



**CELEBRATING 10 YEARS**

**ANNUAL REPORT 2017-2018**











# Acronyms and Abbreviations Used

<b>AVPN</b>	- Asian Venture Philanthropy Network
<b>BMC</b>	- Brihanmumbai Municipal Corporation
<b>CAWC</b>	- Crime Against Women Cell
<b>CBSE</b>	- Central Board of Secondary Education
<b>CECD</b>	- Career Education and Counselling Division
<b>CEO</b>	- Chief Executive Officer
<b>CPP</b>	- Child Protection Policy
<b>CSA</b>	- Child Sexual Abuse
<b>CSR</b>	- Corporate Social Responsibility
<b>DCPU</b>	- District Child Protection Unit
<b>EMDR</b>	- Eye Movement Desensitization and Reprocessing
<b>FACSE</b>	- Forum Against Child Sexual Exploitation
<b>HRD</b>	- Human Resource Development
<b>ICANCL Group</b>	- Indian Child Abuse and Neglect and Child Labour Group
<b>IMRB</b>	- International Market Research Bureau
<b>ISPCAN</b>	- International Society for the Prevention of Child Abuse and Neglect
<b>LMS</b>	- Learning Management System
<b>M &amp; E</b>	- Monitoring and Evaluation
<b>MIS</b>	- Management Information System
<b>MSCERT</b>	- Maharashtra State Council of Education, Research and Training
<b>NCERT</b>	- National Council of Educational Research and Training
<b>NCPCR</b>	- National Commission for Protection of Child Rights, Government of India
<b>NCS</b>	- Navy Children School
<b>NGO</b>	- Non-Governmental Organization
<b>NLK Group of Schools</b>	- Nand Lal Khanna Group of Schools
<b>NTP</b>	- No Touching Problem
<b>POCSO Act</b>	- The Protection of Children From Sexual Offences Act
<b>PSE</b>	- Personal Safety Education
<b>SIES</b>	- South Indian Education Society
<b>TISS</b>	- Tata Institute of Social Sciences
<b>UNCRC</b>	- The United Nations Convention on the Rights of the Child
<b>UNICEF</b>	- The United Nations Children's Fund
<b>WCD</b>	- Women and Child Development
<b>YI</b>	- Young Indians



# Contents

I.	10 years of Arpan - A showcase	11
II.	Highlights of the Year: 2017-18	49
III.	Outreach and Outcomes	56
	3.1 Personal Safety Education (PSE) Programme	57
	3.2 Mental Health Services	75
	3.3 Child Sexual Abuse Prevention and Training Programme	83
IV.	Testimonial Corner	105
V.	Financial Performance	110
VI.	Looking Forward into 2018-19	124
VII.	Organizational Structure	126
VIII.	Our Allies	133
IX.	Thank You	137









# Introduction

Arpan turns 10. It is a proud moment for us. A moment to cherish and celebrate, pause and reflect, and move into the future with new learnings and a greater commitment. Our journey of the last 10 years has been that of understanding, experimentation, facing difficulties, pain, hope, perseverance, thoughtfulness, anxiety, joy and gratification. It has been about being true to our vision and mission:

**Vision:** A 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.

We have been fortunate to touch the lives of 1 million children and adults through our direct work and through partnerships. However, these 10 years have not been merely about numbers, these have been about touching lives and being left with profound learnings.

On this milestone of completing 10 years we want to share with the world the message that:

**Prevention is possible. Healing is possible. Together.**

We also share with you, our 10 key learnings:

1. Every situation is unique and needs careful thoughtfulness to take decisions. Meticulousness at every level is important.
2. People operate from their lenses, which can require a significant effort to change, but they largely mean well. Perseverance is key.
3. Nothing is black or white. It is grey and so every person who operates in this grey needs to keep acknowledging this ambiguity. Constant vigilance is necessary.
4. Outcomes are critical and determine the strategies. Impact is a non-negotiable.
5. The well-being of children is above everything else and every child matters.
6. Children's resilience is varied but each one of them is a hero. Building on it gives hope. Healing is possible.
7. Children understand if they are not dictated but are provided with rationales. Adults understand if they are respected and validated. Prevention is possible.
8. Encouraging and supporting disclosure is sacred.
9. Humility in the centre of all things, makes this a journey of continuous learning and understanding.
10. Co-creation and continued co-travelling of passionate professionals, philanthropists, advisors, partners can lead to impactful change.



## CEO's Foreword



I am very pleased to share the 10-year journey of Arpan and the achievements of 2017-18 in this Annual Report.

This journey was not supposed to be an easy one but as I look back, I smile. Even in the toughest moments all of us at Arpan have found support, advice and mentorship. Experiences on the ground have continually shaped our thinking, strategy and beliefs. One starts with intuition and motivation to solve a problem but I believe our experiences in the field and evaluations tell us whether the interventions are working or not. It

can't be based on intuition. And I think that's one of the significant things that I feel proud of today that Arpan has believed in the scientific methods of research and on the ground voices to guide the strategy and path of the organization, not what we as a team believe we should be doing. Focusing on key areas has helped too. Within the domain of Child Sexual Abuse too there's a lot one can do but in the early years we chose to focus on prevention and healing intervention through the network of schools. That helped us quickly build an age-appropriate curriculum, pilot it and create a training kit with which we are now training stakeholders across India.

From the earlier days of having to struggle to convince people why addressing CSA is important now being readily invited to conduct programmes in schools and trainings; From funders not wanting to associate with an issue like CSA to funders continuing to consistently support Arpan year on year and more joining the battle it has been a journey of transformation. Transformation of attitudes, notions and mindsets to accept CSA as a problem and that we all need to do our bit to protect children from it.

It's personally and professionally been a very empowering journey for me and I have learnt and am still learning to be a relevant CEO to a differently sized team every year, navigating the internal and external challenges and head along together to pave a path that was never there before.



All of us at Arpan are warriors at battle every single day, fighting for the rights of children. Values such as Respect, Perseverance, Accountability, Compassion and Excellence have guided us throughout. Together we have created a culture that unites us in our mission and have created a space that is unique and beautiful where we as humans and as professionals find congruence in our feelings and thoughts. Whilst processes have helped streamline implementation it is the people who drive it with their passion and dedication.

Children's voices have been central to our approach and have lead us in our interventions. What's humbling is that their resilience has in turn built resilience in us. We have learnt and evolved because of them. All the children who have demonstrated assertive behavior in an unsafe situation and sought help are heroes. It's not easy to do this. It takes a lot of courage in a world of adults to stand up for yourself, to say no, to get away and ask for help. Kudos to those who are doing it and more strength to those who are still struggling. If not today, there is a tomorrow. And there will always be a tomorrow.

Having worked with over 88,000 children and 97,000 adults, training 3,800 professionals a total of about 190,000 individuals through 155 schools and over 150 government and non-government organisations, Arpan has established itself as a credible think tank.

As a result of our training we have gone on to impact over 894,000 children and adults as well. A total outreach of over 1 million people over the last 10 years.

We have grown by 52% in our outreach year on year and gone from an INR 8 lakh expense budget to INR 550 lakhs in the last 10 years with an average growth of 64% in operating expenses year on year. In a difficult area such as CSA we have been able to raise INR 19.56 crores, USD 2.8 million and grown from a team of 3 to 90.

2017-18 was a year of opportunities that opened new doors for us. I am excited to see the future and try our best to scale through training and partnerships with the Government and large NGOs to reach as many children as we can. We will incrementally invest in growing our Training team in the year 2018-19 and keep our Services team at the same level with reaching out to 30,000 children a year, similar to 2017-18. Systemic level advocacy at city, state and national level will be a key area of our activities.

We will also invest in building our online prevention programme to create personal safety modules



for children and adolescents to access online and basic messages and skills for caregivers. This is a new area for us and in time we will be able to measure its effectiveness.

I feel heartened and grateful to all our Board members, Advisors, Donors, Partners, Volunteers and Well-wishers for traveling on this journey every step of the way to collectively work together.

I look forward to another decade of work to experiment with new tools and new partnerships to reach millions of children and adults throughout the country and come closer to fulfilling our vision of A World Free from Child Sexual Abuse.

Because Prevention is Possible. Healing is Possible. Together.



**Pooja Taparia**

Founder & CEO

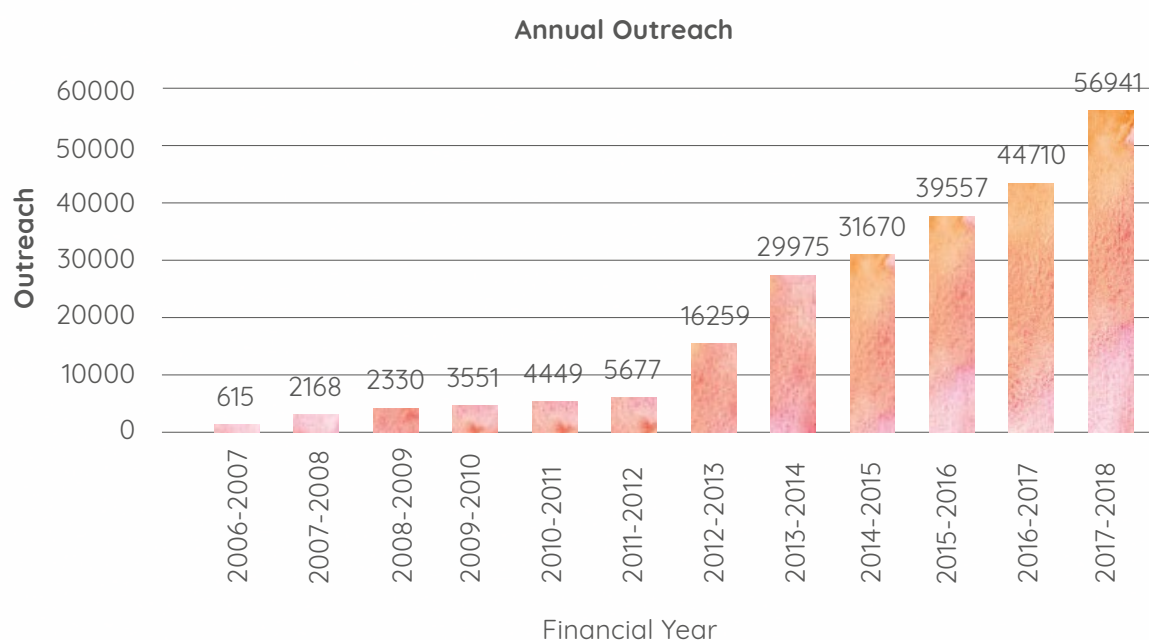
Arpan





## I. 10 years of Arpan - A showcase

Since inception, Arpan has reached out to 193,011 unique individuals including children and adults. We also repeated our services with 44,891 children and adults through Step Up schools and repeat training sessions. Step up schools are those where we had facilitated Personal Safety Education (PSE) in the past and are revisiting them to provide children age-appropriate updates on personal safety as well as to refresh and re-assess basic skills, knowledge and understanding.



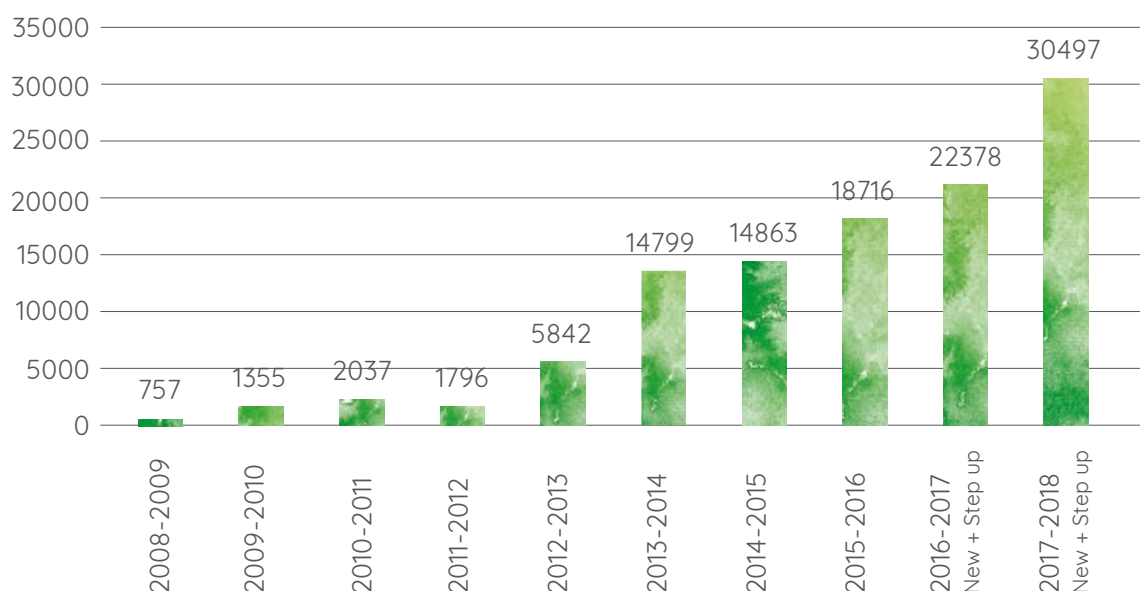
### A. Personal Safety Education



We started with conducting PSE in 1 school in 2008-09 and in 2017-18 we have worked with 97 schools including both new and Step-Up schools.

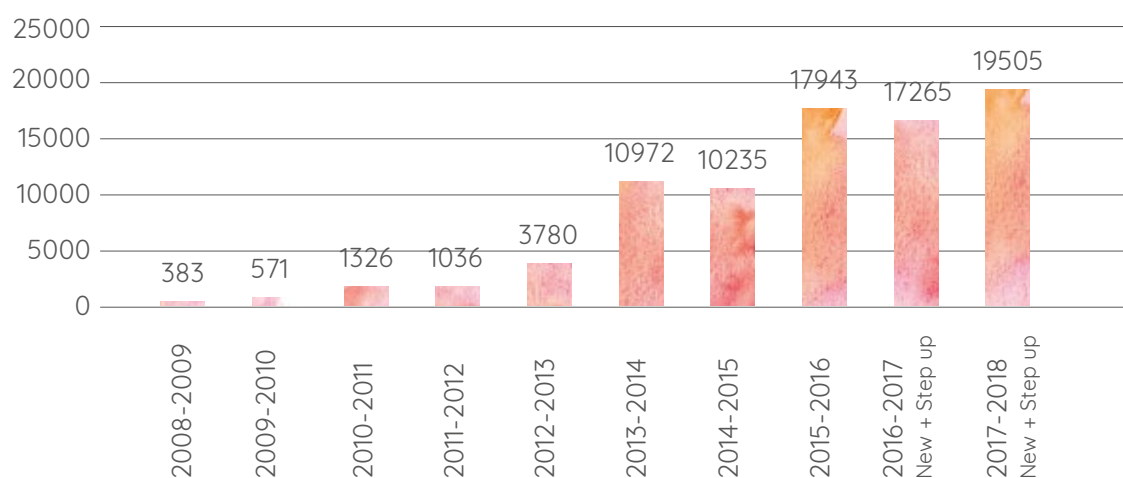
Arpan has reached out 88,135 children by implementing Personal Safety Education Programme in new schools and 24,905 children in Step-Up schools. The graph showcases number of children we have reached out Year on Year through this programme:

**Children reached out through PSE**



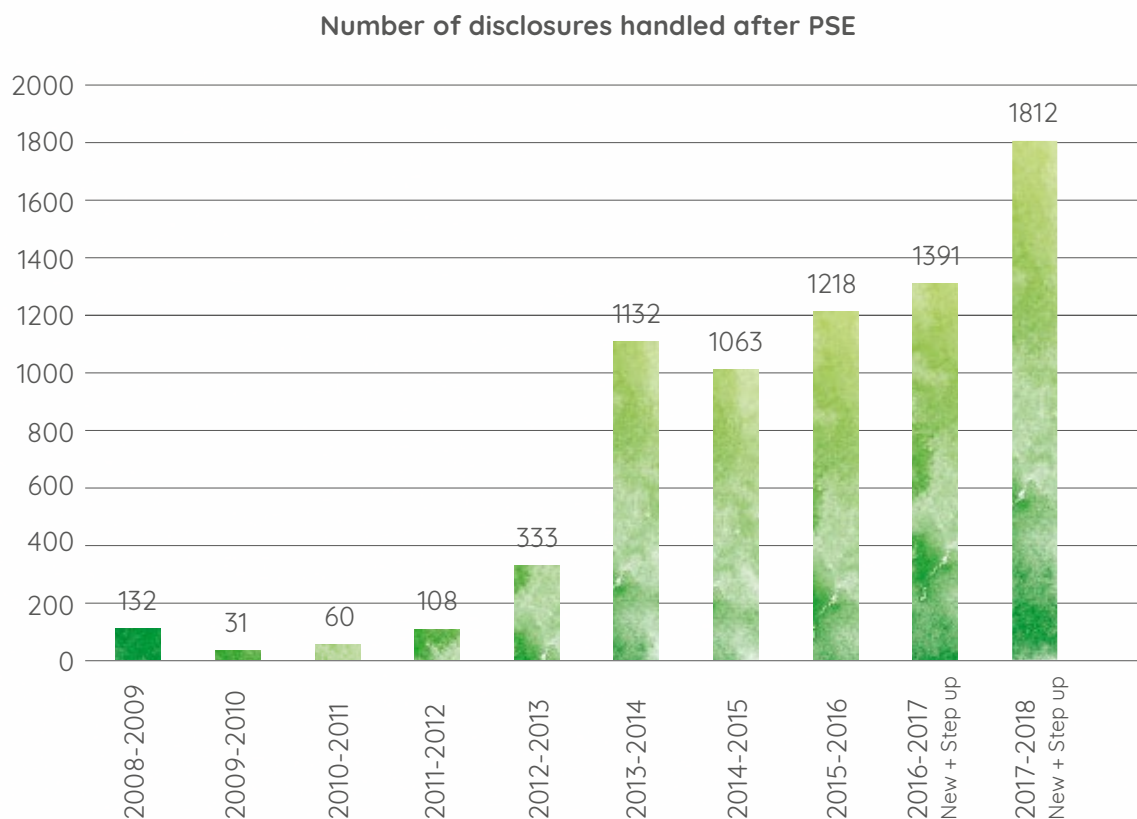
Arpan has reached out to 64,107 adults including parents, teachers and service staff by implementing Personal Safety Education Programme in new schools and 18,909 adults through Step - up schools. The graph showcases number of adults reached out through this programme Year on Year:

**Adults reached out through PSE**





Arpan has handled 5,710 disclosures from children after implementing Personal Safety Education Programme in new schools and from 1570 children in Step-Up schools. The graph showcases number of disclosures handled after the Programme Year on Year:



## B. Mental Health Services

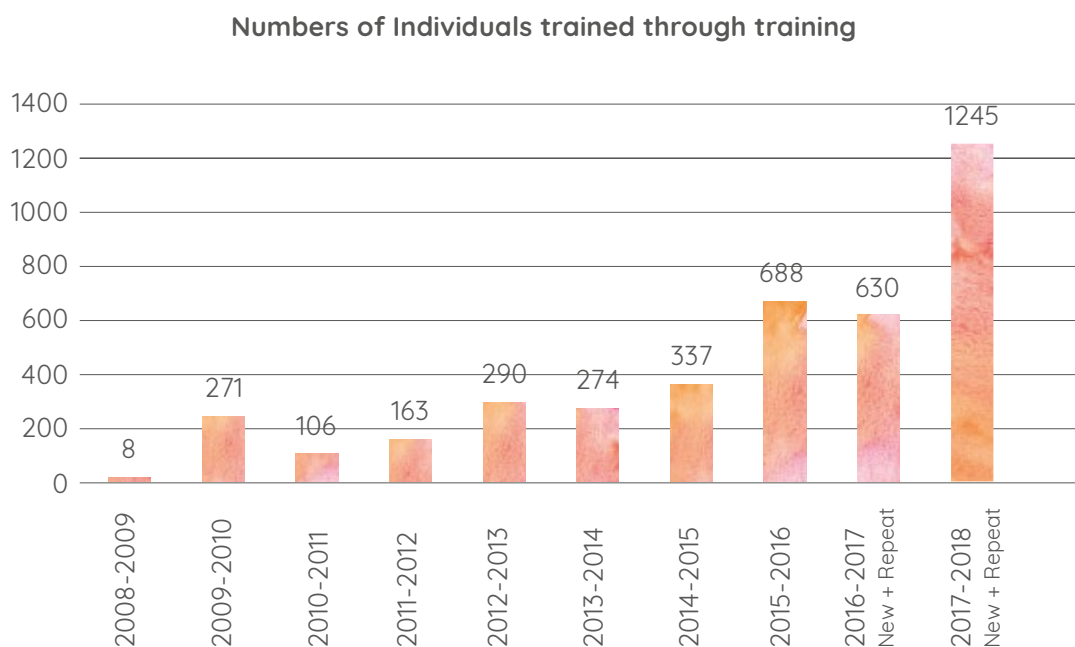


Arpan has supported the healing journey of 456 children, adolescents and adult survivors and provided psychoeducation to their caretakers and family through its Mental Health Services. Arpan has also worked with 379 individuals in a repeated manner.

## C. Training and Capacity Building



Arpan has trained 3,811 individuals and repeated Training and Capacity Building initiatives with 201 individuals. The graph showcases number of individuals trained Year on Year through these sessions:

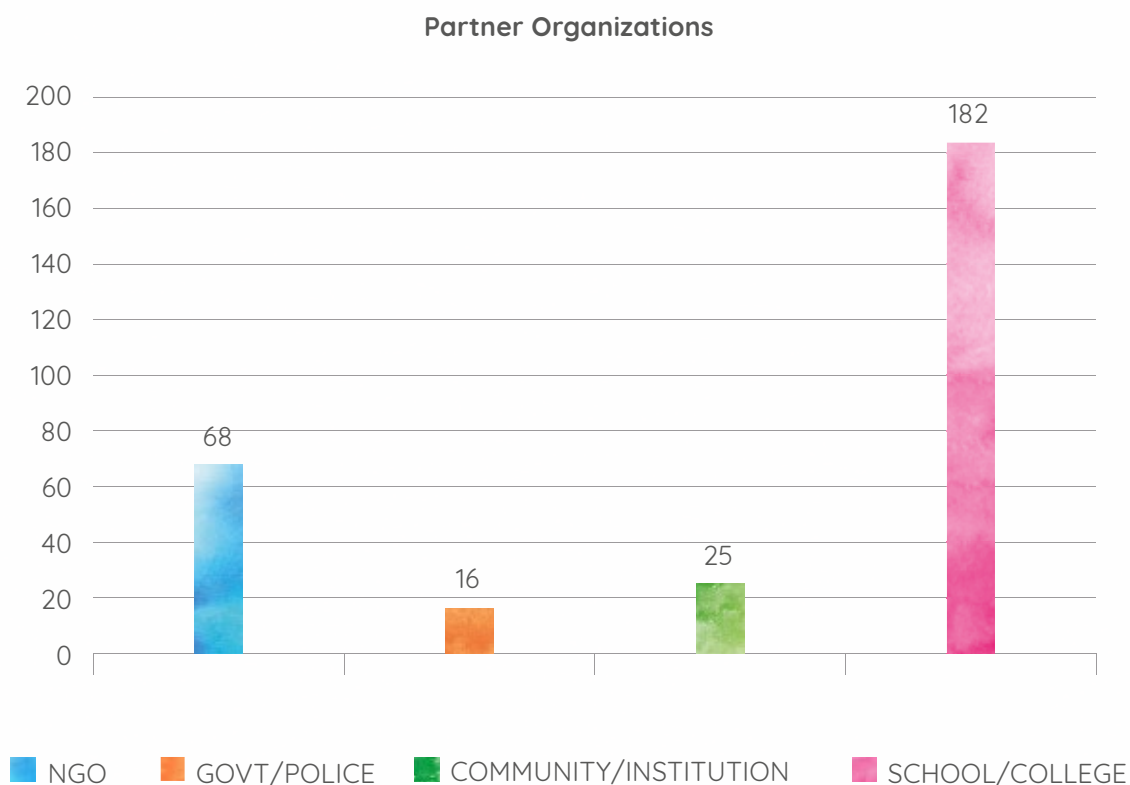


The trained participants have reached out to 894,677 children and adults and empowered them with personal safety messages and created awareness on the issue of CSA.

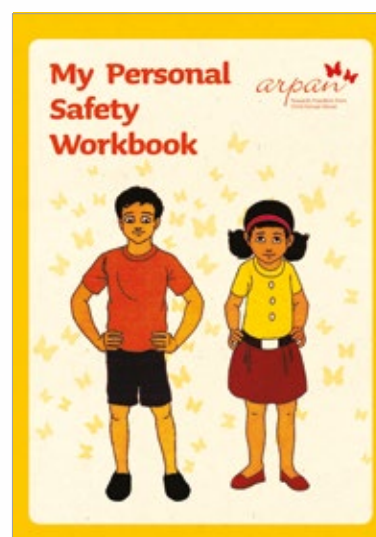
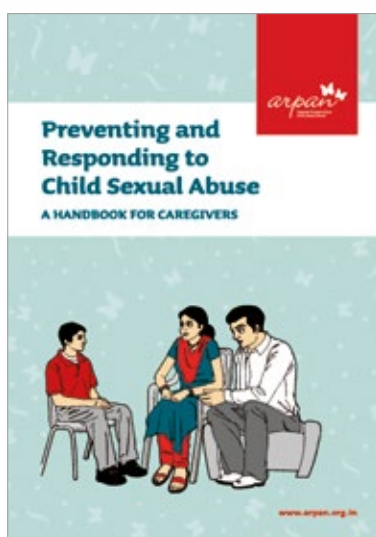


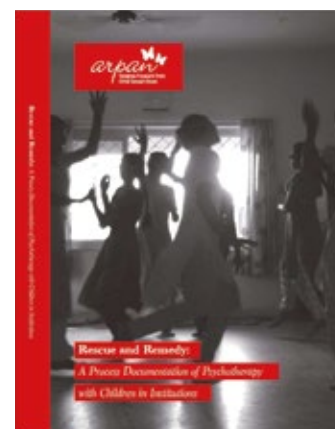
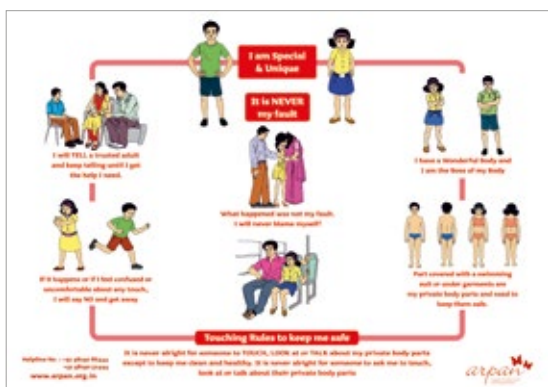
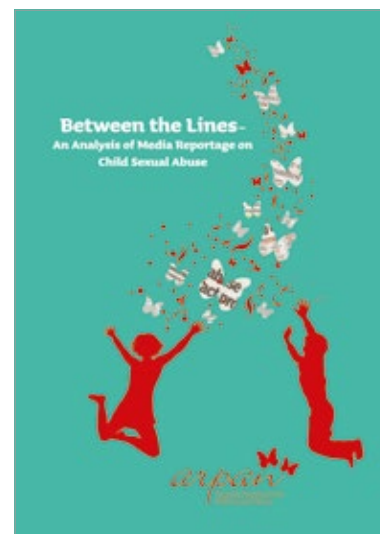
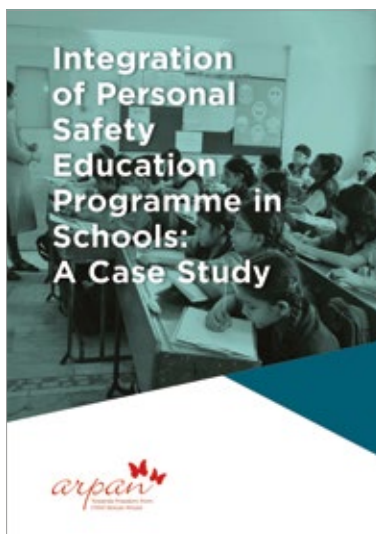
## D. Partnerships

Over the 10 years, Arpan has formed partnerships with 291 organizations and institutions. This includes 182 schools and colleges, 68 Non -Government Organizations, 25 institutions and community set ups and 16 government bodies including police. The graph showcases number and types of Partnerships formed:



## E. Resource Development





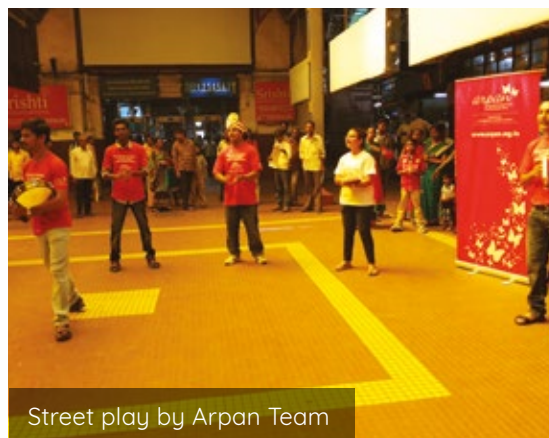
Arpan has developed a host of resources over the last 10 years to create a knowledge base on the issue and disseminated 167,379 items.



