foundation
- R. Jhunjhunwala Foundation
- Sanjeevani Jyoti Charitable Trust
- Smt. Sitadevi Taparia Charitable Trust
- The Marshall Foundation, France

Corporate

- Goldman Sachs
- M.F. Global Sify Securities (India)
- Zee Learn Ltd.

Individuals

- Arvind Patel
- Hitanshu
- Leena Fernandez
- Nachiket Mor
- Namita Subhash
- Neville
- Niraj Shah
- Pooja Taparia
- Priti and Pravin Raichura
- Rasu Jayabalan
- Sameer R. Dandekar
- Savita Shetty
- Seema Taparia
- Umakanth Adiga
- Shishir Kabra
- Subhash Satyapalan
- Suman Srivastava
- Vibhooti Acharya
- Vishal Taljera

Donors who ran in the Standard Chartered Mumbai Marathon for Arpan. A special thank you to Husain Quettawalla and M F Global Securities who ran for Arpan and raised significant funds. People who contributed:

Abbas Merchant
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Anirban Dhar
Arwa Mamaji
Aseema Mamaji
AP & Co.
Binnie Poonian (UK)
Calveena Dsylva
Dhruva Samal
Duriya Kathawala
ER Ashok Kumar
Fatima Sham Mahimwala
Firdaus Nagree
Furniture Craft India Pvt. Ltd
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Hasni Dalal
Husain Quettawalla
Huzefa Roowala
Inner Wheel Club of Bombay North
Jai Tandan
Karl Wadia
Kaveesh Nath
Kriti Aeri
Mumtaz Arsiwala
Munira Mamaji
Murtuza Ali Peerbhoy

Mustafa Merchant
Nabil Mahimwala
Nadeem Kajiji
Naseem Arsiwala
Natalia Nagree
Natasha Ruparelia
Neha Mehta
Neville Sequeira
Nisreen Mamaji
Ravi Iyer
Ritu Primalani
Salil Punalekar
Sakina Mamaji
Sanjay Suri
Shakera Z Quettawalla
Sharfaraz Furniturewala
Shehnaz Peerbhoy
Shivani Jain
Shradha Thakkar
Sidhant Khanna
Sugra Bagasrawala
Tasneem Nagree
The Bath Studio
United Trading Co.
Vidya Damani
Virendra Singh
Zainuddin G Quettawalla

- A special thank you to ICICI Bank for donating furniture for our office.
- All our clients whose stories and lives have touched us and keep us motivated.
- Our team - Adelia Castelino, Anisha Varokkil, Anita Kumar, Anupriya Das Singh, Ashwini Shejwal, Beulah Toppo, Chandrika Rambiya, Deepali Satpute, Florence Haeems, Gayatri Yelluri, Geeta Jaiswal, Ketki Doshi, Kshama Hemadee, Dr. Manjeer Mukherjee, Mayur Barve, Pooja Taparia, Priyanka Dattani, Rashmi Bhandare, Sandra Farel, Sarita Anand, Sharmeen Pathan, Shubhangi Shinde, Sonali Parab, Suchira Banerjee Deengar, Yasmin Mulla (This includes all team members who contributed in 2011-12)
- Our Board of Trustees –Achama Matthew, Noopur Jhunjhunwala, Pooja Taparia, Suman Srivasatava and Vaishali Kapadia.

Your support has been extremely valuable last year and we hope you will continue your support this year too.

Thank you!

You can continue to help by:

Talking about the issue

- Talk to your friends and family about CSA. Learn more about CSA on www.arpan.org.in
- If you have experienced CSA or know of someone who has, reach out to us on support@arpan.org.in or 98190.86444.
- If you see warning signs (inappropriate behaviour) in adults/older children reach out to us on support@arpan.org.in or 98190.86444.

Volunteering

- We need individuals with varied skills and resources to help our work grow.
- Tell people about Arpan and the work we do.
- Help us get access to networks like schools, clubs, residential societies, NGOs, any platform to talk about CSA and create awareness.

Donating

- Sponsor Teaching @ Rs. 1000 _____ no. of children personal safety skills
- Sponsor Training @ Rs. 200 _____ no. of parents, teachers and other adults on CSA.
- Sponsor Counseling for _____ no. of survivors heal @ Rs. 1500 per month per person.

Ways to donate:

- You could send a cheque in the name of 'Arpan' to our office.
- For bank transfer details contact us on info@arpan.org.in.

You will be sent a receipt and 80G tax exemption certificate.

If you are an NRI holding Indian passport you can pay directly to Arpan from any account either in India or abroad.

If you are a PIO (holding passport other than of India) or a person of foreign origin you can donate to our partner 'Connect India' in the UK. Send a cheque in the name of 'Connect India' to P. O. Box 667, Borehamwood, London, United Kingdom, WD6 9DR.

For bank transfer details contact us on info@arpan.org.in

Do visit us!

Do call us in advance to arrange a mutually convenient timing.

Arpan:

1st Floor, Jewel Rock Industries, 9/3 Cama Industrial Estate, Val Bhatt Road, Goregaon (East), Mumbai – 400 063.

Tel : (022) 2686.2444 / 2686.8444

Email: info@arpan.org.in

Website: www.arpan.org.in



Arpan Team

Left to right

Top row - Sarita Anand, Florence Haeems, Ketki Doshi, Anita Kumar, Pooja Taparia, Deepali Satpute, Sonali Parab, Sharmeen Pathan

Bottom row - Ashwini Shejwal, Anupriya Das Singh, Dr. Manjeer Mukherjee, Suchira Banerjee Deengar, Shubhangi Shinde

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