## F. Events



Rescue & Remedy book launch



Street play by Arpan Team



PSE Kit launch



Participating in Kala Ghoda Festival



Participating in NGO India Exhibition

Arpan has participated in 20 events/activities and organised 12 events. Through these events we have reached out to 37,264 individuals.



## G. Presence in Media



**मुंबई (प्रतिनिधी) :** अर्पण ही एक स्वयंसेवी संस्था आहे. बालहक्कांचा मुद्दा उचलून धरण्याकरिता अर्पणला ग्लोबल एक्सलन्स अवॉर्ड २०१५ या पुरस्काराने सन्मानित करण्यात आले आहे. भारतात बाल लैंगिक शोषणाच्या विरोधात अर्पण कार्य करीत आहे. अर्पण मुंबईमध्ये कार्यरत आहे व या विशिष्ट क्षेत्रात अर्पण एक प्रचंड मोठी स्वयंसेवी संस्था आहे. अर्पणकडे ५० हून अधिक सामाजिक कार्यकर्ते व सहाय्यार आहेत, जे बालक व प्रौढांना प्रतिबंध आणि व्यवधान पुरवतात.

अद्वैत फाउंडेशन, या पुनर्वसनगृहात राहणाऱ्या ६५ पेक्षा अधिक सुटका करण्यात

### 'अर्पण' तर्फे 'बचाव आणि उपाय' 'रिस्क्यू ऍण्ड रेमेडी' पुस्तक प्रकाशित

समस्या अशा अनेक मानसिक समस्यांनी मुलं त्रस्त होते. निरंतर वैयक्तिक उपचार आणि यत्न सत्राच्या माध्यमातून मुलींमध्ये उल्लेखनीय बदल दिसून आला व उपचाराला चांगला प्रतिसाद मिळाला.

प्रस्तुत पुस्तक 'बचाव आणि उपाय' / 'रिस्क्यू ऍण्ड रेमेडी'; म्हणजे विविध संस्थांमध्ये मुलांवर करण्यात आलेल्या मनसोपचार पद्धतीचे दस्तऐवजीकरणाचा संग्रह आहे व ज्या मुलींचा आघात व शोषणापासून बचाव झालेला आहे, त्यांना प्रदान करण्यात आलेली मनोचिकित्सकीय प्रक्रियेतून दिसून आलेला परिणाम व परिवर्तन यांची नोंद या पुस्तकात करण्यात आलेली आहे.

आलेल्या मुलींसाठी ५ वर्षांहून अधिक काळापासून अर्पणतर्फे दीर्घकालीन मनसोपचार आयोजित करण्यात येत आहे. जिथे बरीबी, दारू व ड्रग्सचे व्यसन असणाऱ्या कुटुंबातून व देशाच्या विविध भागातून आणि राज्यातील देशांतून ही मुले आलेली आहेत. पोस्ट-ट्रॉमॅटिक स्ट्रेस दिसऑर्डर (पीटीएसडी),

विद्वलीय लक्षणे, नैराश्य, भावनिक प्रतिक्रियेचा अभाव, अस्वस्थता, स्वतःला दोषी ठरवणे, अगतिकता आणि अर्थशून्यता, दुःस्वप्न, वाडेंडरी इश्यूज, राग आणि संताप नियंत्रण समस्या, आत्मघाती आणि स्वतःची हानी करणारे विचार व प्रयत्न, स्वतःची काळजी घेण्यास असमर्थता आणि निद्रा

Arpan has been widely covered in the mainstream print media and has been featured 71 times in the last 10 years. Arpan also has been featured 6 times in TV and radio shows. The print media coverage is estimated to reach out to 2,126,250 individuals. Arpan has reached out to 1,989,071 individuals through digital media.



## H. International presence

Arpan has always believed in the collective strength of partnerships and collaboration. In the initial years, Arpan has collaborated with global experts for co-learning. Centre for Prevention and Treatment of Child Sexual Abuse, Manila, Philippines and Arpan supported each other in developing modules on Personal Safety Education Programme. In the successive years, Arpan has made its presence by linking with various international bodies.



Asia Pacific Regional Conference on Child Abuse and Neglect (APCCAN), Kuala Lumpur



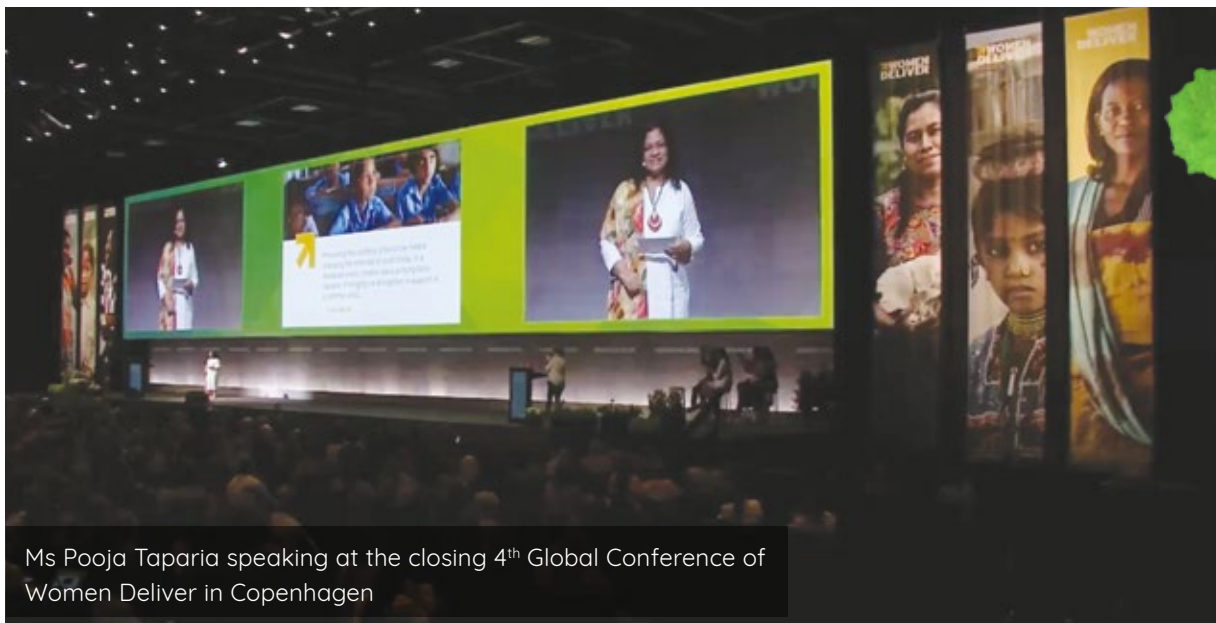
Panel discussion in London on the issue of Child Sexual Abuse faced in the UK as well as India.

Arpan is a member of ISPCAN (International Society for the Prevention of Child Abuse and Neglect) and is the Founding member of SAPCAN, South Asia Association for Prevention of Child Abuse and Neglect, a network of the SAARC countries to do systemic level advocacy at the international level. Arpan has presented the Personal Safety Education model in diverse international forums. Arpan's deliberation on the model in the Asia Pacific Regional Conference on Child Abuse and Neglect (APCCAN), Kuala Lumpur in October 2015 was met with tremendous appreciation from the international community. As part of the Women Thrive Worldwide network, Arpan's CEO and founder, Ms Pooja Taparia was invited to the White House for a civil society consultation on gender-based violence to present Arpan's model. She was invited on a panel in London to discuss common challenges that organisations working on the issue of Child Sexual Abuse faced in the UK as well as India. There is a growing support base developing in London for Arpan's work.





4<sup>th</sup> Global Conference of Women Deliver in Copenhagen



Ms Pooja Taparia speaking at the closing 4<sup>th</sup> Global Conference of Women Deliver in Copenhagen

Arpan has participated in the 4<sup>th</sup> Global Conference of Women Deliver in Copenhagen in May 2016. The Founder & CEO was invited to speak in the closing plenary of the conference.

Ms Pooja Taparia also spoke at the opening plenary of the 21<sup>st</sup> ISPCAN conference, Calgary 2016 titled 'Protecting our Children, Protecting our Future' after receiving the prestigious C. Henry Kempe Award. Arpan presented its materials at this conference and disseminated Arpan's resources to 57 countries. Through these, Arpan has made inroads in USA, Canada, Peru, South Africa, Australia, New Zealand and Denmark to name a few.





Global Education and Skills Forum, Dubai

In 2017-18, Ms Pooja Taparia spoke at the Global Education and Skills Forum, Dubai about 'Safeguarding Children through Life Skill Education in Schools' which was also well received.



Arpan is also a member of the Global Partnership to End Violence Against Children. Global Partnership to End Violence Against Children is a unique public-private partnership for diverse stakeholders to come together and focus their words, actions and resources on ending violence against children. It includes governments, UN agencies, international organizations, civil society, faith groups, the private sector, philanthropic foundations, research practitioners, academics and children themselves. These spaces have been spaces of learning, sharing and networking which has helped Arpan to hone its programmes as well as gain visibility among the international community on Child Protection.

## I. Awards and Accolades

In the last 10 years Arpan has won 6 National level and 1 international level Award.

### National Level Awards



- Arpan won the India NGO National Award, 2011, in the 'Small Category' (Budget under one crore) a joint venture by the Resource Alliance, UK and the Rockefeller Foundation, US 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.







Received the Jamnalal Bajaj Uchit Vyavahar Puraskar in 2011

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



Received Global NGO Excellence Award for 'Child Rights' in 2015

- Arpan won the Global NGO Excellence Award in the category of 'Child Rights'. This was awarded on 18<sup>th</sup> February 2015 by the World CSR Congress.





Received the Dasra Girl Power Award in 2015

- Arpan won the Dasra Girl Power Award in the category of 'Safety and Mobility' in March 2015. The Dasra Girl Power Awards is an initiative that recognises impactful and innovative programs that work with adolescent girls in three distinct areas of interventions – Health, Education and Life Skills.



Received "The Most Committed NGO" award by Early Childhood Care and Education, 2017

- Arpan was awarded "The Most Committed NGO" in Early Childhood Care and Education, 2017 by The Early Childhood Association, India. It is an association that empowers parents, teachers and others to explore and develop holistic programs for children that will look after their well-being, relationships, family and community.
- Arpan won the Spirit of Humanity Award on 14<sup>th</sup> September 2017 for Child Care category for the



Personal Safety Education Programme. Spirit of Humanity was launched by Americares India in 2010. Americares India is a health-focused relief and development organization that saves lives and improves health for people affected by poverty or disaster.

## International Level Award



Received C. Henry Kempe Award by ISPCAN in 2016



Arpan was awarded the C. Henry Kempe Award by ISPCAN (International Society for the Prevention of Child Abuse and Neglect, USA) for doing significant work in the area of Child Abuse on 28<sup>th</sup> August 2016.

## Accreditation

Arpan has been awarded the prestigious GuideStar India Platinum certification for two consecutive years (2017 and 2018). GuideStar India's Platinum Certification is the Champion Level Certification indicating that the organization has adopted comprehensive transparency, accountability and good governance procedures with an exemplary level of public disclosure.

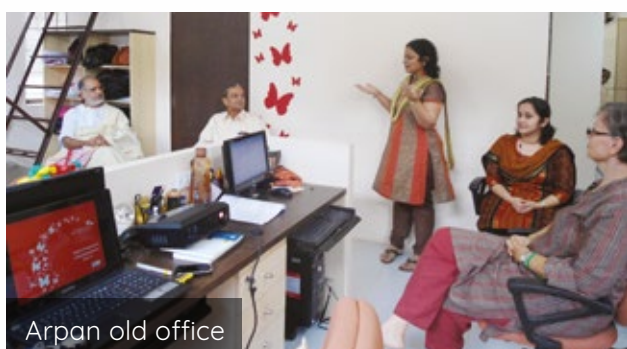


## J. Arpan Team then and now





## K. Arpan office then and now



Arpan old office

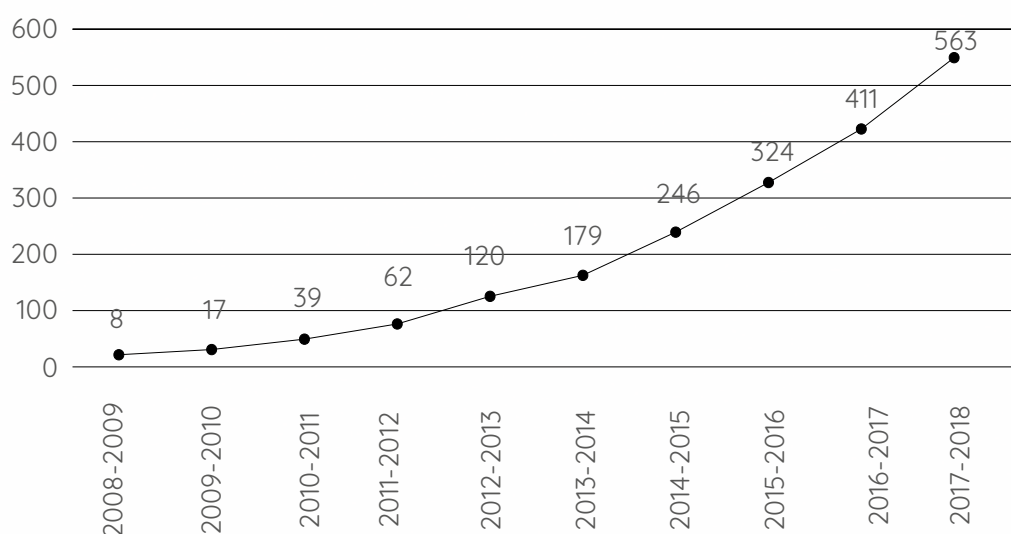


Arpan current office

## L. Financial growth year on year

A total of 19.56 crores, 2.8 million USD has been raised and spent over the last 10 years. The graph shows the Yearly expense in lakhs:

Financial Growth Year On Year



# Our Identity and Values

It is our core values that have shaped our journey for the last 10 years and continues to guide us.

The following values strongly guide projects, strategies, policies, protocols, staff behaviour internally and externally at Arpan. Every employee who is recruited or who continues to be a part of the Arpan family needs to demonstrate and aspire to these values in their actions, ideas and expression.

## Respect

To respect each other's views and feelings within the organisation and with people you work with as a representative of Arpan. To express ourselves, our opinions, suggestions and feelings in a respectful manner while regarding the dignity and self-worth of other individuals and valuing the other person's views and reality.

## Accountability

To work with complete transparency and integrity and in a manner wherein the employee is accountable towards the organisation and all internal and external stakeholders for one's actions to fulfill the purpose of their role.

## Transparency

To be transparent in our work and openly share information, ideas, opinions as well as our failures and mistakes with all internal and external stakeholders.

## Integrity

To be honest and true to oneself and others. To be authentic and consistent in one's behavior, action and words.

## Quality-Driven Excellence

To do everything with excellence as a goal and ensure great quality. To be organised 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 organisation and its people to fulfill the vision and mission of Arpan.

## Passion

To demonstrate enthusiasm and dedication in everything that Arpan does and to stand up for what Arpan believes in.



## Perseverance

To have purpose and determination to work towards the set goals in spite of any hurdles and challenges faced. Conviction in what we do facilitates seeing challenges as learning opportunities rather than setbacks.

## Empathy

To have unconditional positive regard towards our beneficiaries and stakeholders and understand their perspective or circumstance and emotions and feelings in spite of it being different from ours. To make attempts to create common ground between internal stakeholders, to allow each other to be truly heard by being welcoming of diverse perspectives and being open to collaborative solutions.

## Compassion

To be compassionate with our beneficiaries so that one can go beyond empathising and can work towards alleviating their pain.

## Fairness

To be fair in ones actions as well as with processes both with internal and external stakeholders in order to ensure equitable and just decisions and being prompt in rectifying mistakes and learn from them.

## Trust

To have faith in oneself as well a firm belief in the goodness of all people. It is also to rely on the ability and strength of our internal and external stakeholders.



## Notes from Board Members



My journey with Arpan dates back to 2008 when I interacted with Arpan as their partner. The safety of students, providing an environment that empowers children and a belief that healing is a critical component of child care and protection are the pillars of foundation on which Bombay Cambridge Gurukul schools operate. These are the same values that are at the core of Arpan's practice and operation. This ideological congruence helped me to move beyond my role in a partner institution and become a board member at Arpan in 2009.

I have witnessed Arpan grow phenomenally in the last 10 years in the way it has operated and responded to a nuanced issue like Child Sexual Abuse. They have reached out to a large number of children across all socio-economic strata, strengthened the safety net around children by empowering critical caregivers as well advocated for systemic changes. To witness the growth of Arpan over the last few years has been a satisfying and fulfilling journey. Also, Arpan board meetings have always been a space for intense brainstorming leading to a way forward for the organization and facilitating growth. These spaces for brainstorming have organically crafted the pathways for programme planning, scaling and decided the organizational discourse. I also think the way Arpan makes an attempt to include the senior leadership team in the board meetings helps in aligning the board and the team. The reason for Arpan to have been able to create a success story is an outcome of their systematic and planned approach, their urge to learn by involving relevant experts as advisors and board members, their effort to build a passionate and skilled team, their sheer sense of ownership to make a dent and their effort in creating a shared vision which is intrinsic to a learning organization. Appreciation and accolades at state, national and international forums speak about the impact that Arpan has created and the way it has evolved to be one of the critical players in the domain of child protection in India. With every passing day, Arpan is stirring a greater sense of commitment and investment from all of us.

**Achama Matthew,**  
CEO,  
Bombay Cambridge Gurukul schools







As Arpan steps into its second decade of operations, it is worth reflecting on the broader social and political changes in the environment that Arpan has set out to impact. In the last decade, we have seen Child Sexual Abuse becoming a much more approachable subject for discussion in civil society. This is in part due to a broader awakening around safety and women's rights but also due to the enormous work done by organisations, of which Arpan is a leading voice.

My involvement with Arpan has been in supporting Pooja and her leadership team in areas of internal transformation, and I have been deeply impressed by Arpan's capacity for resilience and reinvention. While all start-ups need these twin qualities, it is vital for organisations working in the space that Arpan has chosen to impact. In their field, there are never any easy answers, and hope itself is more often than not the first casualty. As the world around Arpan changed, and it did change so many times, I saw Arpan reinvent itself many times. Under Pooja's admirable stewardship, Arpan has always been able to retain an unwavering focus on its core ambitions, while continuing to attract highly motivated, talented individuals to the cause of CSA.

After 10 years, Arpan is now widely recognised by several international and domestic stakeholders as India's leading organisation in the field. As Arpan stands at the cusp of their exciting second decade, Arpan will help shape India's vision for CSA and enable a shared social space for this vital conversation. I believe that Arpan has the right combination of head and heart to inspire future generations, and we wish the team the very best in their endeavour.

**Arjun Raychaudhuri,**

MD & CEO,

MMTC-PAMP India Private Limited





I can't believe that Arpan has completed 10 years of its journey. It is extremely overwhelming to think that we started with a team of 5 people and an office space very generously given to us by a well-wisher and a believer of the cause! When we started off, it was more about spreading awareness and it was difficult to break through barriers with schools to have the awareness sessions. But gradually it did happen...and once it did there was no looking back. There was so much to be done and so many more children to be reached out to.

The cause that Arpan deals with is an extremely emotional one and it is heart-wrenching to hear some stories that are shared during the annual meetings. But when we hear that these same children are on their way to recovery through counselling it is so satisfying.

Arpan has been through its share of ups and downs but it has been so lucky to have a rock solid CEO like Pooja, who has lead the way beautifully.

Over the years Arpan has connected with individuals and foundations internationally too, some of whom have provided guidance in various fields.

Today Arpan is a team of almost a 100 dedicated, passionate individuals, motivating themselves and others through the highs and lows. It's a family. I feel so honoured to have been a part of this fabulous journey!

Thank you, team Arpan! You are the pillars of strength to this cause.  
Keep the fire burning!

**Vaishali Kapadia,**  
Asst. Art Director,  
Spenta Multimedia





## Thoughts from Patrons



**Rakesh Jhunjunwala**, Founder and Partner - Rare Enterprises

The need for prevention and healing from Child Sexual Abuse is so huge that there is no time to waste. I appreciate Arpan's significant role in the prevention of Child Sexual Abuse and helping survivors to heal from its impact. I have supported Arpan since the year 2010 and I feel very proud to be associated with them. Over the years I have seen the effectiveness of their programmes especially of their school-based Personal Safety Education programme which has impacted over 150,000 children and adults. As a society, we need to work towards

giving our children a safe and happy childhood. I believe that investing in the safety of our children is the need of the hour. Children are the future of our country and investing in them is investing in the future of our nation.



**Karl-Johan Persson**, CEO and President - H&M Worldwide

I commend the charity Arpan for its high standards and excellence. Arpan is a great enterprise, which fulfils a necessary role in India's society. It has worked to develop a model to prevent sexual abuse of children and adolescents which can be scaled-up and used globally. The issues that Arpan is tackling are unfortunately universal. Arpan has had the courage to address them and relentlessly fight to end children's abuse and violence. Over the last 6 years, I have seen how fast they have grown and yet with that speed they have been able to

demonstrate impact through scientific evidence. They are a very professional and passionate organisation and I am very proud to be associated with Arpan as well as with Pooja Taparia and her colleagues.

## Notes from Advisors



**Dr Lois Engelbrecht**, Founder Trustee - Centre for Prevention and Treatment of Child Sexual Abuse, Manila, Philippines

I have truly loved my experience with Arpan. I grew up in Tamil Nadu to missionary parents who taught me to learn about and respect all religions and cultures yet to recognize that my own beliefs and experiences will certainly colour my understanding. It is not possible for me to give or to teach more than what I get and learn from this process. I have seen my role at Arpan as someone with more experience in this field only and not as someone who knows more. I hope that I have met my goal to share from my experience and research in order to enlighten and support the incredible work at Arpan. Together we have been able to use the vast source of western research with a clear understanding of how our populations differ from those in that research. Together we have built services and materials unique to our population that is based on our own research based on our paradigms. And Arpan never forgets that while we are a large organization who has received numerous accolades, we remain a tiny speck of sand in the vast desert of the sexual abuse field in India. May God by whatever name continue to bless us.



**Dr Nachiket Mor**, Country Director - Bill and Melinda Gates Foundation

I am writing this note to compliment Pooja and her brave and passionate team on the completion of ten years of work in this very difficult and challenging area. Until I met Pooja, I was aware that CSA is a serious problem but I had no idea about its sheer scale and was deeply inspired by Pooja's commitment to finding a way to address this problem. At that time she herself was learning about the area and had just about begun her journey. It is a tribute to her spirit and to the sheer grit of her team that their journey has brought them to this point where, not only have they had an enormous amount of direct impact but, by developing schools as a powerful engagement platform and school principals and teachers as their partners, they have a mechanism to now reach out and



touch each and every child in the country. While my own engagement with Pooja has been sporadic at best even I know that the journey has been a challenging one for Arpan and for Pooja both personally and professionally. It is impossible not to see what they see on a daily basis and remain unaffected by it. But this has not dampened their spirit and has only strengthened their resolve to find a way forward. It has been a pleasure and an honour for me to be associated with them even in a small way on this journey of theirs. I draw my own inspiration from individuals like Pooja.



**Sonjoy Chatterjee**, Chairman and Co-Chief Executive Officer, Goldman Sachs (India)

Arpan works on an issue which is not spoken about in our society although we have all seen instances of Child Sexual Abuse surfacing at different points in times. Personally, it is always overwhelming to hear about violations of children and witness its impact on the child and society at large. When I started interacting with Arpan I saw great passion in them to respond and fight this silent struggle. What touched me is the way they address the issue. One of their critical messages for

Personal Safety Education is 'I am special'. I think that is the most important thing that we all need to remind ourselves every single day. As we focus on our priorities and work and try to achieve so many things, we sometimes forget that 'I am Special' and 'Everybody is Special'.

The second most critical piece is their focus on healing along with prevention. Child Sexual Abuse creates an emotional turmoil which is difficult to bear and deal with on a daily basis for a child and their caregivers. Arpan is making a huge impact here as they are trying to heal and support the journey of survivors from a sense of powerlessness and despair to one of hope and faith. I believe Arpan plays the role of an equalizer, a catalyst and it ensures that survivors are not crippled because of the violation they faced and they have an equal opportunity to approach the world with renewed vigour.

I have been connected with Arpan for the last 7 years. I started with personally supporting it and then Goldman Sachs decided to support this very important initiative as it has a huge impact on society. As an Advisor to Arpan I have learnt a lot more about the challenges in this area and am glad to be in a position to do something about it. This has been a journey and I intend to continue with it.



**Sarath Divella**, Country Director - Lionbridge India

I have been associated with Arpan for 4 years. I work with many NGOs, but the cause for which Arpan is dedicating its time and resources is a very sensitive issue, which is difficult to handle compared to other causes. However, they handle the cause with all the empathy and keeping the beneficiary in the centre of their all their activities - awareness, counselling, content creation, training of all stakeholders, safety and security of identity.

What is impressive about Arpan is, while the founder is providing the passion and leadership, the entire organization displays the same passion for every task they do. They work like a professional corporate organization, embracing new technology, applying scientific methods to find insights from the data they collect, to review, and introspect the methodologies and path.

I have seen tremendous growth in the last 4 years around all aspects - coverage, resources, content and I am sure they have all the right ingredients (passion and professionalism) to continue on this successful path.





## Notes from Funders



**Sonal Sachdev Patel**, Director - GMSP Foundation, UK

GMSP is the sum of all the efforts of the grassroots partners that we work with. It is our mission to seek out driven and capable leaders with a clear vision and strong track record. Hence Arpan was a perfect fit for us. We believe investing in prevention is powerful as it saves society from a myriad of greater issues further down the line. Arpan is committed to creating real systemic change, spearheaded by the dynamic trailblazer that is Pooja Taparia. Arpan has been our longest funded project as we see such a great impact from the organisation. If we keep moving in this direction, I believe we will move the needle on this issue of Child Sexual Abuse in our lifetimes.



**Ridhima Lulla**, Chief Content Officer - Eros International PLC

It has been an absolute honour to be able to support Arpan to prevent Child Sexual Abuse. We are extremely blessed to be associated with Pooja and her compassionate, driven and hard-working team. It is absolutely staggering that 82% of adolescents experience forms of child abuse. This drives us to help push boundaries to create change, and we have been able to do our part with Arpan. Arpan's reach continues to flourish and we hope to be a part of the wonderful Arpan family always by supporting them to continuously raise awareness on this serious matter.



**Peter Kenyon**, Director - The Marshall Foundation

At the Marshall Foundation, we believe that children should be able to enjoy their childhood and grow up in a safe environment, free from any form of abuse. As an early supporter of UnLtd India, we were introduced to Pooja as a leading social entrepreneur who was going to make things happen. We were impressed by her passion, her bravery and her clarity of vision as to how to address the highly challenging problem of Child Sexual Abuse, so we started supporting Arpan financially in early 2012 and have continued to support Arpan ever since. We have been extremely impressed by the quality of work done and

the dedication to continuous learning and improvements to the programme. We get the sense that Arpan is truly focused on ensuring that their work is effective and is not frightened of making changes to their activities and the balance of the work they do as they grow, to make sure they achieve as great an impact as possible. Pooja has built a strong team around her and made Arpan into a powerful force for change. We congratulate Arpan on its 10 years of work and wish Pooja and her team continued success as they continue their journey and strive to protect children from the horrors of sexual abuse.

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**Kulsoom Khan**, Regional Director, Asia - Global Fund for Children

GFC believes every child should grow up in a world where they are safe, valued and strong. Child Sexual Abuse is pervasive across boundaries, geographic and socio-economic strata, it is under-reported and when reported, the support system is not always set up to support the survivors. Child Sexual Abuse robs children of their childhood, it is violent on multiple levels and is physically and psychologically destructive to a child's wellbeing. Children must be equipped with the skills to protect themselves and armed with the knowledge that their families and communities are also prepared to support them when they need. We, therefore, believe it is imperative to support organizations such as Arpan that are dismantling the systems and mindsets that allow Child Sexual Abuse to continue.

We found Arpan through our network in India in 2010 as it was beginning to develop its Personal Safety Education curriculum and working with the school system to create a dialogue around Child Sexual Abuse Prevention. GFC was impressed by the creative approach of its founder Pooja Taparia to engage multiple stakeholders in ensuring Child Sexual Abuse is prevented, and if it occurs there are multiple levels of support available to the child and their family to address it and heal from it. Over the years, we have facilitated introductions for Arpan to a larger network of supporters and peers – while also providing tailored capacity development services as Arpan exited from our direct grantmaking. Arpan has also been an inaugural partner of our Step Up Program and has been a recipient of the Maya Ajmera Sustainability Award. Over the last 8 years, Arpan has transitioned from being a partner of GFC to a supportive ally and peer. Our relationship has been a symbiotic one, with several opportunities for both GFC and Arpan to grow and flourish. Arpan is a trailblazer in India– shifting the conversation from abuse to protection is key particularly in South Asia where multiple taboos prevent survivors from speaking out during the abuse or after. Arpan has created a common language and dialogue between children, parents, teachers and law enforcement to ensure a safety net exists for children.



## Notes from our Partners



**Manisha Arondekar**, Principal - Dr S. Radhakrishnan  
International School, Borivali, Mumbai

I remember a young girl coming to our school with many charts and other material. She used to teach our students about Personal Safety with an aspiration and dedication. That was the year when we got in touch with Arpan, the NGO, which works with an aim to prevent the occurrence of Child Sexual Abuse and heal those who have been affected by it. In the year 2007-08, it was difficult to talk openly about Child Sexual Abuse and more difficult to have such programmes in school. When

our CEO, Ms Achama Mathew, incepted the idea of Personal Safety Education in our school, my first reply was NO! My anxiety was about the reaction from parents. It took some time for me to get completely convinced to start this programme in our school as the pilot project. Once the project began, there was no looking back. Conducting parent meetings, talking to teachers, answering parents' queries and their negative reactions, everything seemed to be so difficult but we persuaded everybody of the need for this programme. Our Primary Head Ms Sulekha facilitated everything that was required. Teachers were trained to conduct the sessions and today it is an integral part of our primary curriculum. During this journey, I met the Founder of Arpan - Ms. Pooja. I could sense all the love, care and concern for kids while interacting with her. Every small action from Arpan was so minutely planned that their intention to help children was obvious. Arpan didn't stop at Personal Safety Education but their follow up with school staff, students, parents extended to the research and they also came up with Personal Safety Manuals. It was amazing to see their tireless efforts to make this programme effective for children. Their reach to various schools with different languages and varied socio-economic backgrounds was phenomenal. Their annual meetings, reviews, celebrating success and similar events multiplied awareness in society. I was fortunate to be able to attend and participate in many such events. One phone call and Arpan was there for us, whether for teacher training, helping children or being a part of school events. When children confidently look into the eyes of others and say Safety Rules, I think Arpan has accomplished their mission. We have the vision to live in a society with happy children and Arpan has taken the first step to transform this dream into reality! At the end of this decade, I feel Arpan has given me a lot to learn from their purpose, diligence, courage and most importantly passion. Bravo Arpan! Wishing you success in the coming years!!



**Sr Asha D'Monty**, Caretaker - Project Bharati  
(Advait Foundation)

First, let me thank the Arpan team for supporting our girls and us – the Care-takers' with counselling sessions. To heal the girls is one of our objectives, and you came to our rescue when we were in need to focus on this objective. I appreciate your timely help, your support and your availability, especially when one of the girls was in the hospital.

The counselling services that are provided by Arpan for the last 10 years have helped and healed more than 75 girls in our institution to accept the reality of their lives and to look at the future with hope. It has helped them to see that another world is possible. It has helped them to take care of themselves and to love themselves. It has helped the girls to take the decisions for their future. They can not only think about safe and unsafe places and people but they are now able to talk about their boundaries as well. They have begun to respect themselves as well as their companions. It has given them the courage to testify in court with legal matters. The girls are learning about their emotions and to express them in a healthy way.

Care-takers sessions have helped me and the carers to look at the girls through a different lens. It has helped me to accept them and their behaviours.

Teachers' sessions are helping teachers to understand the girls and their behaviours. Their approach to responding to the girls have changed drastically and now they interact with the girls in a totally different way. Once again thank you to Arpan for being part of our Home and supporting us with counselling to heal our girls.





## Notes from our Team



**Anita Kumar**, Sr. Executive, M&E

10 years at Arpan.... A momentous journey of tears and hugs and laughter. As I pause to look back and reflect, I am overwhelmed by the sea of people who have influenced my trajectory of professional and personal growth as advisors and influencers. As connectors and empathizers. As friends and family. It's been a rollercoaster ride of emotions.

Working on the issue of Child Sexual Abuse was a huge stepping stone for me, from the known safety and security of a corporate job to a relatively unknown and sensitive topic in the social sector. An issue where people preferred to remain silent. An issue which wasn't a real concern for the majority. As we tried to create awareness on Child Sexual Abuse in the early years, I recall the several phone calls made by us, which were met with denial, discomfort, and a general unwillingness to deal with the problem. The initial talks were like an afterthought on the part of different organizations, with a bare minimum leverage time of 10-15 minutes. Today, we are invited to conduct multiple talks and training sessions across several organizations and communities across India.

Being in the Monitoring and Evaluation department, I have had the opportunity to read the different experiences of children and adults, through the voices of the team. It has made me aware not just about the hidden nature of such abuse and its ramifications, but also that when children and adult survivors know that someone does care, with the right kind of support, they can turn their lives around. It has taught me that sexual abuse does change childhood, but with the right intervention, can minimize the short and long-term consequences.

It has been an incredible and rewarding decade at Arpan. It has been a journey which has moulded me to be a better human being. There is a sense of having arrived at the intended destination. To sum up, I can say that Arpan has been the turning point in my life which I would define for myself as Before Arpan and After Arpan, not just at a professional level, but also at a personal level.





**Chandrika Rambiya**, Manager, Training

When I started writing about my journey at Arpan, I was surprised to realize that I have never really sat back and reflected on how these many years went by. There was so much to do and still much is to be done even now, so much to learn that never ever had slightest doubts about where I am going or what I am doing. Every day has been refreshing, fun, full of learnings and opportunities. Many times people ask me why I joined Arpan. Is it the issue that motivated me? I say, 'no, it's not the issue per se, but it was my personal journey that I had ventured upon.' Coming from a conservative Gujarati family I have been raised in a very protective environment, for a girl to go out, earn money and being independent was difficult for my parents to accept.

Arpan was a new environment for me, a place away from home. At Arpan, I immediately felt at home as everyone was very warm and welcoming. Initially, the journey was not easy. Just after a few weeks of work, I felt overwhelmed as I started understanding the intensity of the issue and the impact it has on children. CSA felt larger than life and hope seemed distant after reading cases and listening to children. I went to my manager and told her how I felt and expressed my thoughts of leaving. She and all the others gave me the courage to continue by extending emotional support, knowledge and opportunities. They made me understand the importance of our work, Arpan's prevention and healing model. Talking to them didn't lessen my burden or intensity of my emotions but it gave me the strength to carry on with my work. The work environment was very positive and lots of opportunities to grow as a person and a professional. When things got very hard, I was encouraged to go for therapy as a positive mind is very important to carry out such intense tasks. Therapy too helped me a lot.

When I started work Arpan was a small team of just 6 members. We cherished each other's achievements and worked towards learning from our mistakes and experiences. I remember the days when I started work at 7 in the morning and completed my day after supervision at 8 in the evening. That phase of my work was the best. I participated in creating modules for PSE for grades 5 to 7, piloted it, and documented the changes. At the same time, I provided counselling to children who experienced CSA and worked with their parents to help them provide support to these children. After coming from work at the end of the day I would be exhausted both physically and mentally but would sleep with a smile on my face believing I had made a difference in someone's life. That would give me the power to get up and get going with my work every morning with new enthusiasm.



Today we are a team of above 100 people and I still feel the same every day. A lot of things have changed in our organization and the change is positive. I feel Arpan is more organized and structured, moving in a focused way towards achieving its vision of 'A world free of Child Sexual Abuse.' But a few things remain the same and those are very core to Arpan's growth: cherishing each other's achievements, birthday celebrations, lunches, movies, picnics, and working towards learning from our mistakes and experiences with team meetings, quarterly reviews, skip levels and appraisals. Arpan strongly believes in the value and culture that it has developed over the years. The culture of togetherness, love and respect for each and every one, accountability in our commitments to our stakeholders, fairness and transparency. These are also the values that I try to live my life by. It helps me keep going on my journey of trying to create a safe and secure environment for children, something that I have received in my childhood from my family and adulthood in Arpan.



**Ketki Doshi**, Executive, M&E

When I joined Arpan in 2011 it was a startup and I was motivated to create an impact. The challenge of working at grassroots level which demanded constant adaptation and creation of mitigation plans gave me great satisfaction. In some schools where Personal Safety Education was being implemented basic necessities were luxuries and the fact that we were reaching out to children in such schools was greater motivation. Being able to deliver messages of personal safety and reaching out to children as far as possible was admirable.

Arpan has taught me to be patient, be it through training or maintaining data. An interesting part of my job at Arpan and in my journey working here has been that there is no typical day, some days are spent in meetings and discussions and some days are spent in preparing for training or strategizing on how to best record the work that Arpan does through the data. Some days look chaotic and unstructured and some make me feel happy and blessed. Even the small things have made me happy at Arpan, it could either be helping a child, bringing more knowledge, gaining an insight through someone's life, or hearing how Arpan has made someone feel stronger. When Arpan's work makes a child smile and when I know that I am a contributor to that smile that gives me motivation and joy. I am proud of the efforts we put in as a team. Someone has rightly said the answer to your questions lies on the other side of chaos. Arpan in these years has allowed me to explore and know myself better.

We celebrated Arpan's 10-year journey on 29<sup>th</sup> November 2017 with our partners, supporters and co-travellers at NSCI, Worli, Mumbai.



Prof David Finkelhor session on School-Based Prevention Programme of Sexual Abuse Arpan 10-year event



Findings of PSE Programme in Schools A Case Study by Dr Manjeer Mukherjee



Launch of Integration of Personal Safety Education Programme in Schools A Case Study





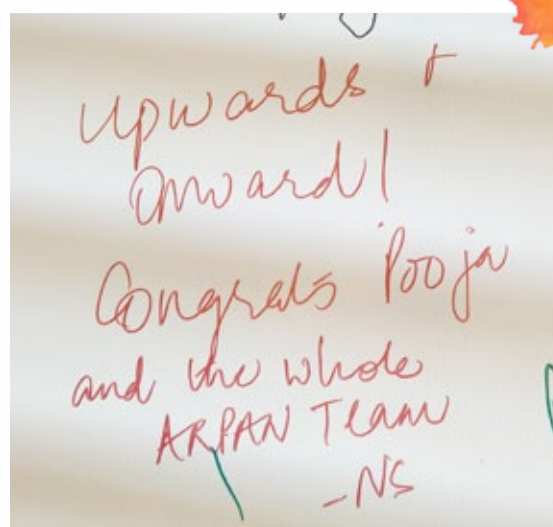
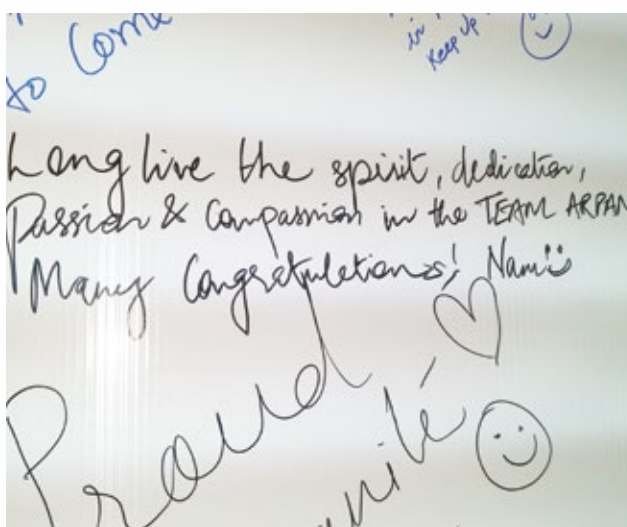
Panel Discussion on Child Sexual Abuse in the Indian and Global Context with experts and our donors



Ms Pooja Taparia speaking about Arpan's 10 years Journey



Closing the celebration with special National Anthem performance by students of Lion's School, Matunga



Participants Messages for Arpan at the event



Annual Report 2017-18  
Year of Opportunities



The year 2017-18 for Arpan was a year of opportunities, new engagements and consolidation. When we embarked on this journey, 10 years ago, we saw a world that was seemingly blind, deaf and quiet to sexual abuse of children. Today most of our days begin with news of Child Sexual Abuse in the media. Along with gruesome news of Child Sexual Abuse, the swift evolution of the technology is leading to a terrifying growth in online Child Sexual Abuse material as well as new emerging threats to children. Without a doubt, the volume and scale of Child Sexual Abuse have reached unprecedented levels. It is this increasingly complex reality that governments, communities and NGOs need to navigate.

These are also truly exciting times. Though Child Sexual Abuse seems to be as rampant as ever, we have also seen more and more people wanting to join the cause and do something in their own way. There is a long road ahead, yet this gives us hope that we are not alone in this mission. Space is widening for working together with schools, communities, institutions, civil society and government. We may be the first generation that is able to understand the complex and systemic challenges surrounding Child Protection. Which means we know where we are headed if we do not change course. We also know that Arpan alone does not have the silver bullet to change this situation. All of us need to take the pledge to create 'A World Free of Child Sexual Abuse.'

This year Arpan's journey has indeed been this – seeking opportunities amidst difficulties, taking the risk, tapping into the silence to bring CSA out of the shadows, exploring new pathways for partnerships and together create deep and lasting change. Through this report we hope to give you a glimpse of those opportune moments which we sought, recognized, embraced and those that shaped our practice and enlightened us.







## II. Highlights of the Year: 2017-18

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.”

- Margaret Mead

2017-18 has been yet another exciting and fulfilling year. It was a year of recognising opportunities, tapping them and embarking on creating new pathways by building partnerships and linkages so that together we can work towards creating a safe world for children.

In the year 2017-18, Arpan had touched the lives of 56,941 individuals including 30,569 children and 26,372 adults. This takes Arpan's overall outreach to 193,011 individuals directly, since inception and indirect outreach to over 894,677 individuals. Our growth rate hit 20% this year.



Personal Safety Lesson Plan In School

We empowered 50,002 individuals including 30,497 children and 19,505 adults through Personal Safety Education (PSE) through 97 schools and three community setups. Counselling services were provided to total 1,396 children, including cases which continued from last year. Psycho-education and psychotherapeutic support were also provided to 484 family members of these children.



Workshop by Prof David Finkelhor on 27<sup>th</sup> and 28<sup>th</sup> November 2017



Launch of 'Integration of the Personal Safety Education programme in schools - A case study' at Arpan 10 year event

Arpan turned 10 in 2017. It was indeed a proud moment for us as it gave us the opportunity to consolidate our learnings, cherish our accomplishments and regain energy to move with new vigour. To mark the 10 years of Arpan's journey, we had organised a series of workshops by Prof David Finkelhor, and Dr Lois Engelbrecht on 27<sup>th</sup> and 28<sup>th</sup> November as well as an event on 29<sup>th</sup> November 2017. Prof David Finkelhor is an eminent sociologist and Director of Crimes against Children Research Center, Co-Director of the Family Research Laboratory and Professor of Sociology, University of New Hampshire, USA. Dr Lois



Engelbrecht is the Founder Trustee of the Centre for Prevention and Treatment of Child Sexual Abuse, Manila, Philippines. At this event, Arpan also launched 'Integration of the Personal Safety Education Programme in Schools – A case study' that demonstrates the impact of Personal Safety Education Programme on the lives of children. Dr Manjeer Mukherjee, Arpan's Senior Advisor – Programmes presented the findings of the study. The launch was followed by a panel discussion on the research and issue of Child Sexual Abuse in the Indian and global context. The event was attended by our partners, donors, supporters and well-wishers from all over the country as well as abroad. Dr Beatrice Bondy (Strategic Advisor to Mr Karl-Johan Persson, CEO, H&M, Sweden) and Mr Peter Kenyon, (Director, The Marshall Foundation, France) Arpan's long time donor came all the way from Europe and shared their insights about Arpan's work. Mr Rakesh Jhunjhunwala (Founder and Partner, Rare Enterprises and India's leading equity investor) and Mr Sonjoy Chatterjee (Chairman and Co-Chief Executive Officer, Goldman Sachs, India) who also had been Arpan's long term funders graced the occasion. At the event, Ms Pooja Taparia, CEO and Founder, Arpan shared the experience of the 10-year journey of Arpan, the learnings and Arpan's vision for the next decade.

Arpan trained 1,245 individuals on prevention and intervention models to respond to CSA through training and capacity building of 418 teachers, 260 mental health professionals and 567 social workers and NGO staff. This year professionals and paraprofessionals trained by Arpan have in turn reached out to 425,033 children and adults.

This year Arpan went global with its Training and Capacity Building initiatives. International participants made up 7% of the training participants. Arpan worked with Career Education and Counselling Division of the Department of Youth and Sports of Bhutan along with Ministry of Education of Bhutan to enhance knowledge, skills, and competence of school guidance counsellors.



Training with counsellors

In order to make the world safe for children with diverse abilities, it is critical to build the capacity of the caregivers and professionals to prevent and respond to CSA. This year, Arpan had the opportunity to initiate training and capacity building with government teachers and special educators from the Special Education Department of Municipal Corporation of Greater Mumbai.



MSCERT Training at Sangamner

This year, Arpan developed strong links with MHRD, NCERT, CBSE, NCPDR, and MSCERT and have played a critical role in child protection advocacy. Advocacy with MHRD has opened opportunities to make child safety an agenda for School Education. Arpan is now a part of a think tank working with the Government on the development of a life skill module which can be integrated into the curriculum prescribed by CBSE and NCERT. Arpan also worked with CBSE and provided recommendations for a comprehensive Child Protection Policy to be adopted by all schools.



Presenting Arpan's work to Shri Anil Swarup, Secretary, HRD Ministry, Government of India.





Safety Education session with children and visited Arpan to learn more about our work. He met school principals to collectively brainstorm on making child safety an agenda for school education.

Creating mass awareness on the issue of CSA has always been a critical aspect of our work at Arpan. We reached out to 5,581 individuals through a diverse range of awareness sessions.

Arpan also engaged with the national and international community on various platforms and participated in various national and international events and conferences and roundtable discussions including:

- Global Education and Skills Forum, Dubai



- Roundtable discussion with Ms Sophie Gregoire-Trudeau, wife of the Prime Minister of Canada.
- Interaction with Her Majesty Queen Mathilde of Belgium
- National CyberPsychology Conference
- National Consultation on Protecting Children from Sexual Abuse: Implementation of the POCSO Act, 2012 and Beyond
- Chintan Shivir- 2-Day National Workshop on Life Skills
- Roundtable discussion on CPP for Ashram Schools organized by UNICEF

Arpan reached out to 5,070 individuals through these platforms and flagged child protection as an important agenda both in international and national platforms.

Our outreach through Social Media platforms like Twitter and Facebook has been 27,559. This space had been used to create visibility on the issues of Child Sexual Abuse through articles, photos and posters as well as to showcase Arpan's programmes and outcomes.

Arpan has developed a host of resources and handy tools for adults to understand Child Sexual Abuse as well as teach children personal safety. These were disseminated to 47,829 individuals. This year Arpan finalized content for Grade-wise Personal Safety Education Module from Grade 7-10. These modules will become a ready reckoner to conduct the Personal Safety Education Programme with adolescent children.



My Safety Book Launch

This year, Arpan published 'My Safety Book' which is an effective tool for caregivers to initiate a healthy conversation on a sensitive issue like Personal Safety for children above 5 years. We had the opportunity to launch this at the 6<sup>th</sup> Early Childhood Association Conference at The Lalit, Mumbai. The book was launched by Ms Shabana Azmi, Ms Pooja Taparia, CEO and Founder Arpan and National Committee members of Early Childhood Association amongst 500 participants from across India.

To date, Arpan had focused on in-person training and capacity building. However, this year Arpan has taken a step to digitalise its resources and have entered into a partnership with Lionbridge Technologies so that they are available to a large audience and boosts Arpan's effort to mainstream child protection. Arpan digitalised 5 of its critical resources into e-books and developed the My Safety Book as an interactive flipbook. The digitalised 'ebooks' and 'My Safety Book' can be accessed at Arpan's e-learning portal which will be launched soon.

Arpan recognizes the importance of having a robust system to streamline the data. Hence, this year Arpan signed a contract with the technology partner, Microware Computing & Consulting Pvt. Ltd, New Delhi, to build a Management Information System that brings data from all of our initiatives under one umbrella.

Arpan gained visibility through both print and visual media. We received notable mentions in 18 news features. Some of the notable mentions in electronic media are Times Now and DD Sahyadri. The notable mentions in the national print media are in the Times of India, The New Indian Express and DNA and in regional print media are in Prahaar, Saamna and Loksatta. Arpan was featured in online publications like BrisbaneTimes.com, Firstpost.com and Abnnews.com.





Receiving 'The Spirit of Humanity Award' for child care category by Americares

We are proud to share that Arpan won the Spirit of Humanity Award on 14<sup>th</sup> September 2017 in the Child Care category for the Personal Safety Education Programme. Spirit of Humanity was launched by AmeriCares India in 2010. AmeriCares India is a health-focused relief and development organization that saves lives and improves health for people affected by poverty or disaster. Ms Sharalene Moonjely, Arpan's Public Engagement Director received the award on behalf of Arpan.



Receiving GuideStar India Champion level Platinum certification for 2017

Arpan has been awarded the prestigious GuideStar India Champion level Platinum certification for 2017 once again. With this award, Arpan is a part of India's largest pool of credible NGO's. GuideStar India's Platinum Certification is the Champion Level Certification indicating that the organization has adopted comprehensive transparency, accountability and good governance procedures with an exemplary level of public disclosure. Mr Hemesh Seth, Arpan's Director Support Operations received the award on behalf of Arpan.

### III. Outreach and Outcomes

“It is the length of the journey that ripens the joy of the outcome.” - Craig D. Lounsborough





### 3.1 Programme 1: Personal Safety Education

A multifaceted problem like Child Sexual Abuse needs to be addressed through a preventive lens which encourages deterrence efforts along with intervention and treatment. The Personal Safety Education programme is such a life skill-based module that has been developed as a holistic model catering to both prevention and healing and aimed at imparting value based life skills as well as open the doors for each child to report any violation of sexual abuse. This comprehensive model empowers children from Grades 1-10 and their key stakeholders to prevent the risk of Child Sexual Abuse and seek support in case of violation. It is built on the core life skills of decision-making, problem-solving, critical thinking, interpersonal relationship management, self-awareness, resilience, empathy building and de-stigmatization. The concepts and content of personal safety are delivered to children via age-appropriate modules which are delivered through 4-6 lesson plans. After the lesson plan based intervention, children are provided with a safe space to disclose any past or ongoing sexual abuse through individual sessions with facilitators. Arpan also supports children with counselling, post-disclosure as well as work with children who indulged in sexual misbehaviour to help prevent reoffending. Arpan also conducts awareness and basic skill building sessions with parents, teachers and non-teaching staff to enable these stakeholders to create a safety net and strengthen support systems for protecting children from potential abuse.



PSE lessons in school

## Personal Safety Education Programme

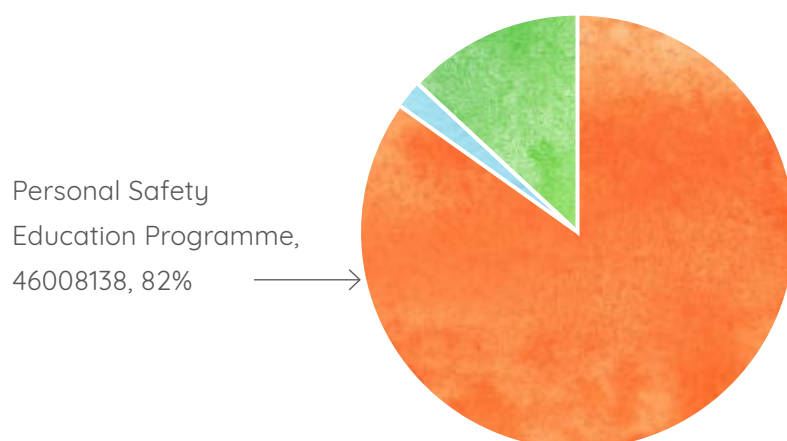


Fig 1: Programme 1 Comprises of 82% of Arpan's budget

### 1.1 Recognizing Opportunities, Shaping Practice

Arpan has been successfully conducting the Personal Safety Education programme for many years. This year, because of the recent upsurge of media reporting on Child Sexual Abuse cases, we have seen a lot of schools and institutions understanding the need for the programme. This provided us with the opportunity to equip children with knowledge and skills to keep themselves safe and meant we surpassed our audience target.

There is no doubt that we thrive in our direct work with children. However, most NGOs around the world are asking the question - how do we scale our initiatives so that they are not localised and transitory? How do we successfully and sustainably scale our work so that it is efficient, maintains the present quality and is cost-effective? How do we reach out to millions of children and transgress constraints of geographical distance, bandwidth and funding? Arpan is no different. These dilemmas around scaling are an integral part of our ongoing conversations. It is to respond to these questions Arpan is reimagining and reinventing the ways to reach out to children and adults in creating transformational change. We embarked on this new journey with the intended social outcome of teaching children personal safety and is working backwards to decide which road can be taken to address the challenge. One of the paths that we are exploring is digitalising Arpan's resources on personal safety so that Arpan can create a comprehensive online child protection curriculum and explore its reach and efficiency. As we integrate technology into the core of our programmes, we started with small steps of creating ebooks for adults on prevention and intervention of CSA and an interactive flipbook for children aged five and above. This is a baby step towards exploring whether digitalization can enable Arpan to scale its PSE programme alongside the ongoing direct-service model.



## 1.2 Advocacy: Policy and Public Advocacy

Arpan advocates the Personal Safety Education programme as well as institutionalisation of child protection policies in diverse settings through policy level advocacy with schools, organisations and institutions. This year Arpan advocated the Personal Safety Education Programme with 168 school personnel including teachers, principals and representatives of school management through individual interaction.



A session on School-Based Prevention Programme of Sexual Abuse by Prof David Finkelhor at Arpan 10-year event

In 2017-18, one of the key spaces for advocating the Personal Safety Education programme had been through organizing a speech by Dr David Finkelhor on 29<sup>th</sup> November with school teachers, Principals and school management. Dr David Finkelhor spoke about 'The Prevention of Sexual Abuse: Learning from the Research' and discussed the need for a school-based prevention programme like PSE. The conference provided space for 31 school principals and teachers to understand the research-backed prevention paradigm and common prevention mistakes so that they can integrate a prevention programme like the Personal Safety Education programme with more conviction and determination



My Safety Book Launch at ECA conference

Another key avenue for Arpan to advocate for Personal Safety Education Programme was the participation in the 6th Early Childhood Association Conference at The Lalit, Mumbai on 10<sup>th</sup> and 11<sup>th</sup> February 2018. Arpan had the opportunity to launch 'My Safety Book' on an educator's platform. The book was launched by Ms Shabana Azmi, Ms Pooja Taparia - CEO & Founder Arpan and National Committee members of Early Childhood Association amongst 500 participants comprising of parents, teachers, schools and organisations which are connected to young children. The launch provided an opportunity to network, learn, share knowledge and advocate for mainstreaming of Personal Safety Education with like-minded people who are geared towards transforming the quality of learning in early childhood.

## 1.3 Delivering the Personal Safety Education Programme

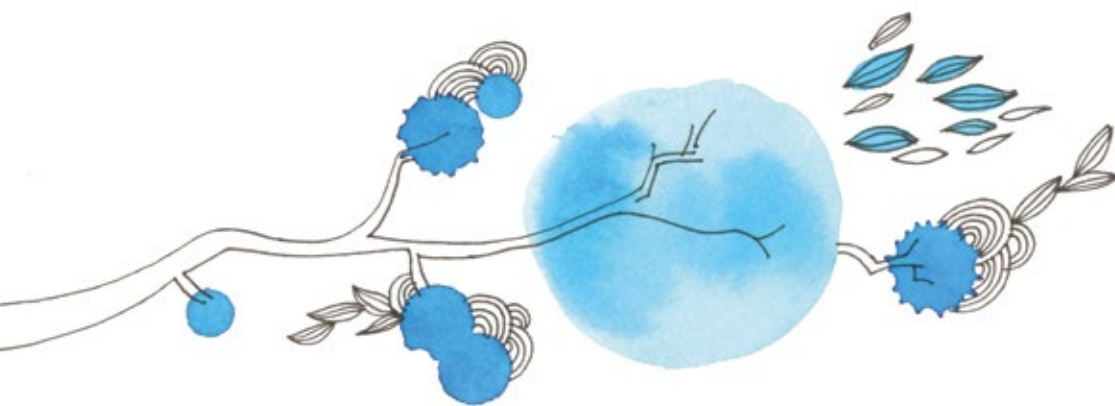
### 1.3.1 Personal Safety Lessons with Children



PSE Lessons in school

In 2017-18, we imparted Personal Safety skills to 30,497 children from grade 1 to grade 10 in 97 schools including both Step Up schools and new schools and 3 community set-up through diverse modalities based on time availability from schools. The breakdown is as follows:

1. Personal safety intensive modules were conducted with 16,076 new children in new schools, new admissions in step up schools and in community set-up.
2. Personal safety concepts were repeated with 8,893 step up children through an intensive module in step up schools
3. Personal safety concepts were repeated with 3693 step up children and introduced to 569 new children in step up schools through one hour story based sessions
4. Leaflets, a collation of key messages, were disseminated to 907 step up children and 359 new children in step up schools





Pre and post evaluations with the children who attended Personal Safety lessons were conducted to assess the shift in their knowledge, attitude and skills related to Personal Safety. The results showed a significant upward shift in the scores achieved by children in the post-test as compared to pre-test. It is illustrated in the graph below:

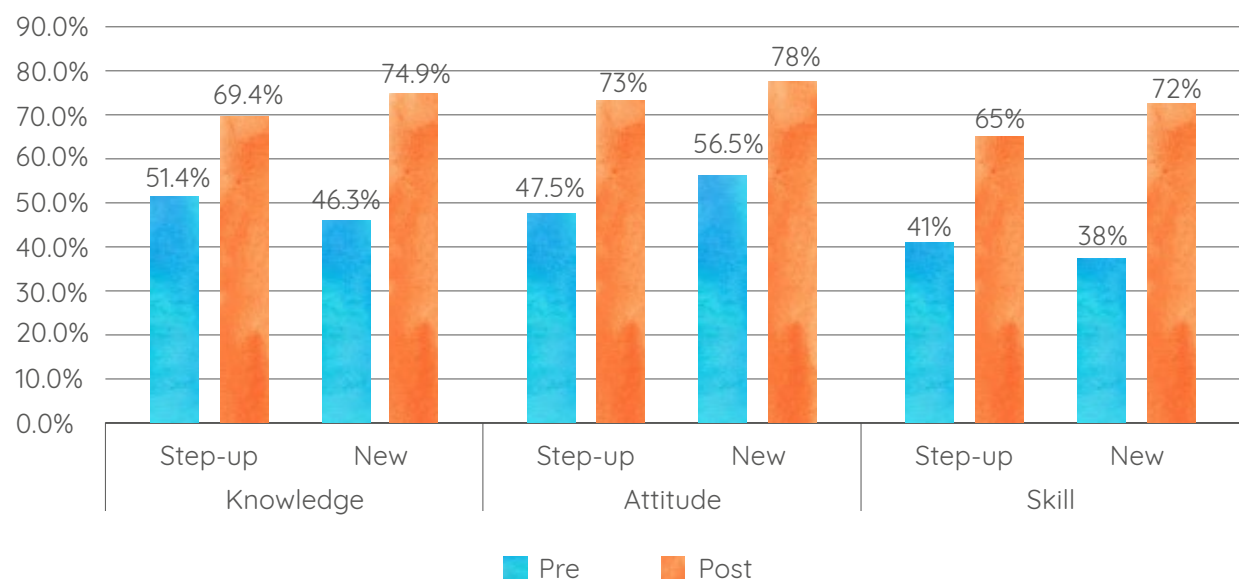


Fig 2: Illustrative examples of the Shift in Knowledge, Skills & Attitude of Children in Grade 7-8

This analysis is based on Pre and Post evaluation conducted with 673 children out of total 7699 children from grades 7<sup>th</sup> and 8<sup>th</sup> who had received intensive PSE lessons. Among step up children, the average shift in knowledge, attitude and skills was 35%, 54% and 59% respectively. The shift among the new children was 62%, 38% and 89% for knowledge, attitude and skills domains respectively.



**\*Identifying details in ‘The Story of the Year’ involving children have been withheld or changed to protect the identity of the children.**

A girl child studying in grade 2 revealed to the trainer after the PSE lesson plans that she was facing ‘touching problem’ for quite some time. Touching problem is a vocabulary introduced to younger children so that it is easier for them to seek help from adults about sexual abuse. The child disclosed that a neighbouring boy of 7<sup>th</sup> standard would take the child home on the pretext of playing whenever his mother was out for some work. The boy showed the girl pornographic video and asked her to touch his Private Body Parts. He also tried to touch the girl’s Private Body Parts. If the child refused to comply with his advances, he would hit her. The abuse was also intensifying with each passing day. As the child was unaware of how to respond to such abusive behaviour prior to PSE, she kept it to herself. However, after the lesson plans, the child disclosed it to her mother. Her mother spoke to boy’s mother and ensured that the abuse stopped. – **Girl, Grade 2**



A male child studying in grade 7 shared the way he used his learnings from the Personal Safety Education session to help another child. The child noticed that his best friend was far from his usual self. He was fearful, nervous and scared. As he enquired, his best friend shared that a new boy in his neighbourhood had touched his Private Body Parts and it had been a shocking experience for him. While listening to his friend, the child replicated the steps for helping a friend that he learnt in the Personal Safety lessons. He listened to his friend calmly, he did not make any promises to keep it secret and informed him that they would need the help of elders to stop the abuse. He also thanked him for sharing his feelings openly and made him understand the abuse was not his fault. He took his friend to his parents and informed them. The parents then spoke to the parents of the new boy who sexually misbehaved with the child. Both his parents and parents of his best friend were proud to see that Personal Safety lessons had not only left an imprint on the child’s life but it had also prompted him to think about making his friend safe. – **Boy, Grade 7**





### 1.3.2 Awareness Sessions with Parents, Teachers and Non-Teaching Staff

In 2017-18, we empowered over 19,505 caregivers including parents, teachers and service staff through step up and new schools as part of the PSE programme. The breakdown is as follows:

- 8,731 parents, 1011 teachers, 241 service staff were made aware of CSA and PSE through Step Up Schools
- 8,665 parents, 636 teachers, 101 service staff were made aware of CSA and PSE through New Schools
- 87 parents and 6 teachers, 27 community workers were made aware of CSA and PSE through community set up





A trainer was conducting a Pre Parent session before the Personal Safety Education Programme in a Step up school where PSE was conducted 2 years ago. The trainer had written 'Arpan' on the blackboard. A parent immediately stood up and said that she had attended the session when her child was in grade 3. As the session had made an imprint she confidently shared the key concepts of Child Sexual Abuse and Personal Safety Education Programme. She almost became a co-facilitator of the session and spoke about feelings, safe and unsafe touches and the vocabulary of Private Body Parts.

- A Parent



During the Parents' session in one of the schools, the facilitator was addressing the impact of Child Sexual Abuse. This triggered a parent and she was taken back to a time when she was just 7 years old. She shared that once she went far from her house to collect mud which she needed for making pots. One of her cousins offered to help and also brought his friends. His cousin's friend sexually abused her. She was hurt, scared and started to shiver. Somehow she managed to reach home. After the incident, the abusers also threatened to kill her. In spite of the threat, she disclosed to her parents but they could not support her. The abuse made her drop out of school and she had frequent angry outbursts and would often react aggressively. She came to be labelled as a rebellious child. She could relate to her behavioural changes as a child only now as the facilitator spoke about the impact of trauma. She felt fortunate that this kind of space was provided to share her past abuse and gain support. She strongly felt children should be taught about personal safety so that they could respond to unsafe situations. - A Parent



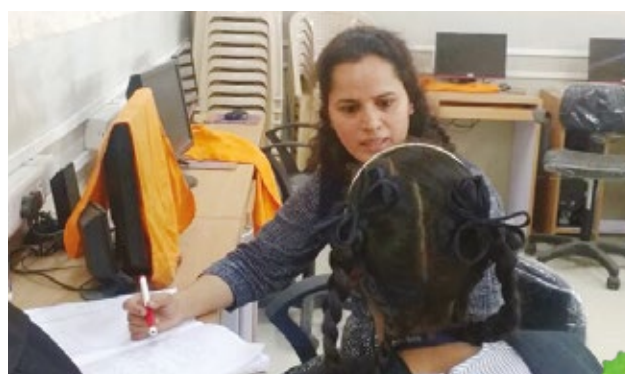
Awareness Session with Parents on Personal Safety Education





During Post Teacher session after the Personal Safety Education Programme, a teacher shared the transformation that she had seen among children after the programme. Before the PSE lesson plans, students touched and hit each other on their Private Body Parts while playing. After the lesson plans, the teacher observed that children stopped the inappropriate behaviour completely. Children also opposed games which included touching Private Body Parts and convinced friends to not play such games as they will break Article 34. Article 34 of the UNCRC says that children and young people have the right to be protected from sexual abuse and is a core premise of personal safety lessons. Children also sought help from teachers if somebody touched their Private Body Parts. The teacher was astounded to see children's ease in talking about their safety and also the comfort that they developed with her after the Personal Safety lessons. - A Teacher

### 1.3.3 Psychotherapeutic Services with children after PSE



Counselling session with children

In 2017-18, after Personal Safety Education programme children who reported instances of Child Sexual Abuse and indicated the need to undergo therapeutic intervention were referred for psychotherapeutic support to Arpan's in-house counsellors:

- 518 cases of inappropriate behaviour were addressed by the PSE facilitators as it did not require referrals to the counsellors
- 1,396 cases were supported with 3,958 individual and 90 group counselling sessions. Of these, 1,161 cases were referred following PSE this year; 235 cases were being continued from last year
- 484 family members and carers of these children were supported with psycho-education and psychotherapeutic support through 550 individual and 56 joint sessions.
- Of the 1,396 children, supported by counselling this year, 1,294 cases have been closed and counselling services are ongoing with the remaining 102 cases.
- Of these 1,294 closed cases, 554 were identified as cases of Child Sexual Abuse and 497 as cases of inappropriate behaviour.
- 243 cases were identified as having 'No Touching Problem' which means they have not experienced Child Sexual Abuse or inappropriate behaviour but needed therapeutic crisis intervention for other concerns or needed psychoeducation on their doubts and misconceptions

The gender-segregated data for inappropriate behaviour shows 58% of boys reported experiencing inappropriate behaviour. However, 86% of girls reported being sexually abused.

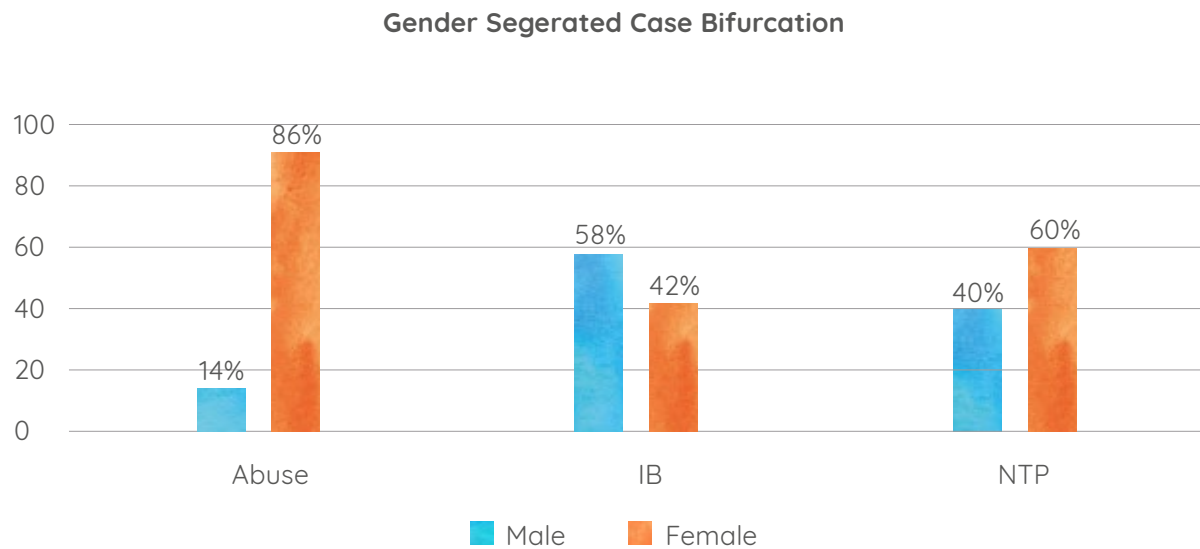


Fig 3: Graph Showing Gender Segregated Case Bifurcation

Inappropriate behaviour cases reported by children included bullying, peer touching and behaviour by adults which did not have a component of sexual gratification but made children feel uncomfortable. Bullying (57%) was the most predominant inappropriate behaviour faced by children of this age followed by peer touching (33%). As cases of inappropriate behaviour included children indulging in sexual misbehaviour; Arpan's intervention included working with children who had experienced inappropriate behaviour, children who had indulged in sexual misbehaviour and children who had both been impacted and had indulged in offending others. This intervention has the potential to stop reoffending and ensure children do not grow up to be abusers in the future.

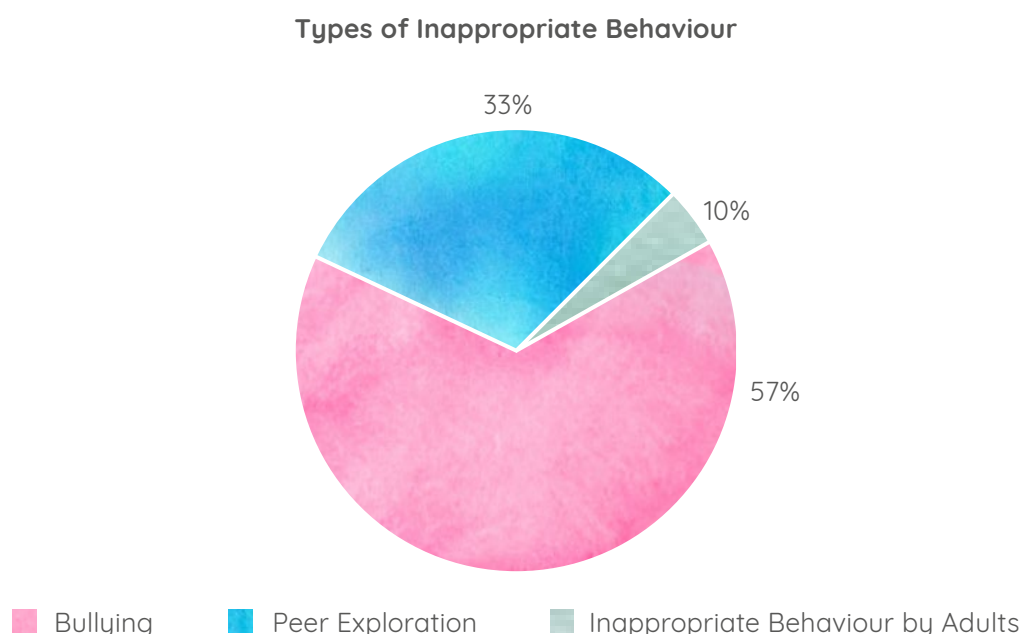


Fig 4: Graph showing Types of Inappropriate Behaviour



There are two types of Child Sexual Abuse - contact abuse and non-contact abuse. Contact Sexual abuse involves making physical contact with a child with sexual intent including penetration. Non-Contact Child Sexual abuse involves using the child with sexual intent through activities which are nonphysical in nature including persuading children to perform sexual acts over the internet. Among children who reported sexual abuse, 71.3% of cases were of sexual assault or contact abuse and 23.8% of cases were of sexual harassment or non-contact abuse. Among contact abuse, 3% of cases were of penetrative abuse which included peno-vaginal penetration, sodomy and digital penetration. Sodomy refers to anal or oral sex and digital penetration means the use of fingers to penetrate the vagina or the anus. 92% of cases were related to fondling of the child's Private Body Parts. In case of non-contact abuse, 52.3% of cases were of showing pornography to children.

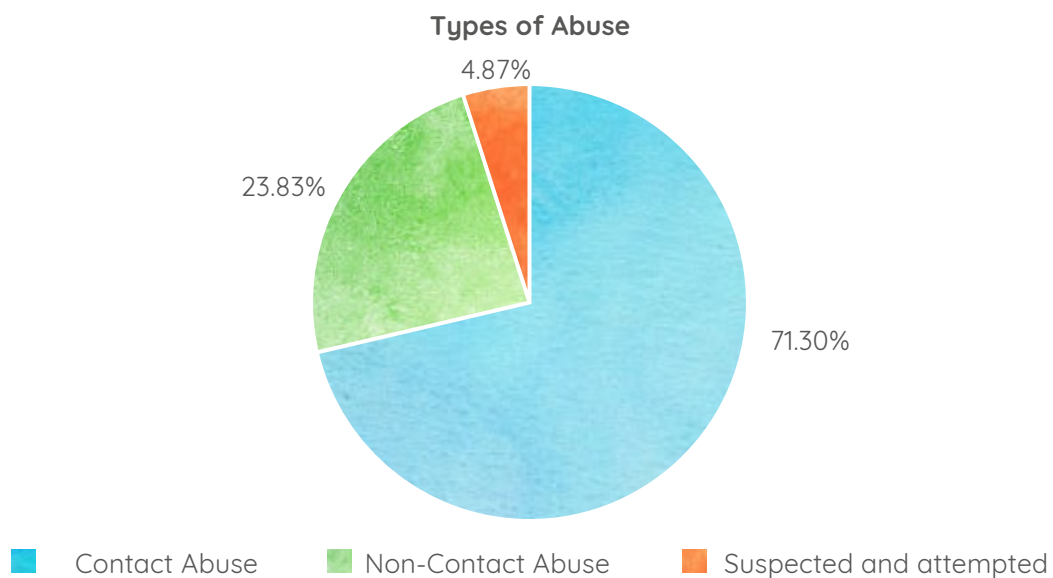


Fig 5: Graph showing Types of Abuse

People with whom the child is familiar, including family members, account for 66% of all abusers. It is a glaring reminder that in an overwhelming majority of cases of Child Sexual Abuse, the victims know the accused.

**Relationship of the Abuser in cases of Sexual Abuse**

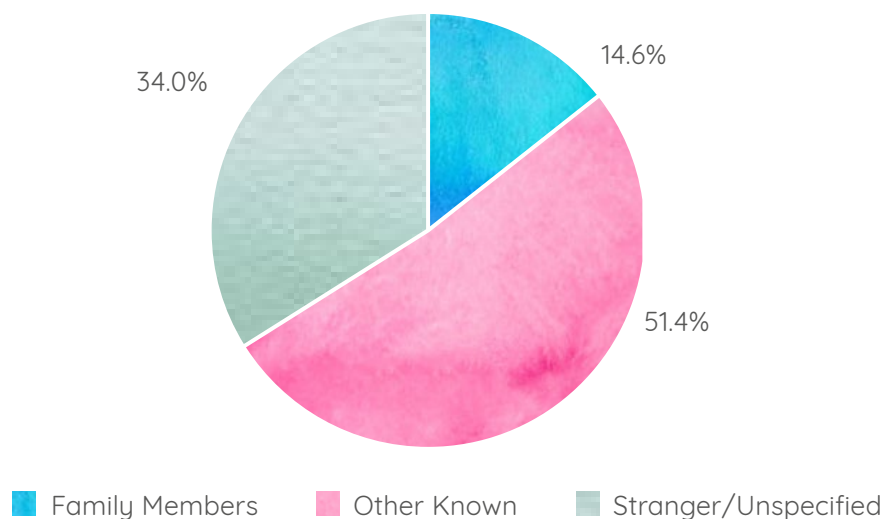


Fig 6: Graph showing Relationship of the Abuser in cases of Sexual Abuse

**\*Identifying details in ‘The Story of the Year’ involving children have been withheld or changed to protect the identity of the children**

A girl child in 8<sup>th</sup> grade shared that her elder brother touched her Private Body parts in the afternoon while her grandmother napped. She reported this incident to her mother once before PSE. Her mother spoke with her brother but he denied. The abuse continued. Ensuring the safety of the child was the first priority as the abuse was ongoing. As part of the safety planning, it was decided that the child will keep the bedroom door open in the afternoon and if the brother came to sleep beside her she would leave that place immediately. She would also wake up her grandmother. The child identified her mother as her trusted adult but due to her previous experiences, she was unable to seek help from her. Hence, work needed to be done with the child so that she felt comfortable to reach out to her trusted adult. Cost-benefit analysis method was undertaken in which the child was guided to list both positive and negative consequences of disclosure as well as consequences of not disclosing it to her mother. This exercise helped the child to disclose

the incident to her mother. Role play techniques were used to prepare the child and ease the process of disclosure. The child was supported to identify her inner resources, explore her feelings, introduced coping strategies and relaxation techniques to be used in stressful situations and deal with her anxiety so that she could concentrate on her studies.



Simultaneously, work was done with the mother to psycho-educate her about handling disclosure and supporting the child. In the interaction, the mother denied that the brother's intentions were to sexually abuse the child.

It was explained that irrespective of whether there was any intention to abuse or not what was needed to be acted on was the child's safety and her discomfort. The mother agreed to speak to her son and also support the grandmother to strengthen her supervision in the afternoon. The counselling process prepared the mother to speak with her son in a non-threatening but assertive manner. Once the mother addressed this in a firm manner, the abuse stopped.

Currently, the child is safe. Since she no longer perceives the threat to her personal wellbeing, her fear and anxiety has reduced considerably. She felt more confident and assertive in her daily functioning and in seeking help. She was also able to use coping strategies and relaxation techniques in other stressful situations as well. She could concentrate on her studies without being distracted. The brother also apologised to her and this helped profoundly in repairing the harm, repairing the relationship and restoring safety for the child.



A male child currently in the 9<sup>th</sup> grade disclosed that when he was in 8th grade his neighbour called him home to play and also made him watch a porn video and then sodomized him. The neighbour also spoke about this incident as an accomplishment in his friend circle. The neighbour used to blackmail him that he would disclose this incident to everyone if the child did not succumb to the abuse. This continued for a year where the child had to give in every time. When the child was unable to tolerate the abuse anymore he sought help from his parents. The parents confronted the neighbour and also filed a case against him. The neighbour was jailed for a while but after a few days, he was released with a warning of not repeating the act again. The abuse did not continue after this.

In the counselling session, the child was initially reluctant to share the incident. However once the child understood that counselling is a non-judgmental process where no one will impose on him or ridicule him, he was comfortable. The child's comfort and trust were further boosted as he realized confidentiality plays a major role in the communication between a counsellor and a client and this paved the way for disclosure. One of the other early hiccups was the child's reluctance to involve parents in the counselling process as his mother had instructed him not to disclose the incident to anyone. The child also reported sadness being the predominant emotion that he experiences. Sadness is an emotional state that is generally associated with negative moods and unhappy feelings. He rated his sadness to be at 10 on a 10 point rating scale, 10 being extremely sad all the time. As the child did not let himself release his emotions and kept them bottled up it was important that the child was supported to express his feelings. Tapping was used as a method to work on the emotional impact. It allowed the child to access and reprocess negative memories, eventually leading to decreased psychological arousal associated with the memory. When tapping was introduced the child was overwhelmed and started crying for the first time. With repeated rounds of tapping, there was a visible shift in the child's emotional state from being sad to neutral to feeling happy. As the child's sadness was also rooted in his fear of revictimization, the counselling process worked towards creating a safety plan as well as inculcating assertiveness so that the child had the skills and the emotional strength to resist any abusive situation in future. The child was also psychoeducated on the function of the brain and the sympathetic nervous system, which stimulates the fight-flight-or-freeze response in situations of crisis and threats and takes control of the body. Understanding that it was not his fault that he succumbed to the abuse was critical in his recovery. So was conducting the activity titled 'Circle of control' which helped him realize that the abuse was not in his control, however how he chose to respond to the abuse would depend on the choices he made. As the counselling succeeded in building a helping relationship and the child was capacitated to release his bottled up emotions and take the decision for himself there was a significant reduction in the impact of the abuse. The mother was also an integral part of the therapy process. The counselling also helped the mother grapple with her feelings and become an efficient support system for the child.

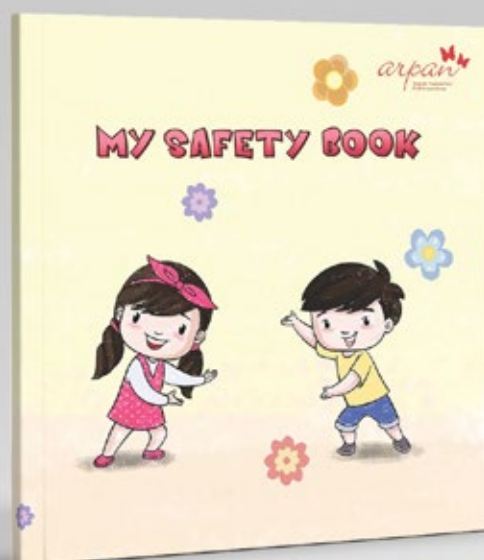


## 1.4 Resource Development



Personal Safety Education Lesson Plan Manuals from Grade 7 To 10

Resource development is an integral part of all programmes at Arpan. This year Arpan piloted the content for the Personal Safety Education curriculum with 12582 children from Grade 7<sup>th</sup> to 10<sup>th</sup> both in new and Step Up schools. The manuals were finalised after piloting the content in various schools which included government and non-government schools belonging to different socio-economic backgrounds. Based on the experience, observations and feedback received from the pilots from children, principals, teachers and parents, we finalised the content. This completes the Arpan's grade-wise manual series from Grade 1 to Grade 10. Arpan also piloted an abridged story based module with 4,262 children from Grade 7 to 10 to reach out to those schools which felt challenged to provide space and time for an intensive Personal Safety module.



My Safety book



While Arpan, to date, had focussed on the Personal Safety Education for children in primary and secondary, this year Arpan created a resource for young children of five and above. Arpan published 'My Safety Book' which is a colourful, pictorial book for young children to learn about Personal Safety. We know it is hard for parents and carers to talk to children about Child Sexual Abuse. It is an issue that is difficult to talk about, and often, difficult to even acknowledge. This book is an endeavour to start a conversation with young children aged 5 and over on personal safety and to set boundaries – knowing when to say 'No' and how to seek help. This engaging book will help to break down the barriers in initiating conversation on personal safety and promote a healthy attitude towards the body, including private body parts, free of shame or embarrassment. It will boost children's self-esteem, help them understand their body belongs to them and encourage them to take an active part in keeping themselves safe by refusing an unsafe touch and seeking help. We are currently partnering with varied schools to use the book with children and we have received an overwhelming response from them.

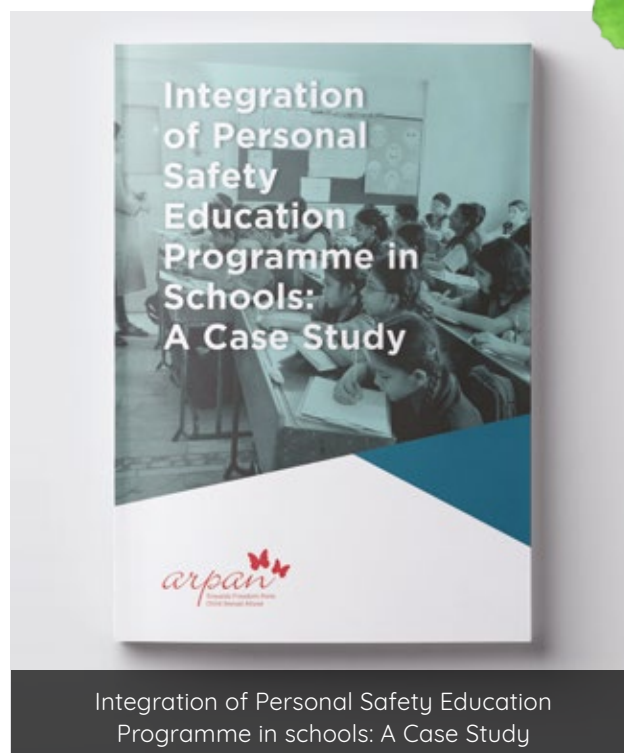
As mentioned before, digitalising resources as the first step to build an online prevention curriculum has been a new initiative that Arpan has undertaken. Arpan had created the following as ebooks:

- Understanding Child Sexual Abuse – Frequently Asked Questions
- Preventing and Responding to Child Sexual Abuse – Caregivers' Handbook
- Between the Lines: An Analysis of Media Reportage on Child Sexual Abuse
- Recounting Abuse, Reporting Abusers: Reflections from Survivors on Mandatory Reporting
- Rescue and Remedy: A Process Documentation of Psychotherapy with Children in Institutions

The 'My Safety Book' was also developed as a flip book. These resources have been hosted in the Moodle LMS. Pre Post questionnaire has also been created as tools to map increase in knowledge for two of the five resources which are meant for creating knowledge on the issue of Child Sexual Abuse and give skills to initiate conversation on child safety. The LMS will soon be launched and made live for public access.

## 1.5 Monitoring and Evaluation

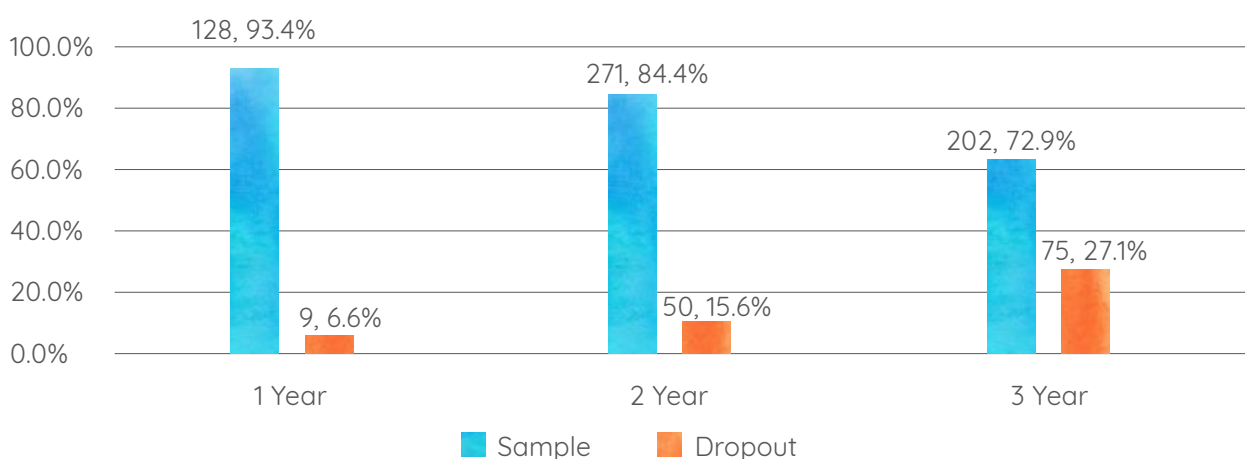
Understanding whether a programme is delivering on its initial objectives is critical to the creation of a successful programme. An evaluation assists in improving service delivery and enables policymakers and service providers to determine the effectiveness of a programme. Arpan has been conducting the Personal Safety Education for the last 10 years. While the sustenance of the programme and the encouraging feedback received from beneficiaries and stakeholders in itself speaks of its success; Arpan strongly believes in the culture of Monitoring and Evaluation as a process of learning. We also believe our evaluations need to guide the strategic direction of the organisation.



Arpan has commissioned the first external evaluation of the Personal Safety Education Programme in 2014 by International Market Research Bureau. This year Arpan aimed to substantiate the earlier research in assessing the efficacy of the programme by evaluating Arpan's Personal Safety Education Programme after it had been integrated into the school curriculum through a study entitled, 'Integration of Personal Safety Education Programme in Schools - A Case Study'. The evaluation was conducted in the schools of Bombay Cambridge Gurukul which had been conducting the programme after being trained by Arpan. The research showcased the efficacy of integrating Personal Safety Education as part of the school curriculum and the impact it had on the lives of children. The research found that all children who had faced an unsafe situation demonstrated assertive and help-seeking behaviour. This evaluation in the context of child protection can offer evidence for school-based prevention programmes on Child Sexual Abuse and can boost the contemporary child protection narratives in the Indian context.

This year, Arpan initiated a study entitled, 'Evidence and Implications for Conducting Frequent 'Refresher' (Step Up) Programme among Children Receiving a One-Time Intervention' with the aim of determining the precise time period to conduct the refresher or Step Up programme in the schools. Arpan started revisiting the schools where we had facilitated PSE earlier through a Step Up programme in 2016-17. This strategic direction was the outcome of our external and internal evaluations as well as consistent feedback from our beneficiaries and stakeholders that we need to reiterate messages of personal safety with children. The focus was to provide age-appropriate updates on personal safety as well as refresh and re-assess basic skills, knowledge and understanding. In this study, we used a comparative approach to assess if the recall of key messages varies with increasing time period after the first intervention. The specific objective of the study was to compare the average retention rate of the key PSE messages between the study groups of children exposed to the classroom-based intervention and analyse if a longer time interval had an effect on the observed retention rates. The sampling frame included schools that underwent intervention once in the past. The two sample groups were chosen to include children from grades 4<sup>th</sup>, 5<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup>. These groups were further stratified by the years passed after the intervention i.e. 1 year, 2 years and 3 years making a total of 6 categories. The sample size calculations were based on the proportion of children across the selected grades in the sampling frame, totalling 1,000 children while accounting for drop-outs and refusals.

**Sample Bifurcation Grades 4<sup>th</sup> and 5<sup>th</sup>**





### Sample Bifurcation Grades 7<sup>th</sup> and 8<sup>th</sup>

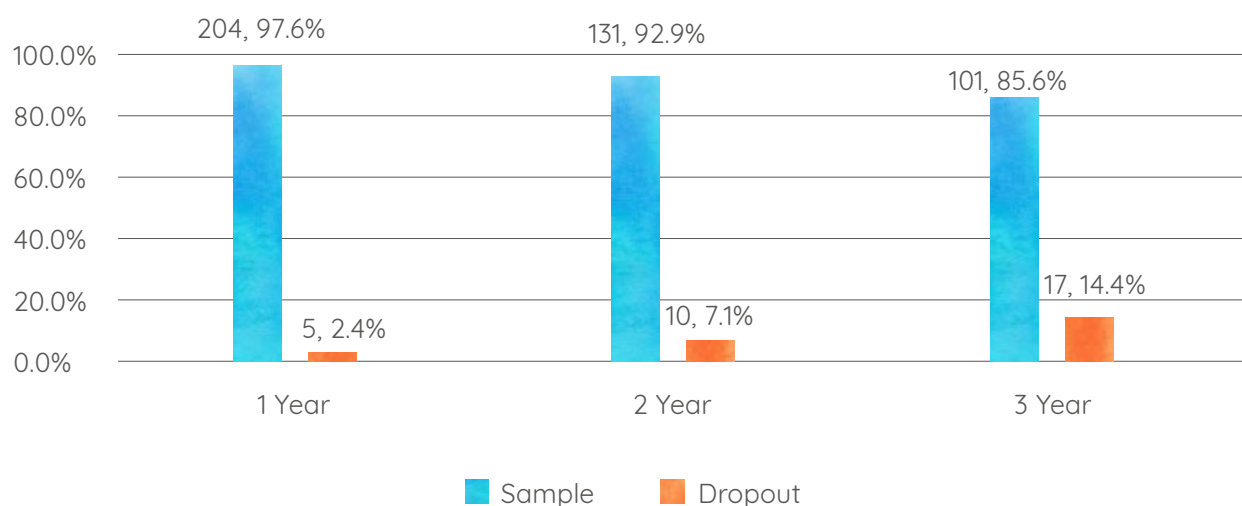


Fig 7 and 8: Grade-wise Sample Bifurcation

At the end of the study, we interviewed 1,037 children. For the sample group of younger children, who had had their first implementation between grades 1<sup>st</sup> and 4<sup>th</sup>, a statistically significant gradual decline in the average scores was observed with respect to the increasing implementation gap. In this group, the children with a one year implementation gap had significantly higher average percentage score as compared to the children with a gap of two years; the latter in turn indicated a higher average retention than the children with a gap of three years in implementation.

On the contrary, for the sample group of older children, the statistically significant decline in average scores occur as the implementation gap increases from one year to two years, thereafter, the difference with each increasing gap year in implementation stops being significant.



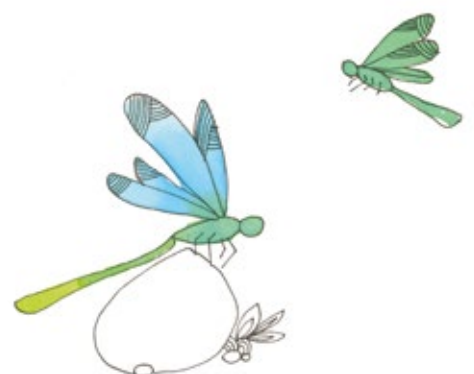
PSE lessons plan in school

Based on the retention observed in this study, for the sample group comprising of the younger children the recommendation was to have a small scale refresher program in terms of a 1 to 2 hour programme within two years of the first implementation or a full scale programme of 4 – 6 hours to be conducted by three years. This is to ensure that the proportion of children left vulnerable is at a minimum, and addressed within a pre-determined appropriate interval. For the children undergoing the PSE programme between 5<sup>th</sup> to 7<sup>th</sup> grades, although the gradual decline in the retention was observed with the increasing interval to the refresher course, the findings are not statistically significant for the 3 year gap. Hence, the recommendation for this age group was to initiate research initiatives to identify the possible explanations of the trend and the interplay of influencing factors. Going forward, the findings from this study will provide strategic direction for the delivery of Personal Safety Education programme for older children.

Along with conducting evaluation studies to assess programme efficacy, Arpan recognizes the importance, of having a robust system to streamline the data. To achieve this, Arpan signed a contract with the technology partner, Microware Computing & Consulting Pvt. Ltd, New Delhi this year to build a technology platform, Management Information System that will bring data from all the initiatives under one umbrella. Apart from being a databank, the MIS is envisaged to monitor Arpan's programmes. The data security and confidentiality aspects had been given prime importance while developing this system and its application. This year, the focus had been to streamline the data for Arpan's flagship programme, Personal Safety Education.

## 1.6 Challenges Encountered

We strive to ensure that we reach out to the maximum number of children without compromising on the quality of our work. However, there are many factors that are roadblocks to the programme delivery. One of the biggest roadblocks faced this year was challenges in scheduling PSE lesson plans in schools due to the introduction of a baseline exam that happened across government and private schools. Baseline exams were announced at short notice and pre-planned PSE phase implementation had to be rescheduled. This threw up additional glitches in addressing children who report experiences of CSA within the school schedule. It was especially difficult to continue counselling sessions with Grade 10 children because of the academic pressure and exam schedules they faced.





## 3.2 Programme 2: Mental Health Services

Child Sexual Abuse and Commercial Sexual Exploitation inflict children with psychological trauma and harm. It exposes the victims to stigmatization, often to discrimination, and it jeopardizes their overall wellbeing. Trauma recovery is critical to a victim's ability to repair and regain her life. At the heart of the therapeutic work with trauma victims is building long-term, trusting relationships which requires time and flexible models of engagement and treatment. This helps victims regain self-esteem and feel empowered to re-connect with themselves and society. Arpan is one of the few organisations working at various levels to facilitate healing and accompany the victims and the family in their journey towards mental wellbeing. The mental health services are focussed towards providing 'Long-term Psychotherapeutic Services with Rescued Minors in Institutions' and 'Counselling and Psychotherapeutic Services to Children and Adult Survivors'. Arpan provides psychotherapeutic intervention in the institutions housing rescued minors and adult survivors. The psychotherapeutic intervention includes group sessions and individual therapy with clients and capacity building sessions with caretakers, institutional staff and teachers to create a trauma-informed institution which will foster children's overall well-being. Counselling and psychotherapeutic services are also offered to individual clients or group of clients within the Arpan centres and at the community level with the support of other NGOs and social service organisations. Arpan also provides its services to the family members so as to respond to the family's emotional crisis as well prepare them to respond to the child effectively and create a support network for the child.

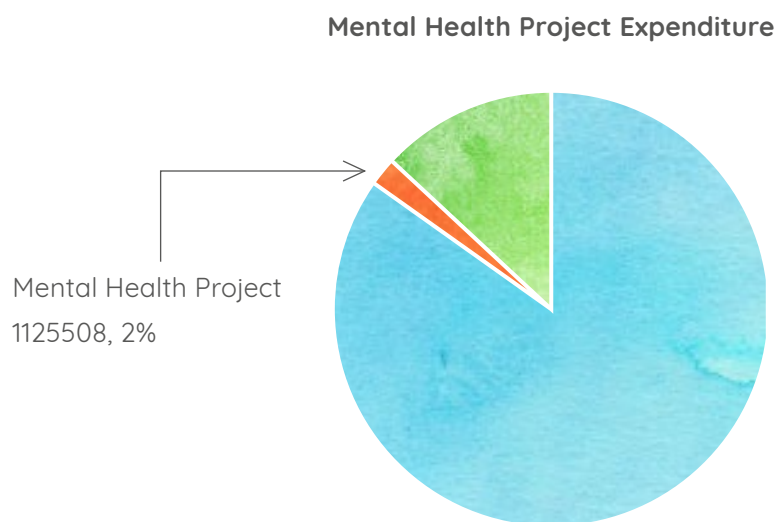


Fig 9: Programme 2 Comprises of 2% of Arpan's budget

## 2.1 Recognizing Opportunities, Shaping Practice

There is a broad variety of practical, cultural, individual and family-related barriers that restrict initialization and adherence to therapy and counselling. It takes a lot of courage for the survivors and perpetrators of sexual abuse to take the first step towards healing. However, when they garner the courage, their stories offer hope and inspiration to many others to come forward. While Arpan had been working with children and adult survivors of Child Sexual Abuse, children showing sexual misbehaviour as part of the school-based Personal Safety Education Programme, this year Arpan came face to face with a unique proposition when Prayas, a social work demonstration project of the Center for Criminology and Justice, Tata Institute of Social Sciences approached Arpan to support the healing journey of 10 boys who were tried under the Juvenile Justice Act for past sexual misbehaviour. Working with these boys has been both a challenging and a rewarding experience. Our work was motivated by a belief in the possibility for positive change and one of the core ingredients of this path was instilling empathy not only in our clients but also in us as therapists. It provided us with the opportunity to move beyond sympathising or condoning what a young person has done, but rather about a willingness to understand their experiences and feelings. This required us to draw out the individual stories, as it had meaning for the client, and avoid imposing an adult, impersonal, “professional” interpretation. Each day with these clients made us more compassionate, more genuine and pushed us to see each one as an individual rather than as a group of ‘problematic children.’ We have been focussed on supporting the healing journey of the young boys, instilling empathy and respect so that they can lead a fulfilling life. It has also pushed us a step closer towards being nonjudgmental.



## 2.2 Delivering Mental Health Services

Many of the needs of victims of Child Sexual Abuse and Commercial Sexual Exploitation of Children, stem directly from their experience with trauma and the brutal reality of unrelenting threats or sexual offence. Identifying these needs and meeting them, in particular providing mental health support and trauma-informed services, is what urged Arpan to start providing mental health services. Arpan’s decade-long work on the issue of Child Sexual Abuse has been a testimony to the fact that healing is possible if provided with the right therapeutic intervention. Through sustained individual therapy and group sessions, Arpan has helped survivors of trafficking, commercial sexual exploitations and childhood sexual abuse from Advait and Transition Home, institutions which house rescued minors and adult survivors respectively.

### 2.2.1 Long-Term Psychotherapeutic Services with Rescued Minors in Institutions

In 2017-18, Arpan has worked with

- 43 adolescent girls from Advait through 444 individual and 72 group sessions. Of these, 20 girls in Advait had been receiving therapy from last year.
- 7 adult survivors from Transition Home through 9 individual and 29 group sessions. Of these, 6 women in Transition Home had been receiving therapy from last year.
- 8 caretakers and service staff were supported with 15 capacity building sessions.







Counselling Session with Rescued Minors In Institutions





Group sessions are one of the key modalities for psychotherapeutic work in the institution. Group sessions involve the therapists working with several people at the same time using diverse modalities, for example, art, music, drama, storytelling, and creative discussions. In this institution, the group session is used both as a solitary tool as well as integrated into a comprehensive treatment plan that also includes individual therapy and medication depending on the requirement. The focus of the session is to work on stabilization, grounding, social skills, group cohesion, self-care and hygiene, understanding and expression of emotions, boundary setting and embracing change. This story depicts the journey of clients through group sessions focussed on the theme of embracing change.

Some people seek out change, but most resist it. For survivors of trauma, change can often create a sense of loss—pain, sadness, and even anxiety or depression. The uncertainty in the environment can make them reactive. Clients get impacted by the inevitable entry or exit of their co - residents. However, their environment goes into a flux when caretakers are transferred as they are the anchors for the clients in the institution. As these changes in the environment make them vulnerable, it is important to address embracing change in group sessions. Working on this theme involved varied but interconnected activities like mud painting, storytelling and gardening. The use of colours and different textures like mud helped clients express their emotions and feelings in a non-verbal manner. Mud painting became one of their resources to fall back upon. Storytelling helped clients with a sense of identity and direction and helped them understand and accept change through projection, identification, empathy, imagination, and imitation. As they witnessed the beauty of change in nature through gardening it helped them to realize the law of change and accept it. It also emphasized that each of the clients are themselves nurturers in spite of the changing external environment. 'Flowers are restful to look at. They have no emotions or conflict,' said Sigmund Freud and this applied to these clients as well who found solace in gardening as it helped them to be present and focus on the here and now. It also inculcated in them a sense of compassion, belongingness and empathy as gardening is a great equalizer. Once the clients were prepared to embrace change in the environment through profound changes in their inner self they came to terms with the eternal truth - life continues following its own rhythm. As one clients aptly said, "we were nurturing the plants and the caretakers were nurturing us. If one of us leave, then also I am sure the plants will grow. Someone else will take care of them and they will take care of themselves. Similarly when one caretaker leaves the new caretaker will take care of us and life will go on."



## 2.2.2 Counselling and Psychotherapeutic Services Provided to Children and Adult Survivors and Psycho-education to the Family Members

In 2017-18, Arpan provided counselling to:

- 29 children through 40 individual sessions and 19 group sessions; of which 8 children had been supported since last year.
- 17 adult survivors of Child Sexual Abuse through 105 sessions; of which 7 adult survivors were supported since last year
- 9 family members were psycho-educated through 22 sessions.

These clients reached out to Arpan directly either by hearing about Arpan through word of mouth or found Arpan in their search for a safe therapeutic space in the virtual world. In the case of adult survivors, the step towards healing is either guided by their need for symptom reduction that hinders their functioning, understand how they can best disclose the incident to their family or to understand and manage triggers that remind them of the abuse and create adjustment issues. In the case of younger children, their parents reached out, or other NGOs referred them. This year we have received a few cases from the same family after one of them took the step to initiate the therapy process and embark on the journey to become a thriver rather than being a victim or survivor. Witnessing the changes in her, the other family members were motivated to disclose their past abuse and open to seeking therapy. Also, as mentioned above, this year we had the opportunity to work with a group of boys who indulged in sexual misbehaviour and are on their path to leading a dignified life.



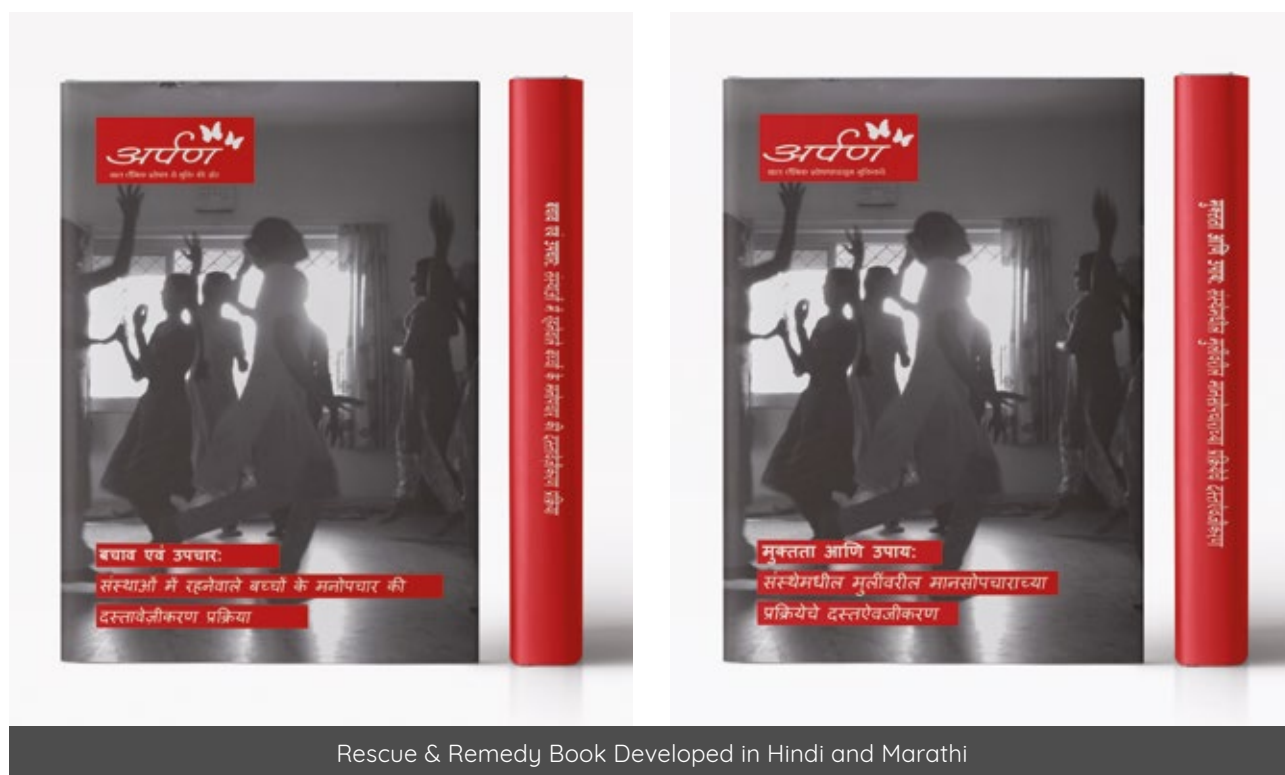
A 30 year old female client came to Arpan for therapy. She had discovered that her husband was in a relationship with another woman which led to disagreements and conflicts. However, a week before she started the therapy, her husband took all of their money and eloped. This betrayal by her husband triggered her childhood memories of abuse and neglect. The client's predominant concerns were inadequate sleep, poor appetite, somatic complaints in her shoulder and back since childhood, angry outbursts, self-doubt, poor self-esteem, nightmares and troubled relationship with her mother. The client disclosed in the process of therapy that she was abused by her uncle at the age of 5. There was no distinct memory of the abuse incident hence the nature of it is unknown. When the child was 14 year old, the same uncle attempted to sexually abuse her again. This time the client assertively stopped him as well as threatened him about disclosing it to her mother. The abuse stopped after this. The client's predominant feeling associated with the abuse was anger and at different times in her life she has hit men when it reminded her of the abuser. The focus of the therapy was developing trust, psychoeducation on trauma, stabilization, resource building along with symptom reduction and inculcating coping strategies. In the initial sessions, the client was given space to discharge negative emotions that were kept bottled up inside. Support and validation were provided in the process by reflecting on her feelings and through active listening. The psychoeducation on trauma was done with the help of explaining the symptoms associated with the trauma. It helped her understand the symptoms that she was experiencing and gave her a perspective to her feelings, thoughts and behaviours. Grounding activities were included as a part of the session where the client would practise breathing exercise and notice the sensation of breath, the difference between inhaling and exhaling across her chest or midriff. The client was encouraged to visualize a place-real or imagined that she associated with soothing, quiet, still, or calm as part of grounding exercises. It helped her anchor in the present and articulate her feelings and thoughts as memories from the past often came up in the therapy process. When these memories surfaced, it was important that the client had resources and a constant reminder that she had the strength to sail through the torment as a child. In therapy, recovery occurs in small, steady steps and there is long way to go. However, what helped the client is the belief that as an adult, she had new capabilities, new choices and a great deal more control over her life. This is where the therapy succeeded in ushering in change. The next step is to working on her trauma symptoms and processing them through EMDR therapy which will help in relieving affective distress, reformulate negative beliefs and reduce physiological arousal.





## 2.3 Resource Development

Research and development in the area of mental health services are critical in order to hone our programmes and enhance their effectiveness. It is also critical to showcase models of good practice so that it can be replicated by other organizations and institutions as there is a dearth of mental health research and development in the Indian context. In 2015, Arpan published a process document entitled “Rescue and Remedy: A Process Documentation of Psychotherapy with Children in Institutions” which is the outcome of Arpan’s ‘Long-term Psychotherapeutic work’ at Advait with children who have survived trauma and abuse. This year we translated the book into Hindi and Marathi so that it reaches out to a wider population engaging with children in institutions. We distributed this book at the Social work and Psychology Colleges, for example, TISS, SIES College of Arts, Science, and Commerce and Maniben Nanavati College so as to introduce models of ‘Long-term Psychotherapy’ with counselling students.



## 2.4 Monitoring and Evaluation

As discussed above, the ‘Long-term Psychotherapeutic Intervention’ project at Advait has been instrumental in supporting the healing journey of the rescued minors over the years. The research ‘Rescue and Remedy’ mentioned above showcased that children in therapy shaped their lives in unthinkable ways and therapy aided them to stand up and face life head-on from a position of hopelessness, despair and sadness. This year a need was felt to once again map the programmatic outcome of the long term psychotherapy provided in institutions through group sessions and individual crisis intervention sessions. The methods used for the evaluation was brief face-to-face followed by in-depth interviews with the rescued minors who had received crisis intervention in addition to the group counselling. We conducted face-to-face interviews with a total of 22 girls using a semi-structured interview guide. The preliminary analysis found that the group sessions with these girls brought visible positive changes in

their thoughts and behaviour related to self-awareness, anger management, help-seeking behaviour, interpersonal relationship and group cohesion. The girls appreciated Arpan's service and they expressed their gratitude to counsellors for bringing in positive transformation in their lives. We are in the process of completing the in-depth interviews with the clients. These results will be presented in the form of a case study, narrating the possible causal associations between the programme intervention and the observed outcomes.

## 2.5 Challenges Encountered

Many of the health and social needs of trauma survivors stem directly from their experience with trauma and the brutal reality of unrelenting threats or actual physical and sexual abuse. Meeting these needs, in particular, providing mental health treatment and trauma-informed services, are not without challenges. A critical part of trauma recovery and building new lives for victims involves the development of trusting, long-term relationships. This often needs to occur well before a victim is willing to engage in trauma-specific treatment. This year, the change of caretakers posed a challenge. As caretakers are the ones with whom clients relationship tend to develop, the shifting of a staff who had been there since inception threw up glitches in the stabilization of clients and impacted the outcome of therapy. Added to this, there was also a change in counsellor and this created additional issues as building trust takes time especially for survivors of trauma.





### 3.3 Programme 3: Child Sexual Abuse Prevention and Training

Nelson Mandela once said, “Education is the most powerful weapon which you can use to change the world.” We at Arpan believe this to be at the core of our mission. We educate both children and adults to take steps to create “A world Free of Child Sexual Abuse.” On the way, we also learn and educate ourselves. This year was no different as we focussed our energy on building professional capacity for child protection by conducting training and capacity building initiatives with NGO professionals, school teachers, institutional staff, health professionals and government duty bearers. We also advocated for robust child protection mechanisms at the systemic level by working on a collaborative model with government bodies, including: the Ministry of Human Resource Development, Department of Women and Child Development, Department of School Education and Literacy, Ministry of Human Resource Development, National Council of Education, Research and Training, Maharashtra State Council of Education, Research and Training, Central Board of Secondary Education and National Council for Protection of Children’s Rights. The advocacy efforts focusses on policy-level change resulting in making an environment which is protective of children from sexual abuse. The Training and Capacity building focusses on creating a safety net around children by equipping adults with knowledge, attitude and skills to prevent and respond to Child Sexual Abuse.

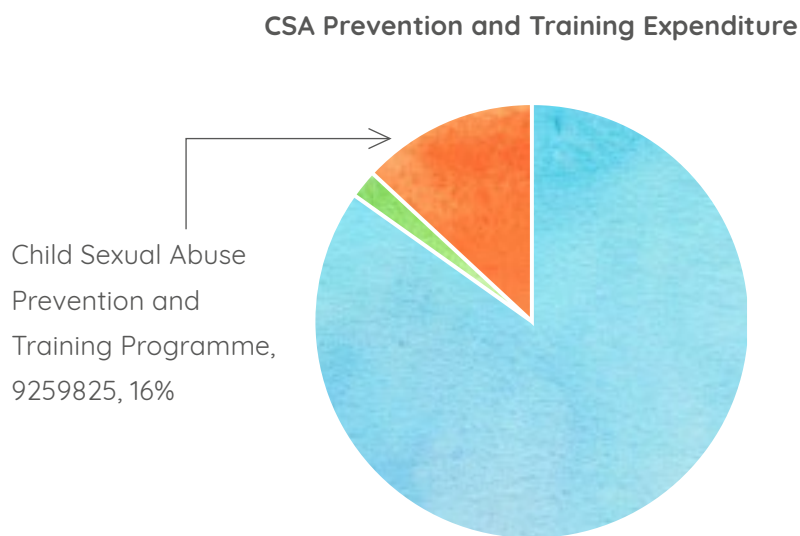


Fig 11: Programme Comprises of 16% of Arpan’s budget

This programme encompassed:

- **Conducting Awareness talks on CSA with Specific Stakeholders** focussed on raising public awareness to address the phenomenon of Child Sexual Abuse.
- **Training and Capacity building of Teachers** including teachers from schools, NGOs and government bodies or duty bearers aiming to impart knowledge and skills for facilitating Personal Safety Education and familiarise teachers with the dynamics of Child Sexual Abuse.
- **Training and capacity building of mental health professionals** aiming to equip them to effectively respond to survivors of Child Sexual Abuse.

- **Training and Capacity of social workers/caregivers/support personnel both from NGOs and government bodies** were focussed on integrating prevention and intervention modalities to respond to Child Sexual Abuse in diverse settings and mainstream child protection.
- **Training and Capacity building of diverse stakeholders including students, police, corporates and health professionals** were focussed on developing the capacities of stakeholders for child protection.



Through the training sessions and awareness talks Arpan reached out to government duty bearers, schools and NGOs staff and international participants from 61 organization and institutions.

**Diversification of Training Stakeholders**

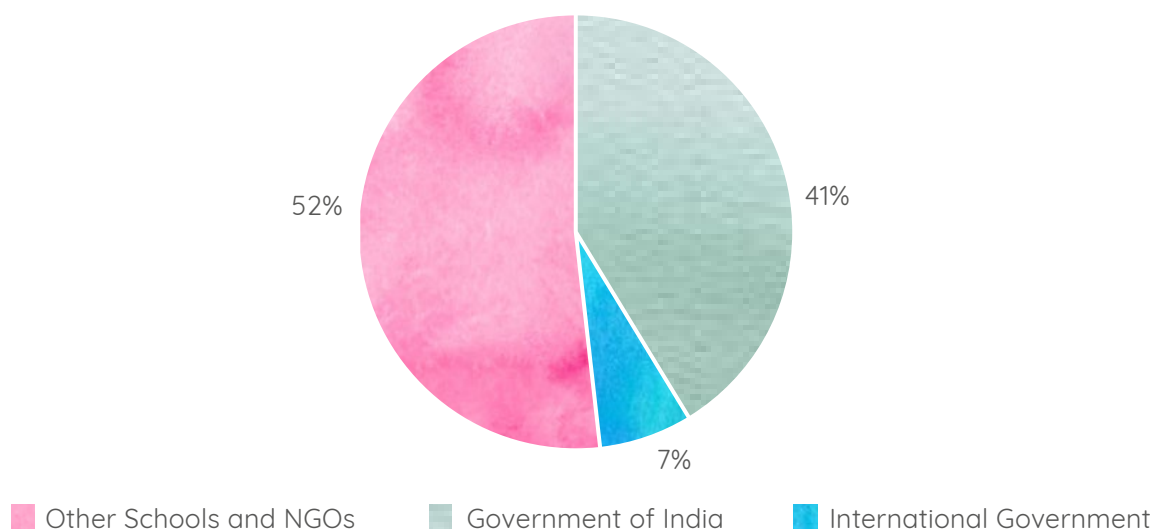


Fig 10: Pie chart showing Diversification of Training Stakeholders



### 3.1 Recognizing Opportunities, Shaping Practice



Shri Anil Swarup, Secretary, HRD Ministry, Government of India at Arpan office

Moving safety of children issues onto the policy agenda and through the policy-making process require well-planned, strategic advocacy. This process of political mapping involves understanding the policy-making process, seeking opportunities and recognizing decision-makers and influencers to engage with. Arpan participated in the 2 Day National Workshop titled Chintan Shivir organised by the Department of School Education and Literacy, MHRD. The workshop brought together key stakeholders from Government, NGOs and the private sector to deliberate on the 5 key areas of school education - Digital Learning, Physical Education, Life Skills in Education, Value Education and Experiential Learning. Union HRD Minister Shri Prakash Javadekar inaugurated the workshop, Shri Anil Swarup, Secretary, Department of School Education & Literacy, Smt Rina Ray, Spl. Secretary, Department of School Education & Literacy, Smt Anita Karwal Chairperson, CBSE and other dignitaries were present on the occasion. Ms Aditi Ray, Director – Training, Arpan presented Arpan’s life skill-based Personal Safety Education programme and flagged the importance of enhancing life skills in the context of safety and protection. This helped us to understand the political landscape for advocating the life skill-based Personal Safety Education in the curriculum. It also provided us with critical insights into how, with whom and at what point in time we can successfully engage, intervene, and influence the environment. We were also fortunate to connect with Shri Anil Swarup, Secretary, Department of School Education & Literacy, MHRD, Government of India and initiated conversation on Personal Safety Education. After this, the dynamic and action-oriented Sri Anil Swarup personally attended a Personal Safety Education Session with children in a school in Mumbai. He also visited Arpan to learn more about our work and met school principals to deliberate on how Child Sexual Abuse can be prevented collectively with the involvement of all stakeholders and by making child safety an agenda for school education. Advocacy with MHRD opened opportunities for the integration of Personal Safety Education at the national level in the school curriculum along with the National Council of Education, Research and Training. We are also a part of the think tank that is creating the life skill education policy, framework and content for India with the NCERT, CBSE and MHRD. These linkages and inroads will pave the way for creating an efficient systemic environment conducive to child protection.

### 3.2 Policy and Public Advocacy



Panel Discussion on Child Sexual Abuse in the Indian and Global Context with experts and our donors

Child Protection Policy and Public Advocacy at Arpan focus on strengthening the child protection systems both at the community and systemic level through both formal and informal spaces. As sensitization builds awareness of an issue and mobilises the desire to respond and take action it is important to have a sustained community dialogue. Arpan participates in civil society events (NGO events, corporate events and college events), marks its presence on social media and participates in various exhibitions. We also actively participate in conferences on child protection and showcase our work both in India and globally. To create a sustainable and scalable model of intervention, Arpan also advocates for systemic change at the local, state, and national level. Arpan has this year built considerable links with diverse government bodies and this paved the way for creating an efficient systemic environment conducive to child protection.

In 2017-18, we have reached out to 4,539 individuals by participating in various events across diverse platforms. We also advocated for creating safe schools, mainstreaming child protection in community-based organisations and government institutions with 186 individuals.

One of the key events that Arpan organized was celebrating Arpan's 10-year milestone. It was indeed a proud moment for us as it gave us the opportunity to consolidate our learnings, cherish our accomplishments and regain energy to move ahead with new vigour. Integration of Personal Safety Education Programme in Schools - A Case Study' was launched at this event. The evaluation was conducted with 5 schools of Bombay Cambridge Gurukul and demonstrates the efficacy of making Personal Safety Education a part of the school curriculum and the impact it has had on the lives of



children. The launch was followed by a panel discussion on the research and issue of Child Sexual Abuse in the Indian and Global Context. Panelists comprised of distinguished guests from the academic field, corporates, international institutions and philanthropists - Dr David Finkelhor (Director of Center for Crimes Against Children, New Hampshire University, USA), Mr Javier Aguilar (Chief of Child Protection programs, Unicef India), Mr Rakesh Jhunjhunwala (Founder, Rare Enterprises and India's leading equity investor), Mr Sonjoy Chatterjee (Chairman, Goldman Sachs India), Mr Archana Chandra (CEO, Jai Vakeel, A.T.E. Chandra Philanthropic Foundation), Dr Beatrice Bondy (Strategic Advisor to Mr Karl-Johan Persson, CEO, H&M, Sweden) and Mr Peter Kenyon (Director, The Marshall Foundation, France). The panel discussion teased out pertinent issues on research in child protection, funding and the opportune landscape for child protection advocacy. The launch and 10 year celebration included numerous donors, partners, advisors and supporters from India and the world. At the event, Ms Pooja Taparia, CEO and Founder, Arpan shared her experience of the 10-year journey, the learnings and the vision for the next decade. We acknowledged all the supporters and co-travellers of this journey too. An excerpt from Ms Pooja Taparia's inspirational speech is below:

"Over the last few days as I started to look back at this 10-year journey, I have felt overwhelmed with memories and emotions. What a journey it has been! One that has more than anything else helped me evolve as an individual and as a human being. If there's anything I feel most strongly about and it's the learning of these last 10 years that through collective action prevention is possible and healing is possible. Passionate professionals, donors, advisors, school principals, NGOs when we all come together change is possible. This 10-year journey is a testimony to that. As we all together begin the next decade of work I urge for us to keep our motivation high and keep our perseverance strong as we look for solutions to scale our work and reach millions of children. Over the next ten years, we look to work with the state and central government to train teachers and incorporate Personal Safety Education in the school curriculum. We look to digitalise all our content and experiment to see while it gets scale will it also get the impact. We will be working towards integrating courses on Child Sexual Abuse in universities to build a whole cadre of professionals working on this issue. We will also be investing efforts to create Personal Safety Education champions, children who've been through the programme who then go on to create awareness in their environments. We will start piloting in other states apart from Maharashtra. We are also building partnerships to share our content with other countries. Very exciting times. Clearly, we all have a long way to go, and there's lots to be done. However good to pause today and celebrate 10 years of Arpan!"



Bol Bindass Play organised by Arpan

Some of the other key events which Arpan organized or participated are listed below:

- Dramas and Plays are powerful mediums for creating awareness on a social phenomenon. When a play is performed by a local group for a local audience in a local language, it has the ability to reach to the audience with a lasting impact. This is what we witnessed when Arpan organized a play 'Bol Bindass' on 17<sup>th</sup> January 2018 by the Maharashtra Cultural Centre, Pune theatre group supported by FACSE for 92 individuals including parents and teachers of a school in Andheri. It was a captivating performance depicting the plight of children going through CSA and the role of parents and caregivers as instrumental in keeping children safe. The play served as a mirror to reality, transported the audience and allowed them to ask questions and also presented them with ways to respond to CSA.



Team Arpan at the Tata Mumbai Marathon 2018



- The Tata Mumbai Marathon 2018, previously known as Standard Chartered Mumbai Marathon is an international marathon held in Mumbai, India, on the third Sunday of January annually. It is the largest marathon in Asia as well as the largest mass participation sporting event on the continent. The event boasts a fundraising platform which is managed by United Way Mumbai, the official philanthropy partner of the event. Over the last 5 years, Arpan has been participating in this event. This year was no different and on 21<sup>st</sup> January 2018, 20 Arpan team members participated in the Dream Run category showcasing our work through banners, placards, slogan and messaging on their attire. We raised ₹92,950 through 5 individual donors by selling our charity bibs and raising donation on United Way Mumbai's online fundraising platform. We reached out to 4,000 people through this event.



- Schools of Bombay Cambridge Gurukul had been a key partner of Arpan. The school had integrated Personal Safety Education Programme in their curriculum. Bombay Cambridge International School, Andheri West organized a marathon on 17<sup>th</sup> December 2017 in lieu of completion of 30 years in the field of education and the theme for the 'Run' was Child Safety. The purpose of the run was to create awareness in the community about the need for a safe environment for children. Arpan team joined hands with schools of BCG and participated wholeheartedly as runners, walkers and cheerleaders.



- Arpan collaborated with Mumbai Mirror, a leading newspaper in the city of Mumbai with a daily circulation of approximate 700,000 copies for an initiative on 'New Age Parenting' held at Korum Mall. The parenting event was an attempt to understand and resolve some of the pressing concerns faced by modern-day parents. Arpan addressed parents on 'Preventing Child Sexual Abuse' and focussed on the critical role that parents play in safeguarding and teaching children Personal Safety.

Arpan also actively participated in diverse conferences, seminars, roundtable conferences and spaces of networking with both national and international communities to advance positive changes at the systemic level:

- Ms Pooja Taparia, Founder and CEO of Arpan, spoke at the Global Education and Skills Forum, Dubai about 'Safeguarding Children through Life Skill Education in Schools'. In its sixth year, the Global Education and Skills Forum continues to address the challenges of education, equity and employment for all. Each year the Global Education and Skills Forum brings together world leaders from the public, private and social sectors seeking solutions to achieving education, equity and employment for all. Over two days, more than 2,000 delegates at the Global Education and Skills Forum shared, debated and shaped new ways for education to transform our world. The deliberation was well received and teachers reached out after the session with their confusion and challenges around reporting of Child Sexual Abuse cases.



Ms. Pooja Taparia at the AVPN, India Summit 2018

- In another gathering organized by AVPN, India Summit 2017 on "Investing for Impact in Education", Ms Pooja Taparia spoke about a social purpose organisation's ability to respond to and solve developmental issues being often constrained by its organisational capacity. This constraint becomes all the more evident when an organisation starts to scale its operations with an intention to increase its impact. The session focussed on outlining the typical challenges that organisations face, the different approaches to capacity building, financing these and deliberation on the factors that help decide the strategic direction.





Ms. Pooja Taparia talking about online safety at the 2nd National Cyberpsychology Conference 2018

- Ms Pooja Taparia spoke at the 2<sup>nd</sup> National CyberPsychology Conference 2018 on ‘Child Online Safety Policy and Legal Rights - Child Rights and Online Protection’. The session was aimed at highlighting the current situation related to online crimes faced by children, existing policies on offline safety and the need to create policies on online safety for child protection.



National Consultation on Protecting Children from Sexual Abuse

- National Consultation on Protecting Children from Sexual Abuse: Implementation of the POCSO Act, 2012 and Beyond was organized by UNICEF India. Ms Pooja Taparia spoke about Arpan’s flagship program Personal Safety Education at the panel discussion on the POCSO Act. Along with her, Javier Aguilar from UNICEF India and Aastha Saxena, Jt Secretary of Ministry of Women and Child Development were also part of the panel.

- Dasra, India's leading strategic philanthropy foundation, had hosted a roundtable discussion with Ms Sophie Gregoire-Trudeau, wife of the Prime Minister of Canada on Violence against Women at Sophie College Mumbai. Ms Pooja Taparia was part of the discussion and spoke about the critical work Arpan is doing to address the issue of Child Sexual Abuse.



Interaction with her Majesty Queen Mathilde of Belgium

- Ms Pooja Taparia was invited by UNICEF to share Arpan's Personal Safety Education Program with Her Majesty Queen Mathilde of Belgium along with 4 children from 2 schools of Mumbai who had attended Arpan's Personal Safety Education programme. They shared their experience of the programme and why they think it was useful. One child spoke about the extent of violence in his neighbourhood as one of the challenges he faced on a daily basis. All children flagged gender discrimination as a problem. It was amazing to see the future of the country thinking about the challenges and passionate to be conduits of change that they wanted to usher in the environment.
- Ms Chandrika Rambiya, Manager, Training attended the 5<sup>th</sup> National Conference of the Academy of Pediatrician with the ICANCL group in Vadodara, Gujarat. She did an interactive session on Child Sexual Abuse. The objective was to sensitize the professionals to identify, address, treat and manage CSA with a multi-disciplinary approach. The session was attended by paediatricians, doctors, State and Union duty bearers, NGO professionals and MSW college faculties and students.
- Arpan was privileged to provide feedback on both the Protocol/Guidelines for Ensuring Safety of Children in Schools prepared by CBSE and National Commission for Protection of Child Rights Manual on Safety and Security of Children in Schools prepared by NCPCR. This opportunity opened up based on a meeting with Smt Anita Karwal Chairperson, CBSE. In order to make the document robust we provided our inputs drawing from the Protocol/Guidelines for Ensuring Safety of Children in Schools prepared by CBSE, National Commission for Protection of Child Rights Manual on Safety and Security of Children in Schools, Arpan Child Protection Policy, Child Protection Policy of Bombay Cambridge Gurukul schools as well as other existing national and international Child Protection Policies.
- Ms Aditi Ray was part of a roundtable conference organised by UNICEF on 'Discussion on Child Protection Policies for Ashram Schools' and spoke about the need for a gender-neutral CPP and a



strong implementation and monitoring plan for effective roll out.

- Ms Aditi Ray participated in a roundtable conference organised by UNICEF on 'Partnerships for Prevention of Violence against Children' and spoke about the need for child protection prevention curriculum for children and adults and need for prevalence study on CSA.

### 3.3 Delivering Child Sexual Abuse Prevention and Training

#### 3.3.1 Conducting Awareness talks on CSA with Specific Stakeholders

In 2017-18, Arpan conducted awareness talks on Child Sexual Abuse with 5,581 individuals from 41 organizations and institutions:

- 3,724 parents
- 1,022 teachers
- 34 Principals
- 163 Service staff
- 273 college students
- 229 NGO professionals and social workers and support personnel from government bodies
- 101 corporate staff
- 35 other individuals including police, health and mental health professionals



Session with District Child Protection Unit (DCPU) of Raigad

Arpan conducts awareness session with these stakeholders every year. However, this year for the first time Arpan engaged with Ashram Schools in Pen, Raigad, Maharashtra and conducted awareness sessions on 'Understanding Child Sexual Abuse' with superintendents and teachers as part of the work on a Community based model for Child Protection. Ashram schools are residential schools run especially for tribal children who hail from a cluster of habitations. The objective of the Ashram Schools is to provide children with an environment conducive to development. While Arpan has been working with the schools and institutional staff and caregivers, reaching out to Ashram schools is a new beginning.

### 3.3.2 Training and Capacity building of Teachers including Teachers from Schools, NGOs and Government Bodies

In 2017-18, we conducted Training and Capacity Building with 418 teachers from schools, NGOs and government bodies which comprised 34% of our training participants. Some of the teachers were from schools like Chhatrapati Shivaji Vidyalaya, Mumbai, Lions Pioneer, Mumbai, NLK School, Kanpur, D.S. School, Mumbai and Ecole Mondiale World School, Mumbai. Teachers also belonged to government departments and schools like MCGM Education Department Special School Section and MSCERT. Teachers were also trained from schools operated by NGOs for example, Jai Vakeel Foundation & Research Centre and Atma.



On account of our advocacy efforts to reach out to children across Maharashtra with messages of Personal Safety, we conducted training with teachers from Maharashtra State Council of Education, Research and Training who are also master trainers entrusted with the role of training other teachers at the District Level. The primary objective of the training was to sensitize and empower participants with relevant knowledge, skills and attitude, thereby building their capacity to deliver age-appropriate knowledge to children and develop skills to respond to children should they disclose any instance of abuse. Arpan's curriculum on Personal Safety was appreciated by MSCERT and this led Shri. Nand Kumar, Principal Secretary, School Education & Sports Department, Maharashtra State to formally send the curriculum to CBSE and NCERT.







This year Arpan for the first time conducted training with teachers and special educators of schools which cater to children with special needs. These sessions have been instrumental in strategically influencing teachers on the importance of personal safety, provided them with a nuanced understanding of CSA and provided them with skills to facilitate the session with children. The graph below depicts the knowledge and skill enhancement and attitudinal shift of a sample of 69 teachers who filled out the 10 item questionnaire before and after the training with the same set of questions concerning knowledge, attitude and skills related to Child Sexual Abuse.

**Distribution of Knowledge, Attitude and Skills of participants attended TOT  
on Understanding CSA ( N=69)**

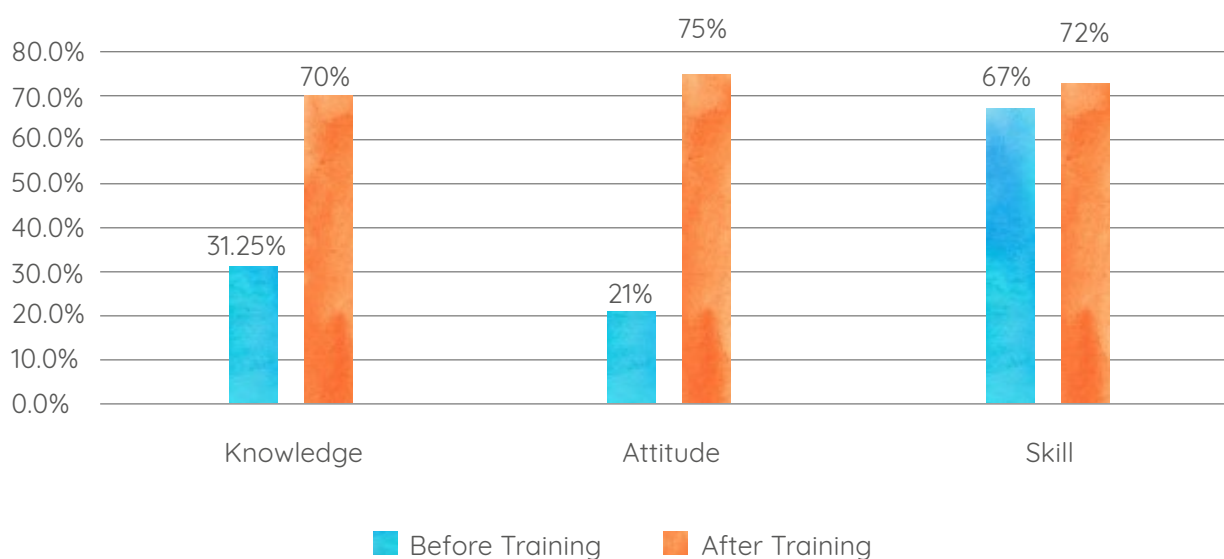


Fig 12: Graph Showcasing Shift in knowledge, skills & attitude in trainees

## An Enriching Training Opportunity

Arpan has partnered with MCGM schools since 2012 and directly facilitated Personal Safety Education with children. On 1st December 2016, Mrs Gargi Mhatre, Head of Special Need School Department, attended Arpan's Personal Safety Conference in which Arpan released the first ever, cutting-edge, socio-culturally appropriate, and comprehensive Personal Safety Education Kit for Grades 1 to 6, in English, Hindi and Marathi. As she read through the materials, she found the CSA prevention curriculum relevant for children with special need and expressed her interest to partner with Arpan. The training was planned in two phases. Phase I focussed on 'Basic Understanding on Child Sexual Abuse' and Phase II on 'Understanding Personal Safety Education Programme'. By the end of Phase I training, teachers shared that while the training provided an in-depth understanding of CSA, they were apprehensive of how personal safety concepts could be delivered to children with special needs. It was indeed a pertinent concern as although the PSE module has been extensively successful with children from diverse backgrounds we have had limited experience of working with children with special abilities and needs. As facilitators, we validated the teachers' concern and spent considerable time in brainstorming solutions. It organically evolved that the best way will be to wed Arpan's expertise on CSA prevention and teachers' expertise of transacting knowledge and skills to a particular group of children. It was decided that the teachers will complete the training, internalize the concepts and based on their teaching expertise and experience will explore diverse methodologies and teaching aids that will help them transact the concepts effectively. After the Phase 2 training, considerable time was invested in planning the lesson plan and this boosted the teachers' confidence to implement PSE. The teachers slowly started their implementation and as a first step spoke to parents about CSA and personal safety both in their one to one interactions as well as at parents meetings. The teachers understanding of their children prompted them to come to the realization that this could not be rushed and had to be broken down in small bits and parts for the children to comprehend. For example, while Arpan's lesson plan covers the concepts of 'I am special' and 'I am the boss of my body' in one lesson, the teachers broke down the lesson plan in several subparts. They took up one message each week and reiterated with children over and over again. Once they won over their apprehension and inhibition and witnessed the merit of conducting the programme with children, the teachers were amazed at their own comfort in transacting it. As one teacher said, "Before the training I was hesitant but now I can speak with the children comfortably about personal safety." Another teacher said, "I can see a positive shift in my relationship with children and it has become stronger with trust and respect." It is fascinating to witness such transformative journeys of teachers from being unsure, skeptical to active participants of child safety. Currently, the personal safety messages are integrated into their psychosocial subject and have become an integral part of the curriculum.



### 3.3.3 Training and capacity building of Mental health professionals

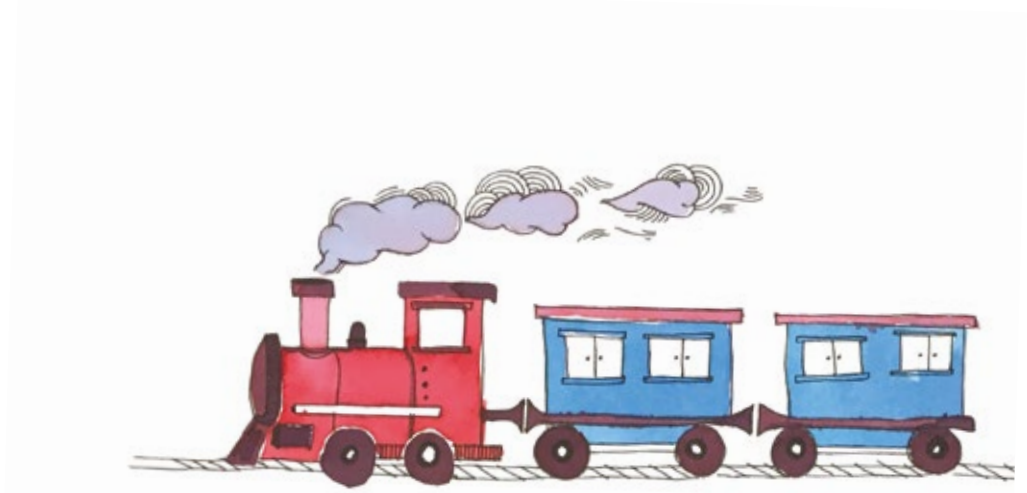
In 2017-18, Arpan reached out to:

- 260 mental health professionals from both private practise as well as government institutions to equip them to effectively respond to survivors of Child Sexual Abuse and facilitate survivors' journey of healing.
- Of these, 10 professionals were supported and supervised in their management of CSA cases.

Arpan initiated training and capacity building of counsellors in the district Chandrapur, Maharashtra as part of our work with District administrators on a community-based model to create sensitisation and awareness on Child Sexual Abuse across the entire district. Arpan also conducted training sessions for counsellors with WCD, Haryana. The training with the counsellors has been instrumental in increasing counsellors' knowledge primarily on CSA and psychosexual development of children.



Training with Forbes Marshal Organisation



The graph below showcases increases in knowledge, skill and attitudinal shift of the training on ‘Barefoot Counselling’ in Chandrapur district based on participant’s responses in a 17 item questionnaire before and after the training.

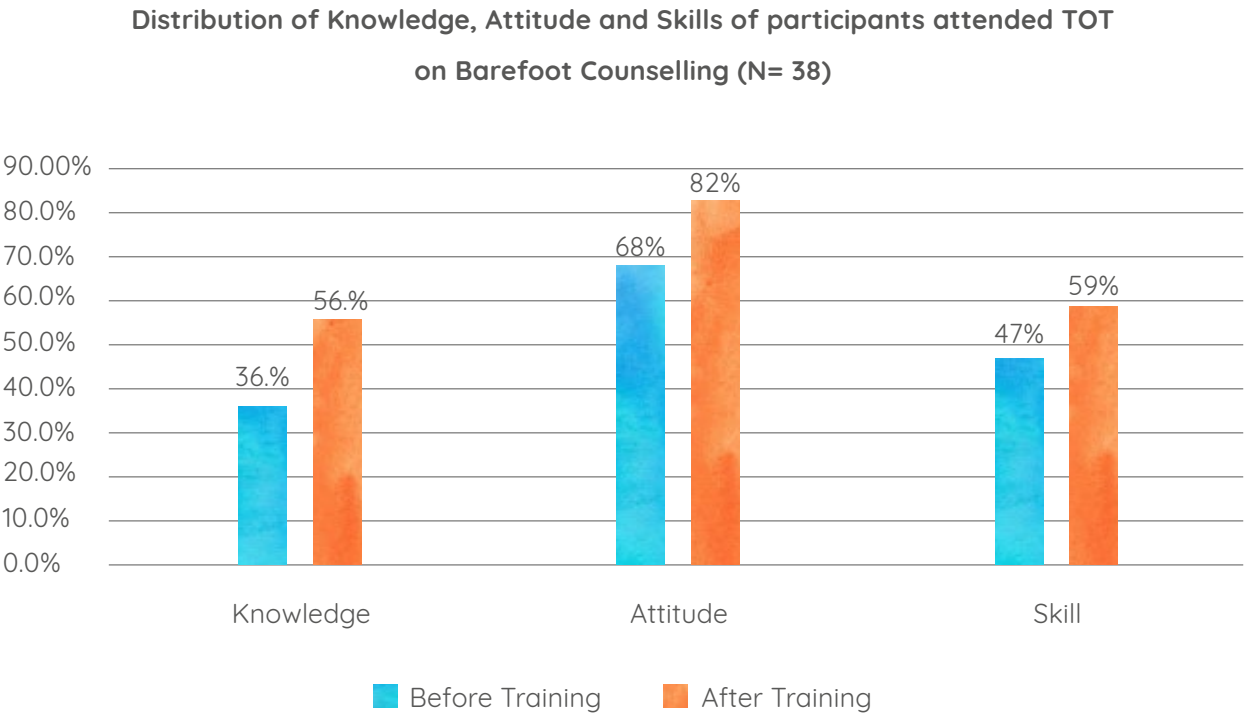


Fig 13: Graph Showcasing Shift in knowledge, skills & attitude on barefoot counselling training





## An enriching training opportunity

Arpan conducted training in Bhutan with the partnership of Career Education and Counselling Division (CECD) of the Department of Youth and Sports of Bhutan along with Ministry of Education of Bhutan. The Ministry of Education of Bhutan took the initiative to bring a range of classes together under the concept of central schools. This had been a great initiative towards reformation of school education in Bhutan. As part of this initiative, the CECD of the Department of Youth and Sports of Bhutan along with Ministry of Education of Bhutan invited Arpan to enhance knowledge, skills, and competence of 83 school guidance counsellors. The objective of the training was capacity building of school guidance counsellors to provide psychosocial support to children and adolescents in schools. The training focussed on ensuring that counsellors could provide quality services to adolescents and youth, especially those from vulnerable groups by being able to identify, respond to and manage complex situations such as attempted suicide, substance abuse, sexual abuse, neglect and ensure the emotional well-being of children. Arpan contributed to the planning, design, and implementation of the training. Arpan provided a generic overview of prevention and response work with children, understanding of case management as well as inculcated skills for engaging with other stakeholders. The training was intense and rich in learnings. It helped the participants to connect theory with day to day activities and enabled the process of learning. The training helped participants not only learn effective counselling intervention but also helped them evaluate their own approach to children. As one participant shared that the discussion on positive parenting stayed with him and he introspected that his style of parenting and communication with children is authoritative in nature rather than participative. This experience is a reminder that how something that might seem natural and trivial can actually hinder the effectiveness of a counsellor and how the training provided a safe space for participants to learn.

### 3.3.4 Training and Capacity of Social Workers, Caregivers, Support Personnel both from NGOs and Government Bodies



Training With Young Indians



In 2017-18, Arpan carried out training and capacity building with 567 social workers, caregivers, support personnel both from NGOs and government bodies. Helping professionals comprised of 46% of Arpan training participants. We conducted training with organizations like Young India, partner organisations of Forbes Marshall PVT LTD, Mumbai Smiles Foundation as well as with superintendents and caretakers of WCD and DCPU, Ratnagiri.

## Enriching Training Opportunities

Young Indians (YI) is an integral part of the Confederation of Indian Industry (CII), a non-government, not-for-profit, industry led and managed organisation focussing on playing a proactive role in India's development process. YI has around 2,350 direct members in 40 chapters. Project YI MASOOM- was launched nationally on 12th March 2015 and by Kailash Satyarthi, recipient of the Nobel Peace Prize & Founder, Bachpan Bachao Andolan. The objective of YI's engagement on this project is to spread awareness on Child Sexual Abuse by conducting workshops with primary school teachers, visiting schools to teach children about safe and unsafe touch, sensitize the parents about it and to spread awareness to the public through rallies and campaigns. YI reached out to Arpan in order to gain expertise on prevention work with children and adults. This year, we conducted 3 training sessions for 46 participants from Mumbai, Vadodara and Chennai. Taking the learnings forward from the training, YI reached out to 421,310 children directly with messages of personal safety. Arpan supported them and their efforts to create abridged modules to conduct awareness session with adults throughout their chapters as well work with children.



Workshop session by Dr Lois Engelbrecht





Workshop session by Prof David Finkelhor

To mark the 10 years of Arpan's journey, we organised a series of workshops by Prof David Finkelhor and Dr Lois Engelbrecht. Prof David Finkelhor is an eminent sociologist and Director of Crimes against Children Research Center, Co-Director of the Family Research Laboratory and Professor of Sociology, University of New Hampshire. He has been studying the problems of child victimisation, child maltreatment and family violence since 1977. It was a unique training opportunity to learn from him on the diverse dynamics of Child Sexual Abuse, nuanced issues of developmental victimology, poly-victimisation, and the merits and challenges of prevention programmes. Dr Lois Engelbrecht is the Founder Trustee of the Centre for Prevention and Treatment of Child Sexual Abuse, Manila, Philippines. Her particular expertise is in project development, and she has helped to develop new programs in Malaysia, China, Vietnam, Saudi Arabia, and India. She has been a key mentor for Arpan since its inception. Dr Lois in her presentation focused on the need for considering socio-cultural issues when using Western-based concepts, research and materials. These workshops were attended by NGOs across India including Breakthrough, Enfold, Rahi, UNICEF India, The Foundation and others. The two days were full of new insights and a great space to initiate dialogue on nuanced aspects of Child Sexual Abuse - prevention and intervention.



### 3.4 Personal Safety Champions – An exploration in scaling



Street Play performed by Personal Safety Champions and Arpan Team

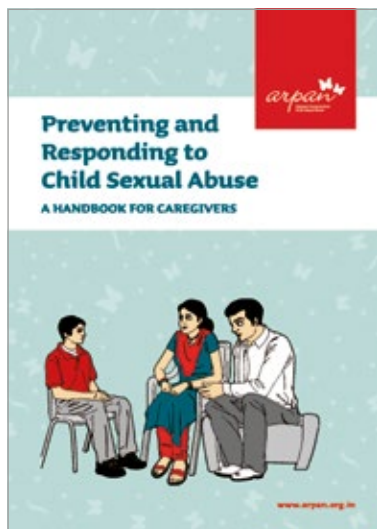
Arpan, this year, explored a unique modality of creating Personal Safety Champions to scale Arpan's intervention. Personal Safety Champion is an initiative by Arpan wherein we reached out to children who have undergone Arpan's flagship Personal Safety Education programme to become advocates for child protection. Children who showed interest would become Personal Safety Education Advocates and would volunteer during their tenure in college to mainstream child protection in different spaces. They would support Arpan with the pitching and implementation of the Personal Safety Education Programme in schools and in their networks. They would also help to create awareness on the issue of Child Sexual Abuse through online and offline platforms. The first Personal Safety Champion meeting took place on 26th Oct 2017. It was an enriching experience for our team to meet the Champions. These students are enthusiastic to work towards 'A World Free from Child Sexual Abuse'. However, they were constrained by time and their educational priorities. We have so far onboarded 36 students from different schools across Mumbai and they took part in few initiatives. They wrote blogs about Arpan and its work, participated in the Child Safety Marathon organized by BCG along with the Arpan team, and participated and launched Arpan's Research, 'Integration of Personal Safety Education Programme in Schools: A Case Study'. They also supported a few awareness sessions on CSA. One of the PSE champions joined an FM Radio show and shared his experience of participating in Personal Safety Education Programme.

### 3.5 Resource Development

Resource Development is an integral part of all the three programmes at Arpan. Resource development for this programme has been primarily about evolving and consolidating training content for diverse groups based on their needs. The focus has also been on building a 'Long-Term Training Curriculum on Child Sexual Abuse: Prevention and Intervention' so that a band of professionals are trained to respond



to the child protection issues effectively. We interacted with universities like TISS and Ashoka Universities and conducted sessions based on this curriculum so that students become well versed in the language of child protection.



We also developed a booklet entitled, ‘Preventing and Responding to Child Sexual Abuse: A Handbook for Caregivers’. This booklet is available in 3 languages – English, Hindi and Marathi. Since parents, teachers and caregivers are the best people to teach children about personal safety, this information booklet proposes simple tips and equips caregivers to initiate conversations about safety, setting boundaries and responding to children effectively in order to create an environment of comfort and assurance for children to seek help. Arpan was also invited to write an article on “Primary Prevention of Child Sexual Abuse” in the CANCL News Bulletin January 2018 to sensitize paediatrician on the issue of CSA. The article was well received.

### 3.6 Challenges Encountered

It is widely recognised that in the context of child protection, training and advocacy is the way forward to usher changes both at the systemic and ground level. However, it is equally established that this endeavour is not free of challenges. As the trajectory of the training initiative is externally dependent on partners, it had been often challenging this year to respond to the emerging large-scale training needs at short notices. Also at times, there was a dearth of time commitment from partner organizations and government bodies and there were frequent requests for abridged training courses. While most participants were motivated during the course of training, there was a drop in the level of motivation after the training which often delayed the implementation of the lessons learnt. The Personal Safety Champion initiative was human resource intensive as connecting with children and sustaining the relationship needed significant time and energy. It was also difficult to engage champions on a regular basis because of their academic pressures and time constraints.





## IV. Testimonial corner:

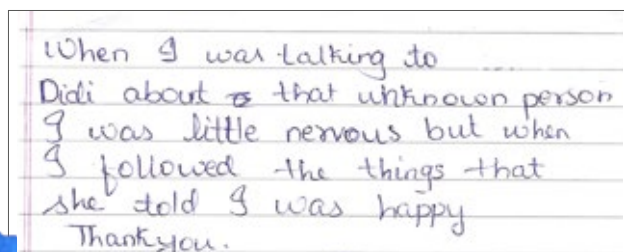
“It’s very important to have a feedback loop, where you’re constantly thinking about what you’ve done and how you could be doing it better.” - Elon Musk

The narrative of Arpan’s year of recognizing opportunities and translating those into practice is incomplete without the voices of our beneficiaries, stakeholders, partners and of course Arpan team members.

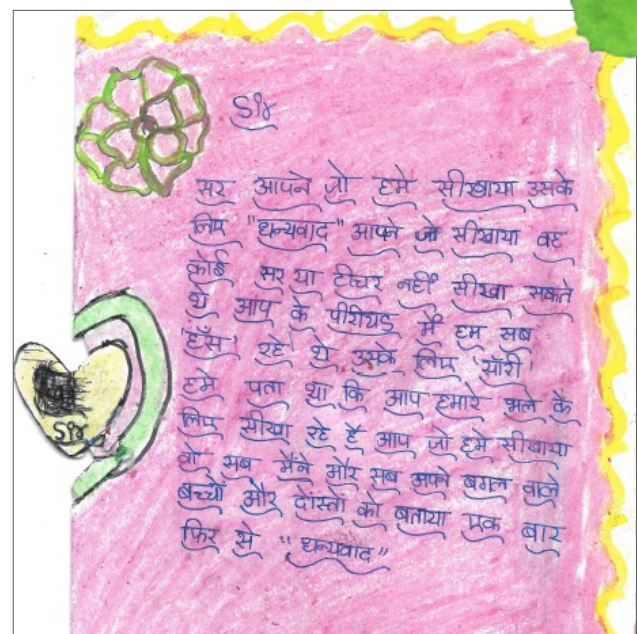
### Testimonial 1



### Testimonial 2

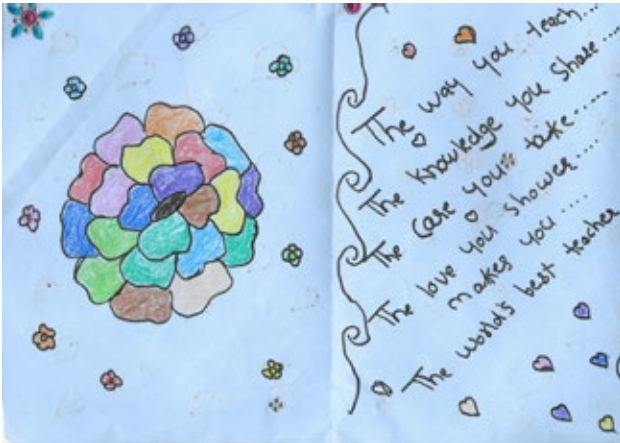


### Testimonial 3



“Thank You Sir, for whatever you have taught us. Our school teachers wouldn’t have taught us these. We are really sorry that we were laughing during your session. We know that the things you are teaching us are for our own good. In fact after your sessions I have gone and taught these message to other kids and my friends in my neighborhood as well. Once again I would like to Thank You.”

#### Testimonial 4



#### Testimonial 5



"Dear Sir,  
I am really happy that you taught us about private body parts. I am happy to get the coloring sheets. I had fun doing it. Thank You for teaching me all this."

#### Testimonial 6

"Didi,  
I really like you. I feel proud of myself because of the help you provided. You have given me the strength and courage that I can do something for myself. You always removed time for me and came and met me for that I want to Thank You. You are one of the best Didi for me. I shared my problems with you and without thinking of anything you came ahead and supported me. I was heart broken during those days and you gave me the strength to overcome it. You even told me that till the time I become strong you will not leave me. Didi you are really nice and I will never ever forget you."

#### Testimonial 7

"From the past 2 to 3 years, your organization has been working with our school (Thomas Baptista High School, Papdi, Vasai). The work that you do is commendable. In today's scenario keeping children aware about the issue of child sexual abuse is the need of the hour. And you are doing this work very well. The issue is such that even parents hesitate to speak with their children, but you all through your interactive, informative and innovative ways create awareness among children. Thank You. We have students from very lower socio background. Parents of these children are striving to meet their daily needs. Some of the parents are illiterate. In some of the cases, the students who are currently studying with us are the first generation learners. You are empowering such parents, and equipping children with knowledge and skills. We are really grateful to Arpan for doing such a great job. You are also creating knowledge among our teachers on the issue."





## Testimonial 8

**Feedback form .**

**अर्पण संमन्त्रा .**

बालसुरक्षा संबंधित मुमांशी मेंडम यांनी केलेले मार्गदर्शन खालील आवडलेल्या बाबी-

- आजपर्यंत ईच्छा असूनही बालकांचे होणारे शोषण थांबवण्यासाठी मुलांशी संवाद साधावा असे वाटत होते; पण योग्य शब्दांची गुठळा-गुठळ करून संवाद कसा साधावा? याबाबत संभ्रम होता. मुमांशी मेंडम मुलांशी संबंधित बोलताना सर्वसामान्य विधाने साधा कशी वापरावी हे उत्तमरित्या समजले.
- अनिशय उत्तम प्रकारे त्यांनी हे प्रशिक्षण दिले.
- पोरने कायदा, लैंगिक शोषण सावधानंतर मुलांशी साधनास ते सांगून समजाना साधणं किसे वनत करावे? त्याच्याकडून माहिती कशी जाणून घ्यावी हे उत्तम प्रकारे सांगितले.

"I always wanted to initiate a conversation around child safety with children but were restricted with no proper knowledge of the issue and age-appropriate vocabulary for children. Was also confused about how to talk to children about the issue. But while interacting with you we understood how we can talk to children in simple language."

## Testimonial 9

**बालसुरक्षा प्रशिक्षण**

**Feedback**

अर्पण द्वारे जे ट्रेनिंग मोड्यूल तुम्ही आमच्या दिले आहे, ते अत्यंत उपयुक्त आहे. जिन्हास्तरावर या विषयावर आम्ही मरीच काम करू, त्यासाठी मदत लागली तर तुम्ही (Arpan) नक्की मदत करेल अशी खात्री आहे. या विषयावर जी एका शाळेवर (एका शिंदेकासोबत) काम करणार आहे, नेतर जास्त शाळांवर सुरू करेल.

खरोखर एक lifetime माहिती तुम्ही आमच्यापर्यंत पोचवलीत. धन्यवाद!

"The training module that has been provided by Arpan is very useful. We can do concrete work at the district level on this issue now. If we need help we know that Arpan will be there to help us. I am going to work with teachers on this issue. After that we will work with more schools. All these information will be helpful for lifetime."

### How I felt on the 1<sup>st</sup> day

On the very first day, I was little nervous and confused what would they speak. But as she talked to me I got relieved and I felt happy after sharing all my friend's experiences. On the starting day of the session I felt a little awkwardness and confused at the same time. But as I talked to her I got all solutions to the problems. They say "Everything or whatever happens in life there is a reason behind it". I found the session very interesting. It was very helpful for me as well as to my friend. I thought whatever happened in my friend's life <sup>that</sup> there was a lesson to her to Not talk unknown person or who is not known to you.

### How I felt today .

On the last day of our session, I am feeling very good that I got to know about safety and things which were not known to me. I am feeling sad too because I can't talk to the didi who ~~was~~ is taking up my session. I am feeling both good and bad as well that I can't talk to her anymore. I liked the way she taught me and explained me about the things. I thought I would speak to her for some days but as it's said There's always an ending in the story. So it's our last meet I am feeling very bad. But I am confident about me and my friend whatever Didi taught me it will help me and my friend as well to make up a better future.

## Voices from the team



Every job executed is a self-portrait of the person who does it. Arpan has offered me the best platform to portray my talents and understand my fears. Mental Health has always been my priority, which culminated in me becoming a counsellor. When I look back today I am amazed to see how I have realized my aspirations so well and I owe it to Arpan. The process of counselling alongside an NGO is an experience that can't be matched. Arpan is no longer an organization for me, it's my family. The passion

for standing tall amidst the challenges and not missing any opportunity to celebrate success is what Arpan inculcates in you. There can be no other institute that can demonstrate the Power of "we," the way Arpan does. My impulses respond "Work Satisfaction", the moment I am asked about my experience at Arpan. The measure of our efforts lies in those visible changes that we see in the children. This makes all the hard work and life worthwhile. When challenges come from every possible angle, Arpan has taught me to have the patience to critically evaluate options to combat it. When a child walks away from the counselling session I learn how seeking help is not always easy. When parents resist taking help for their children, it makes me wonder what could possibly be stopping them doing so. When principals of schools look forward to counselling it gives me a sense that humanity still exists. When kids refer their friends for counselling my head raises high with pride thinking how much it must have helped the child. When I come to the office and share my counselling stories, the organization lends its ears to every element of the story. This just reaffirms the sensitivity Arpan has towards its internal and external clients. And these are the little moments of joy and happiness that I carry every day back home in my tiny basket called life. Arpan has lead me to change my hopeful philosophy of life into a confident success story. Out of all life decisions, Arpan has indeed been my best one. - **Bijal Kampani Sheth, Counselor, Healing Team**



If I had been asked a few years back how I foresaw my future, 'Arpan' would not have been a part of my reply. Or any NGO for that matter, since my academic and professional background doesn't correlate at all. It was a matter of pure chance that I got an opportunity to work here. What got my attention was the interview process itself, wherein I interacted with the team members, understood the importance of the cause and got a glimpse of Pooja's conviction in working towards A World Free

from Child Sexual Abuse. I was completely floored and grabbed the opportunity immediately. Today I feel extremely happy with my decision, and to see Arpan witnessing a growth spurt in the right direction. It is a testimony to the blood, sweat, and tears put in by a passionate and dedicated team. I feel proud and elated to be a Warrior of Arpan, to be a messenger of Personal Safety and to help make our world a better place for all! - **Subramanian Ramanathan, Executive Assistant to CEO**



We are 'The Support Team' - Accounts, Finance, HR and Admin are our forte.

We are not the main leaders, nevertheless, we are the cheerleaders. - **Shilpa Lahoti, Accounts & Finance, Consultant**





I have come from a corporate background, but my heart always desired to somehow work in the social sector. I never knew this small desire would one day come true and I would join Arpan towards this great cause. It has already been over 2 years now and everyone is like my family here. Arpan as an organization believes that each employee is unique, a valuable asset, who has contributed to the organizational growth and sustainability. It is an inspiring and caring workplace, in fact, 'Best Work

Place' wherein we all participate in sharing, learning, and decision-making within the organization. I am very happy that I got this opportunity. Thank You all for coming into my life and moving me every day.

**- Priyanka Sawant, HR & Admin Coordinator**



Arpan is no longer just a workplace for me. It is an experience – one of the most enriching experiences of my career. I have always been very passionate about child protection, and Arpan has given me an opportunity to contribute in this field. For me, Arpan is a place where we believe that each child is special and unique and so are we. I have seen people join us as individuals and have grown to become 'Arpanites' with the same spirit and passion for child safety. It's a place where I have come to believe

that when you have a group of people who have a shared goal and similar values at heart nothing is impossible. It's a place where we strive to be better than what we were yesterday and believe that the journey of learning should continue and yes, of course, it's also a place where we believe that food and fun should be an integral part of work. Arpan has not only groomed me to be a better professional but also a better human being. **- Nehal Parekh, Director, Services and Resource Development**



I always wanted to be part of the Indian Army and serve our nation, but because of some personal reasons, I was unable to go ahead with it. I then made a decision for myself even though I cannot serve my nation on the border; I will still do it by working within our country. Hence, I started doing social work and have been working in the area for the past 9 years now. After completing my Masters in Social Work, I got the opportunity to be part of Arpan as Program Officer and work towards Freedom from

Child Sexual Abuse. I believe that being part of Arpan, I am serving my country by securing the future of young India. Thank You to Arpan for giving me this opportunity. **- Sushant Shinde, Asst. Manager, Prevention Services**



Working in Arpan has been an amazing experience. Arpan has provided me with the space to work with children, something that I love doing. I always desired to work with children, teach them something that is not generally spoken about, something that will help them be safe. Although, I never knew what that would be. And when I joined Arpan I knew that I was home and this is what I wanted to do. I know that somewhere, somehow I am helping a child. I may not be making a huge difference

in the world, but I know for sure that I am definitely making a dent. **- Mercina Gomes, Resource Development Executive**

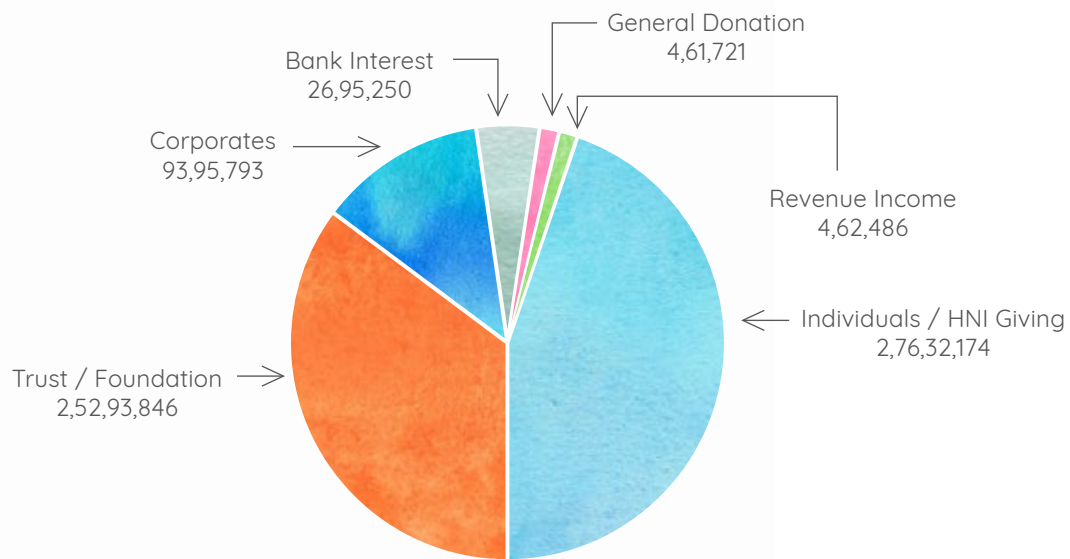
## V. Financial Performance

“A budget is telling your money where to go instead of wondering where it went.” – Dave Ramsey





Arpan has received an income of ₹6.59 cr in the financial year 2017-18

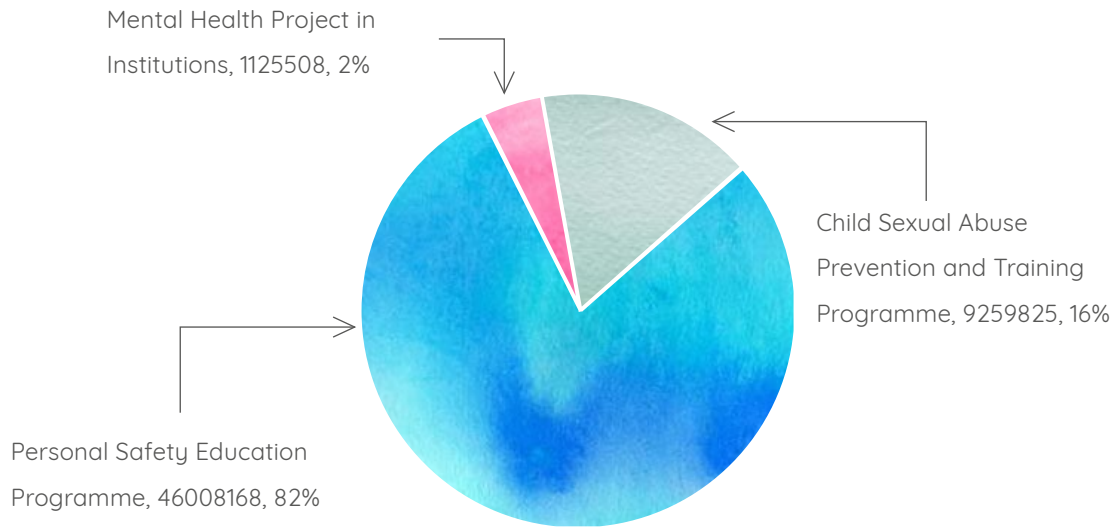


Income Sources

Income	Amounts	% Contribution
Individuals/HNI Giving	2,76,32,174	42%
Trust/Foundation	2,52,93,846	39%
Corporates	93,95,793	14%
Bank Interest	26,95,250	4%
General Donation	4,61,721	1%
Revenue Income	4,62,486	1%
	<b>6,59,41,270</b>	<b>100%</b>



## Arpan's total expenses amounted to ₹5.6 cr in the Financial Year 2017-18



Programme Wise Expenditure

Programs	Budget FY 17-18	Total Expenditure FY 17-18	% Contribution
Personal Safety Education Programme	54111706	46008168	82%
Mental Health Project in Institutions	1232169	1125508	2%
Child Sexual Abuse Prevention and Training Programme	7717364	9259825	16%
Total	63061239	56393471	100%





# Balance sheet as at 31<sup>st</sup> March, 2018

Maharashtra Public Trust Act

SCHEDULE - VIII

[Vide Rule 17 (1)]

Name of the Trust :- ARPAN

Registration No.: E/24873 (BOM)

FUNDS & LIABILITIES	₹	₹	PROPERTY AND ASSETS	₹	₹
Trusts Funds or Corpus :-			Immovable Properties :- (At Cost)		-
Balance as per last Balance Sheet	367,061		INTANGIBLE ASSET:		
Adjustment during the year	7,500	374,561	Balance as per last balance sheet		
Other Earmarked Funds :- (Created under the provisions of the trust deed or scheme or out of the Income)			(1) LOGO	33,086	
			Additions during the year	-	
			Less : Sales during the year	-	
			Less: Depreciation up to date	8,272	24,814
Depreciation Fund	-		(2) WEBSITE:	17,341	
Sinking Fund	-		Additions during the year	3,999	
Reserve Fund	1,190,000		Less: Sales during the year	-	
Add: from other fund	3,949,574	5,139,574	Less : Depreication up to date	4,336	17,004
Any other Fund :			(3) Content & Development (Personal Safety Education):	3,617,565	
Child Sexual Abuse Fund			Additions during the year	2,377,641	
Opening balance	49,330,301		Less: Sales during the year	-	
Addition during the year (Annexure 1)	62,321,814		Less : Depreication up to date	1,201,597	4,793,609
Less : Transfer to reserve fund	3,949,574		(4) Software		
Less : Child Sexual Abuse fund utilised ( Annexure 2)	48,768,410	58,934,131	Balance as per last Balance Sheet	162,445	
			Additions during the year	639,400	
			Less: Sales during the year	-	
			Less : Depreication up to date	200,461	601,384
			(5) Software IBM SPSS Module Version 25		
			Balance as per last Balance Sheet	-	

FUNDS & LIABILITIES	₹	₹	PROPERTY AND ASSETS	₹	₹
			Additions during the year	391,569	
			Less: Sales during the year		
			Less : Depreication up to date	48,946	342,623
			(6) FURNITURE AND FIXTURES		
			Balance as per last Balance Sheet	833,791	
			Additions during the year	930,231	
			Less: Sales during the year	-	
			Less : Depreication up to date	170,468	1,593,554
Loans (Secured or Unsecured) :-			(7) COMPUTERS:		
From Trustees		-	Balance as per last Balance Sheet	191,623	
From Others		-	Additions during the year	999,191	
			Less: Sales during the year	-	
Liabilities :-			Less: Depreciation up to date	400,688	790,126
For Expenses (Annexure 4)	482,594				
For Advances	-				
For Rent and other Deposits	-		(8) BOOKS		
For Sundry Credit Balance	-	482,594	Balance as per last Balance Sheet	23,869	
			Additions during the year	150	
			Less : Sales during the year	-	24,019
			(9) OFFICE EQUIPEMENTS		
			Balance as per last Balance Sheet	331,753	
			Additions during the year	601,588	
			Less: Sales during the year	5,998	
			Less : Depreication up to date	129,504	797,839
			(10) CAR		
			Balance as per last Balance Sheet	743,537	
			Additions during the year	-	
			Less: Sales during the year	-	
			Less : Depreication up to date	111,531	632,006
			Loans (Secured or Unsecured) :		
			Good / doubtful :-		-
			Loans Scholoarships		
			Other Loans		-



FUNDS & LIABILITIES	₹	₹	PROPERTY AND ASSETS	₹	₹
			Advances :-		
			To Trustees	-	
			To Employees	95,451	
			To Contractors	-	
			To Lawyers	-	
			To Others (Annexure 5)	2,457,739	2,553,190
			Income Outstanding :-		
			Rent		-
			Interest accrued but not due		711,834
			Other Income		-
Income and Expenditure Account :-					
Balance as per last Balance Sheet	(2,245,507)		CASH AND BANK BALANCES		
Add/Less : Surplus / Deficit	(842,345)		(A) in Saving Account with Bank of Baroda	1,186,604	
As per Income and Expenditure Account		(3,087,852)	in Saving Account with HDFC Bank-0094	550,774	
			in Saving Account with HDFC Bank-8562	448,769	
			in Saving Account with HDFC Bank-4351	2,034,336	
			in Saving Account with HDFC Bank-9086	134,133	
			In fixed deposit with Bank of Baroda	10,700,000	
			In fixed deposit with HDFC Bank Ltd	33,851,965	
			(B) With the Trustee	54,425	48,961,006
Total		61,843,008	Total		61,843,008

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.

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

Income Outstanding : (If accounts are kept on cash basis )

Rent: NIL  
Interest: Nil  
Other Income: NIL  
TOTAL Rs.: NIL

Date at: 17/08/2017

# Income and Expenditure

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDING : 31<sup>st</sup> MARCH 2018

Maharashtra Public Trust Act

Schedule - IX [Vide Rule 17 (1)]

Registration No - E/24873 (BOM)

Name of the Trust - ARPAN

EXPENDITURE	₹	₹	INCOME	₹	₹
To Expenditure in respect of properties :-			By Rent (realised)		-
Rates, Taxes, Cesses					
Repairs and maintenance	-		By Interest (realised) :-		
Salaries	-		On Securities	-	
Insurance	-		On Loans	-	
Depreciation (by way of provision of adjustments)	-		On Bank Account	2,628,042	
Other Expenses	-	-	On Income Tax Refund	16,370	2,644,412
To Establishment Expenses (Annexure 6)		1,617,773	By Dividend		-
To Remuneration to Trustees		-	By Donations in Cash or Kind		408,221
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 7)		522,486
To Auditor Remuneration		82,227	By Transfer from Reserve		-
To Contribution and Fees		-	By Deficit carried over to Balance Sheet		842,345
To Amount written off :					
(a) Bad Debts	-				
(b) Loan Scholarship	-				
(c) Irrecoverable Rents	-				
(d) Other Items	-	-			
To Depreciation		2,275,803			



EXPENDITURE	₹	₹	INCOME	₹	₹
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 3)	441,660	441,660			
Total Rs.		4,417,463	Total Rs.		4,417,463

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

Place : Mumbai

Date at: 17/08/2017



## Annexure of Expenses for the Financial Year 2017-18

	Particular	₹	TOTAL
1	<b>CHILD SEXUAL ABUSE FUND</b>		
	Americares India Foundation	100,000	
	Bajaj Auto Limited	2,000,000	
	Karl Johann Persson	8,408,000	
	Kingsbury London	600,000	
	ATE Philanthropic Foundation	2,000,000	
	R. Jhunjhunwala Foundation	5,000,000	
	Marshall Foundation	1,942,500	
	The British Asian Trust	4,072,211	
	Share & Care Foundation	1,604,177	
	God My Silent Partner Foundation	1,727,374	
	Global Giving Foundation	360,860	
	Pegasus Assets Reconstruction Private Limited	1,500,000	
	UNICEF	2,256,128	
	Azim Premji Philanthropic Initiatives Pvt Ltd	8,204,300	
	Fidelity Foundation	3,069,992	
	Western Consolidated Private Limited	189,678	
	Technovinyl Polymers India Limited	100,000	
	Global Fund for Children	4,899,118	
	Computer Age Management Services Pvt Ltd	525,000	
	Mahindra & Mahindra Financial Services Limited	500,000	
	International Gemmological Institute	500,000	
	Advent India PE Advisors Pvt Ltd	381,115	
	Reliance Foundation	4,596,000	
	Mobiefit Technologies Pvt Ltd	200,000	
	Aditya Birla Finance Limited	2,500,000	
	ICICI Prudential Life Insurance Co. Ltd	500,000	
	Umakanth Adiga	20,000	
	TATA Education & Development Trust	3,000,000	
	Jupiter Dyechem Pvt Ltd	500,000	
	Arjan Watumull Charity Trust	688,500	
	Anjali Taparia	20,000	
	Jyoti Prasad Taparia	310,000	
	CAF India	46,860	62,321,814
2	<b>CHILD SEXUAL ABUSE FUND UTILISED</b>		
	Personal Safety Education Programme	39,748,083	
	Child Sexual Abuse Prevention & Training Programme	7,908,696	
	Mental Health Services	1,111,632	48,768,410



	Particular	₹	TOTAL
3	<b>CHARITABLE OBJECTS</b>		
	NGO Training : (An intensive 3 day workshop conducted with NGO with an		
a)	aim to sensitize and empower their staff about CSA )		
	Office & Food Expenses	91,266	
	Printing & Stationery	242,344	
	Postage & Courier	5,250	
	Travelling & Conveyance	102,800	441,660
4	<b>LIABILITIES FOR EXPENSES</b>		
	Ganesh & Rajendra associates	18,788	
	HDFC Credit Card	3,438	
	Microwave Computing & Consulting Pvt Ltd	460,368	482,594
5	<b>ADVANCE TO OTHERS</b>		
	Security Deposit - office	1,470,000	
	Advance for expenses	417,850	
	Income Tax Refund AY 2014-15	142,865	
	Income Tax Refund AY 2017-18	184,355	
	Tds on fees A.Y. 2018-19	6,500	
	TDS on interest A.Y. 2018-19	236,169	2,457,739
6	<b>ESTABLISHMENT EXPENSES</b>		
	Salaries	507,885	
	Office Rent	452,516	
	Printing & stationery	218,643	
	Mobile, Telephone & Internet expenses	122,249	
	Office Expenses	52,302	
	Postage & courier	4,926	
	Professional fees	75,267	
	Repair & Maintenance Expenses	28,724	
	Electricity Charges	70,160	
	Water Charges	34,975	
	Staff Welfare Expenses	38,318	
	Bank charges	11,807	1,617,773
7	<b>OTHER INCOME</b>		
	Workshop Fees received-Annexure 8	500,886	
	Counselling Fees	21,600	522,486
8	<b>Workshop fees</b>		
	Awareness Talk Fees	151,250	
	NGO Training	116,736	
	Training Fees Received	145,000	
	Mumbai Marathon	87,900	500,886

# Significant Accounting Policies and Notes on accounts

## 1. Significant Accounting policies

### i. Basis of Accounting

The financial statements have been prepared under the historical cost convention in accordance with the accounting standards issued by the Institute of Chartered accountants of India. All income & expenditure having the material bearing on the financial statements are recognized on accrual basis. The charitable trust conducts various projects on Child Sexual Abuse. Expenses directly connected with the project are allocated on time sharing basis, whereas indirect expenses are allocated according to the percentage of time allocated by the employees to the project. Publication expenses of Books for Child Sexual Abuse projects have been expensed out in the year of printing.

### ii. Use of Estimates

The preparation of financial statements which are in conformity with generally accepted accounting principles requires estimates and assumptions to be made that affect the reported amount of assets and liabilities on the date of financial statements and reported amount of revenues and expenses during the reporting period. Difference between the actual expenses and estimates is recognised in the period in which the results are known/materialised.

### iii. Own Fixed Assets

Fixed assets are stated at cost, less accumulated depreciation/amortisation. Cost comprises of the purchase price including expenses directly attributable to the cost of bringing the asset to its working condition.

### iv. Depreciation and Amortisation

Depreciation has been provided on Written down value method as per the rates prescribed in Section 32 of the Income Tax Act, 1961.

### v. Foreign exchange transactions

The charitable trust receives donation from outside India in convertible foreign exchange. Foreign Currency transactions are recorded at the Bank rates existing at the date on which the transactions take place. There are no monetary assets and liabilities which need to be translated at year end. The trust has complied with FCRA regulations for foreign contributions.

### vi. Revenue Recognition

General Donations and Corpus Donations are accounted for in the year of receipt. Workshop fees received by the trust are recorded as income when the event is completed. Interest on fixed deposits is considered on accrual basis.



#### **vii. Provision, Contigent Liabilities & Contingent Assest**

Provision is recognised when the charitable trust has a present obligation as a result of a past event, when it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. A contingent liability is recognised where there is a possible obligation or a present obligation that may, but probably will not, require an outflow of resources. Contingent assets are neither recognised nor disclosed in the financial statements.

#### **viii. Taxes on Income**

The Charitable Trust is exempt from income tax under Section 11 of the Income Tax Act, 1961 and accordingly no provision for tax is required.

#### **ix. Retirement benefits**

The provisions of Provident Fund Act are applicable for the charitable trust. The trust has not complied with the provisions of Provident Fund. In case of other retirement benefits like gratuity, leave encashment, etc., the charitable trust follows 'pay as you go' method.

#### **x. Reserve fund**

During the year the trust has transferred an amount of ₹39,49,574/- from Child Sexual Abuse Fund to reserve fund. The said reserve fund is held under fixed deposit with bank. The fund along with interest will be used by the trust for its working capital and purchase of fixed assets.



## Receipts and Payments

E-2408, Oberoi Splendor, Jogeshwari Vikroli Link Road, Jogeshwari (East)  
MUMBAI 400060.

Registration No. : E/24873 (BOM)

STATEMENT OF RECEIPTS AND PAYMENTS  
FOR THE YEAR ENDING 31<sup>ST</sup> MARCH 2018

RECEIPTS	RUPEES
Cash In Hand	27,355
Cash In Bank	2,08,24,853
<b>TOTAL OPENING BALANCE (A)</b>	<b>2,08,52,208</b>
Donations Towards Child Sexual Abuse Project	6,23,29,314
Donation - General	4,08,221
Awareness Talks -Workshop Fees	1,51,250
Counselling Fees -Workshop Fees	21,600
Ngo Training - Workshop Fees	2,61,736
Mumbai Marathon	87,900
Income Tax refund	2,50,340
Interest on Fixed deposit with Bank	21,62,183
Interest from Bank	2,66,358
Maturity of Fixed Deposit with Bank of Baroda	2,44,00,000
Maturity of Fixed Deposit with HDFC Bank Ltd	2,09,07,713
Settlement of advances	2,32,279
<b>TOTAL (B)</b>	<b>11,14,78,893</b>
<b>TOTAL RECEIPTS (A+B)</b>	<b>13,23,31,101</b>
PAYMENTS /EXPENDITURE	
HDFC Fixed deposit	4,38,50,000
Bank of Baroda Fixed deposit	2,73,00,000
Payment to employees- Float A/c	1,00,400
Purchase of Computer & Other Related Items	9,99,191
Purchase of Office Equipment	6,01,588
Software	6,39,400
Book	150
Furniture & Fixture	9,30,231
Rent	34,80,896.00
Electricity	5,39,685.00
Internet	3,05,982.00
Telephone and mobile	15,322.00
Postage and courier	37,890.00
Stationery & other office supplies	2,02,157.00
Repairs and maintenance	4,83,268.22
IT Cloud Hosting	2,78,263.00
Office and Food expense	1,71,799.00
Audit Fees	61,906.00
Other expenses	25,205.59
HR, ESIC Consultant, Tally Consultant	2,16,950.00

RECEIPTS	RUPEES
Advance for Expenses	7,04,151.00
Merchandise (mugs, keychains, t-shirts,Diary)	90,825.00
Website Development & SEO	85,550.00
Annual Report	1,97,012.00
Digitalization of resources	2,56,900.00
Printing & Stationery - PSE R&D	20,420.00
Transcription - PSE R&D	8,600.00
Monitoring & Evaluation team Printing & stationery, Consultant travel	2,31,827.00
Research Publication - Rescue remedy Book, BCG Report Book	2,11,084.00
Recruitment expenses for HR	1,24,356.00
Capability building - Internal staff	3,98,950.00
Staff welfare (including training)	5,59,055.00
Worksheets & Leaflets for PSE	4,34,001.00
Manuals for Internal use	2,612.00
Stickers, other merchandise, certificates , Awards	36,582.00
CSA materials (CSA booklet, FAQ, Posters, Parenting skills, PSE workbook, My little body book)	5,04,570.00
Social media, PSE Conferences , other conferences, any other marketing related to PSE, Events	14,35,893.00
Partner Counsellors -Remuneration	67,788.00
CSA materials for Awareness Talks and Trainings (including PSE KIT)	3,25,551.00
Travel Food Accomodation for Training Team	5,68,138.38
General Event	88,091.00
NGO Workshop by Mr David	4,30,407.00
Office & Food Expenses for PSE Champion	13,442.00
Salary	3,66,11,990.00
Travelling & Conveyance	42,73,979.00
<b>TOTAL PAYMENTS (A)</b>	<b>12,79,22,058.19</b>
Closing balance	
Cash on hand	54,425
Cash in bank	43,54,617
<b>TOTAL CLOSING BALANCE (B)</b>	<b>44,09,042</b>
<b>Total (A)+(B)</b>	<b>13,23,31,100</b>

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 : 17/08/2017



## VI. Looking Forward to 2018-19

“Looking forward to the future, and feeling grateful for the past”

- Mike Rowe



We are excited to move forward to 2018-19 with a sense of gratitude for the past year and hope for the future. With our learning from the last year and our journey so far, we find ourselves a little bit more prepared to make sense of the social and political context that we inhabit as that seems increasingly relevant with the world around us changing with increasing speed and unpredictability. In this fluidity what remains constant is our motivation and passion to nurture resilient children and make the world a safe place for them. We have identified our strategic goals for 2018-19:

- We will consolidate the **Personal Safety Education Programme** and will continue to teach personal safety skills to 27,000 – 30,000 children.
- We will increase our focus on **Training and Advocacy** to leverage the external environment that is currently open to addressing the issue of Child Sexual Abuse by advocating for systemic changes at the local, state and national level to mainstream child protection. We aim to conduct training and capacity building for 1500 to 2000 adult stakeholders.
- We will provide **Mental Health Services** to 85 children and adult survivors.
- **Resource Development** will focus on our online prevention curriculum, developing personal Safety resources for pre-primary children and sexuality modules for adolescent children.
- **Monitoring and Evaluation** will focus on finalizing the MIS for internal data monitoring of programmes and conduct evaluation studies to test the efficacy of programmes.
- **Public Engagement** will focus on developing strategic offline and online alliances, investing in celebrity association and diversified fundraising to be able to raise funds for a significantly growing organization.

We look forward to another year of opportunities and contributing towards a robust child protection landscape!

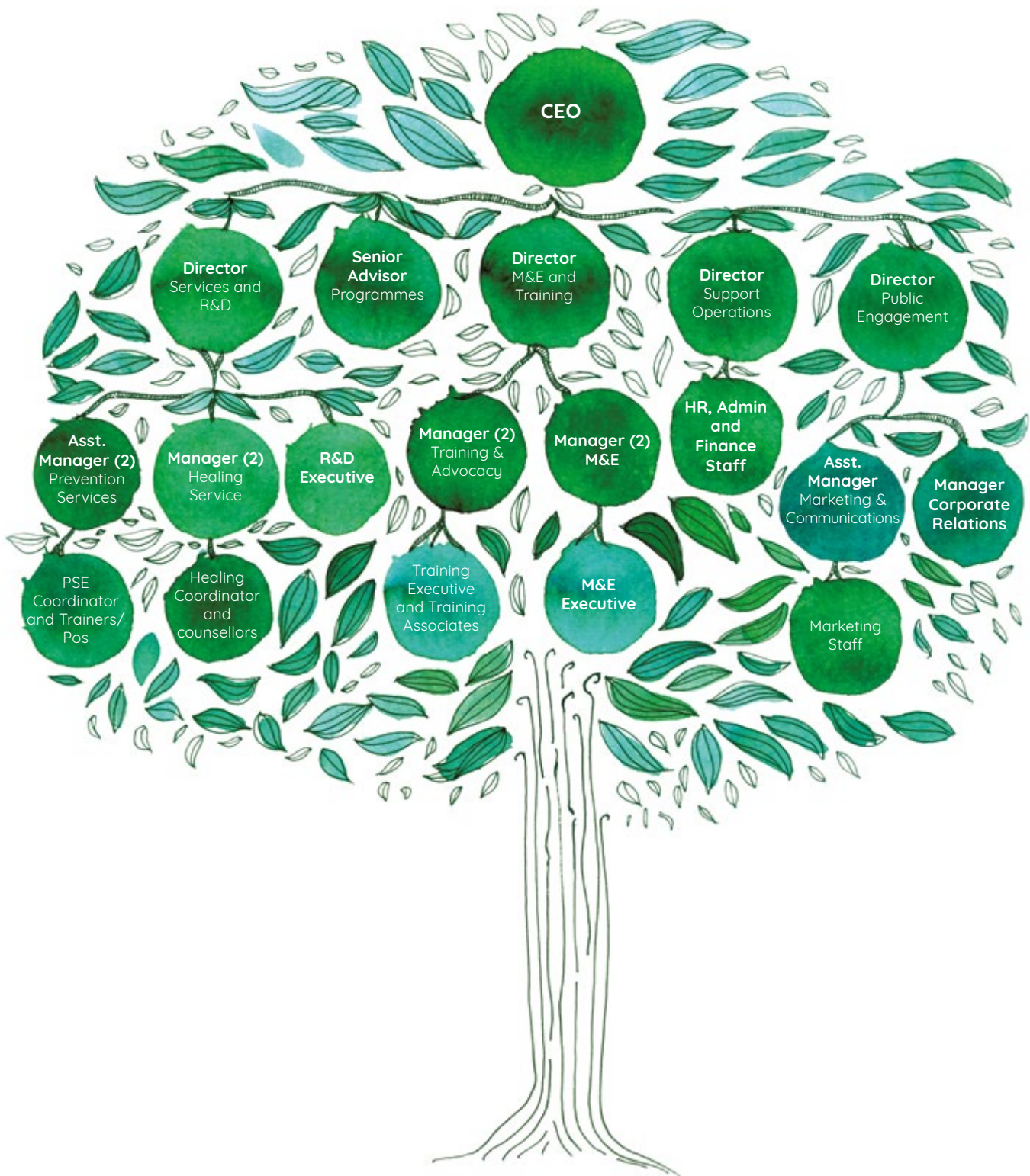




## VII. Organizational Structure

“When you form a team, why do you try to form a team? Because teamwork builds trust and trust builds speed”. - Russel Honore

The Current team of Arpan is organised as per the following Organogram:





## The Senior Leadership



### **Pooja Taparia, CEO**

Pooja Taparia is Founder and Chief Executive of Arpan. She started work on the issue of Child Sexual Abuse (CSA) in 2006 and has grown the team from 2 to 85 professionals, the largest team in India. She has also mobilized over 3 million USD (over INR 20 cr) for working on CSA. Pooja is a graduate in Applied Art/Graphic Design and in Commerce. Pooja Taparia is a Director on the Board of UnLtd India and plays an advisory role on their strategies and programs. Pooja is the

founding member of SAPCAN, SAARC Association for the Prevention of Child Abuse and Neglect. Pooja is also a member of ISPCAN, International Society for the Prevention of Child Abuse and Neglect. Pooja has been awarded the Architects of the Future Award 2013 which recognises exemplary work done by social entrepreneurs. Her life's work has been permanently put up as a part of the Waldzell Collection, in the Melk Abbey, a museum in Austria. She was also awarded the Karmaveer Puraskar Award in 2010 by ICONGO in New Delhi for her work on Child Abuse.



### **Hemesh Sheth, Director - Support Operations**

Hemesh Sheth is an engineering graduate and a senior management professional with 20+ years of experience in Sales & Distribution, Business Development and consistently attaining revenues. He has hands-on experience in supply chain, operations & team building. He has been previously associated with Top IT & FMCG companies. He is a Channel sales expert and has proven record in Credit control/ Management. He has successfully developed two start-ups in his career

and has strengths in Business Planning, forecasting and market understanding.



### **Dr Manjeer Mukherjee, Senior Advisor - Programmes**

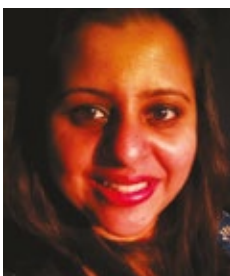
Dr Manjeer Mukherjee is a trained sociologist working in the area of Gender, Children, Sexuality, Medicine, Technology and Abuse. She has completed a Doctorate in Sociology from Jawaharlal Nehru University, New Delhi, India. Dr Manjeer has been extensively working with the developmental sector for the last 12 years on issues of gender, health, violence and Child Sexual Abuse. Dr Manjeer has authored and presented papers in various national and international

Forums and Networks including World Social Forum, International Women's Health Meet, National Bioethics Conference and Annual Meet of Health Action International Asia Pacific and ASCCSA (Annual Stakeholder Conference on Child Sexual Abuse). Dr Mukherjee is currently associated with Arpan as Senior Advisor, Programmes and works closely with the Training, Resource Development and Public Engagement teams. Dr Mukherjee has played a key role in shaping Arpan's trajectory in the last 7 years of her association and played diverse roles including directing Arpan's key programmes.

**Nehal Parekh, Director – Services and Resource Development**

Nehal Parekh has completed her Masters in Social Work from College of Social Work, Nirmala Niketan in 2004 and has been working in the development sector for over 11 years. She has worked with National organisations like Akanksha Foundation, Make A Wish Foundation of India and Justice and Care, mainly in the field of Child Rights and Education. She has also worked with London Borough of Ealing, Government of UK as a lead child protection practitioner for 7 years.

Nehal has a keen interest in the area of Child Protection and Child Safety. She has been actively involved in complex assessments of cases based on risk, danger, ill-treatment or neglect of children and young people. Key skills being planning and implementing care and support packages for children and families. She has experience in the areas of Program Management, Monitoring and Evaluation and Training and Development.

**Sharalene Moonjely, Director – Public Engagement**

Sharalene Moonjely has nearly 13 years of corporate experience which includes setting up of regional offices, recruiting & developing teams, running P&Ls, creating go-to-market strategies, acquiring clients and managing relationships, creating customised solutions to address client briefs and working with global teams to implement global strategies in India.

With a strong inclination to work in the social sector, Sharalene has completed her Diploma in Social Entrepreneurship from NMIMS, Mumbai to get a better sense of the functioning of non-profits and social ventures. It also gave her an opportunity to volunteer and consult with NGOs to develop their strategic plans, keeping all their stakeholders in mind.

**Aditi Ray, Director – Training and Advocacy**

Aditi Ray has 15+ years of experience across the corporate and development sectors. She spent more than a decade in the Banking & Finance industry, where she worked primarily in the private banking/wealth management space across large institutions such as Kotak Bank and Citibank. Post her transition to the development sector, she has been associated with organisations such as Teach for India and Naandi Foundation. At Naandi, she managed the education portfolio

in Mumbai and was responsible for setting up processes and building up two large-scale initiatives, thereby reaching out to 35,000 students and 800 government teachers across 90 MCGM schools. Aditi brings value through strategic development with a strong focus on ensuring effective delivery and sustainability. She has done her graduation in Commerce from Mumbai University.



### Abhilasha Rawat, Deputy Director – Healing Services

Abhilasha Rawat is a trained counsellor/therapist working in the area of trauma and holds an MBA in social entrepreneurship. She has been working in the sector for over twelve years and has experience of working with varied target groups and government and non-government stakeholders. Her key skills are planning, networking, management, developing modules, monitoring, and evaluation. In her current role, she leads a team of dedicated therapists to facilitate the healing

of CSA victims. Besides her academic qualifications, Abhilasha is a natural healer and uses alternate methods and techniques of healing as and when required depending on the client's faith and belief systems as an added support to the healing process.

## Distribution of staff according to salary as on 31st March 2018

A slab of Gross Monthly Salary in ₹ and benefits paid to Staff	Full Time	Part Time	Consultant	Total Staff
5000-9999	3			3
10000-24999	50			50
25000-49999	20			20
50000-99999	9	1	1	11
100000-199999	4	1		5
200000-299999	1			1
Total	87	2	1	90

## Notes on Staff

- Pooja Taparia has been paid a remuneration of ₹257,600/-per month as CEO.
- Monthly remuneration of 3 highest paid staff members: ₹140,000, ₹140,000, ₹130,000
- Monthly remuneration of 3 lowest paid staff members: ₹8,020, ₹8,313, ₹9,766
- International travel undertaken by staff in 2017-18 includes:

Travel to Sweden, London and Dubai by Ms Pooja Taparia. Expenses for London travel is ₹116,129 and for Dubai is ₹18,454.

Travel to Bhutan by Ms Chandrika Rambiya and Ms Shubhangi Shinde – tickets were purchased by the partner organization UNICEF.

National Travel undertaken by staff in 2016-17 is ₹335,967



An esteemed and highly skilled board of trustees guides the management and staff at Arpan. The details of the trustees are as follows:

NAME	PROFESSION	DESIGNATION in BOARD	AREA OF COMPETENCY
<b>Achama Matthew</b>	CEO, Bombay Cambridge Gurukul schools	Trustee	Strategic Direction, Programme Development
<b>Arjun Raychaudhuri</b>	MD & CEO at MMTC-PAMP	Trustee	Strategic Direction, Organizational Development
<b>Pooja Taparia</b>	CEO, Arpan	Trustee	Administration, Operations, Communication, Programme Development, Fundraising
<b>Vaishali Kapadia</b>	Asst. Art Director, Spenta Multimedia	Trustee	Design and Media Strategy

## Notes on the Board of Trustees

- None of the Board Members are related to each other
- Pooja Taparia receives remuneration from the organization for working as a CEO
- No other Board Members have received any remuneration from the organization

In 2017-18, 4 board meetings were conducted.



## Our Advisors

Advisor	Competencies	Background
<b>Dr David Finkelhor</b>	Programme Development	Leading Sociologist on Child Sexual Abuse
<b>Kiran Khalap</b>	Marketing and Communications	Co-founder and Managing Director, Chlorophyll
<b>Dr Lois Engelbrecht</b>	Program Development	Founder Trustee, Centre for Prevention and Treatment of Child Sexual Abuse, Manila, Philippines
<b>Dr Nachiket Mor</b>	Org. Development, Strategic Direction	National Director - India, Gates Foundation;
<b>Sarath Divella</b>	Technology, Monitoring & Evaluation	India Country Head, Lionbridge Technologies
<b>Shireen Vakil</b>	Strategic Direction, Advocacy	Director, Policy and Advocacy, Tata Trusts
<b>Sonjoy Chatterjee</b>	Strategic Direction, Fundraising	Chairman and Co-Chief Executive Officer, Goldman Sachs (India)
<b>Dr Usha Ram</b>	Research, Monitoring and Evaluation	Professor and Head, Department of Public Health & Mortality Studies, International Institute for Population Sciences (IIPS), Mumbai (India).

Registered Office: E 2407/08, Oberoi Splendor, JVLR, Jogeshwari East, Mumbai – 400 060

Working Office: Arpan House, Delta Chemicals Pvt Ltd., J-1, Cama Industrial Estate, Off. Val Bhatt Rd, Goregaon (East), Mumbai-400063

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 – 400 069







## VIII. Our Allies

“We cannot accomplish all that we need to do without working together” - Bill Richardson

### Schools, Colleges and Universities

Abhinav Prathamik Vidyalaya/G. J Vartak Vidyalaya

Al Mu'Minah School

Andheri West Municipal Marathi Secondary School

Andheri West Municipal Primary Urdu School/Andheri West Municipal Secondary Urdu School

Andheri West Municipal UP Hindi School

Andheri West Municipal M.P.S School

Andheri West Municipal English Secondary School

Angel Land High School

Anuyog Vidyalaya & Junior College

Atmodaya Vidhya Mandir (English Medium)

B.K.S. English High School and Junior College

Bharat English High School & Junior College

Bulbul English School

Chatrapati Shivaji Vidyalaya (English)

Chatrapati Shivaji Vidyalaya (Hindi)

Chatrapati Shivaji Vidyalaya (Marathi)

Chatrapati Shivaji Vidyalaya (Urdu)

Chembur Naka BMC Secondary Marathi School

Chembur Naka Mumbai Public School English Medium

Chembur Naka Municipal UP Marathi School No. 1

Chembur Naka Municipal Marathi School No. 2

Chembur Naka Municipal UP Hindi School

Convent of Jesus and Mary High School

Creative Handicraft

Dnyaneshwar Vidyalaya

D.S. School

English UPS Primary Municipal School (Andheri West)

G.E.I.S.C.L Boy's & Girl's High School

Goregaon East Municipal Marathi Secondary School

Goregaon Municipal Secondary Hindi School No. 2

Guru Govind Singh T High School & Junior College

Holy Mother English High School

Holy Star English High School

Indian Education Society (English Primary School)

Indian Education Society (Marathi Primary School)  
K.M.S. English Medium School (CBSE)  
Kendriya Vidyalaya No. 2  
Khernagar Municipal UP Urdu School No. 1  
Khernagar Municipal Secondary English School  
Khernagar Municipal Secondary School No. 1 (Hindi and Marathi Medium)  
Khernagar Municipal Secondary School No. 2 (Urdu Medium)  
Khernagar Municipal Upper Primary English School No. 1  
Khernagar Municipal Upper Primary English School No. 2  
Korba Mithagar Municipal Hindi School No. 1  
Korba Mithagar Municipal Hindi School No. 2  
Korba Mithagar Municipal Marathi School  
Light of Life Trust  
Lokmanya Vidhya Mandir English Secondary  
Lokmanya Vidhya Mandir Marathi Medium  
M.K Nakhwa High School  
M.V. Mandali's Swami Muktananda High School  
Mary Immaculate Girls' High School  
Matunga Lions Pioneer English School  
Mulinche Samarth Vidyalaya  
Mumbai Public School Goregon East  
Municipal Hindi School No.1 Goregon East  
Municipal Hindi School No.2 Goregon East  
Nanik English High School  
Navodaya Movement  
Navy Children's School, Colaba  
Nirmala Niketan College  
NLK School  
Orchids The International School  
Our Lady Of Remedy High School  
People's Education Society English Medium High School  
Powai English High School/Powai English Primary School  
Pragnya Bodhini High School  
Priyadarshini Vidyamandir  
Rajarshi Shahu Nagar, Municipal English Primary School  
Rajendra Pal Mangla Hindi High School  
Ramkrishna High School  
Sandesh Vidyalaya (Park Site)  
Sandesh Vidyalaya English Medium  
Sandesh Vidyalaya Hindi medium  
Santacruz East Municipal Secondary School Prabhat Colony  
Saraswati Mandir High School  
Saraswati Mandir High School (Marathi )

Sardar Vallabhbhai Patel Vividhlakshi Vidyalaya (English)  
Sardar Vallabhbhai Patel Vividhlakshi Vidyalaya (Gujarati)  
Shishu Vikas Mandir, Thane  
Shishu Vikas Trustche Madhyamik Vidyalaya  
Shiv Samarth Vidhyalaya  
Shiv Shikshan Sansthan Primary English School/Shiv Shikskhan Sanstha's Secondary School  
Shree Ekveera Dhyan Prasarak Mandal's Mother Teresa Primary (English) School/Mother Teresa English Secondary School & Junior College of Commerce and Science  
Shree Ekveera Dhyan Prasarak Mandal's Ravindra Bal Vidyaniketan Marathi School/Shree Ekveera Vidyalaya  
Shri Jamnadas Adukia English High School  
Shri Jamnadas Adukia High School  
SIES College of Comprehensive Education  
Sir Jacob Sasoon High School  
St. Anne's High School (English)  
St. Anne's High School (Marathi)  
St. Joseph Convent High School  
St. Theresa High School  
St. Anthony High School  
St. Catherine's Primary School  
Swami Vivekanand High School (English)  
The Little Flower's High School  
Thomas Baptista High School  
Vakola Municipal UP Hindi School No. 2  
Vakola UP Municipal Hindi School No. 1  
Victoria Memorial School for the Blind  
Vidya Vikas Mandal Vidyalaya  
Vijay Nagar High School  
Vinay High School (English)  
Vinay High School (Hindi)  
Yusuf Meherally Vidyalaya Chhatrapati Shivaji Vidyalaya (English)





### **Institutions/Organizations/Corporate Houses/Government Bodies**

Akanksha Foundation, Mumbai and Pune

Ashasadan, Dongri

Atma

Avanti

Chandrapur District, Government

CHIP Mumbai

District Child Protection Unit, Karjat Foundation

Forbes Marshall PVT LTD

Jai Vakeel Foundation & Research Centre

Light of Life Trust

Lions Pioneer

MCGM Education Department Special School Section

Ministry Of Education, Department of Youth & Sports, Bhutan

Maharashtra State Council for Education, Research and Training

Mumbai Smile Foundation

Seeds of Awareness

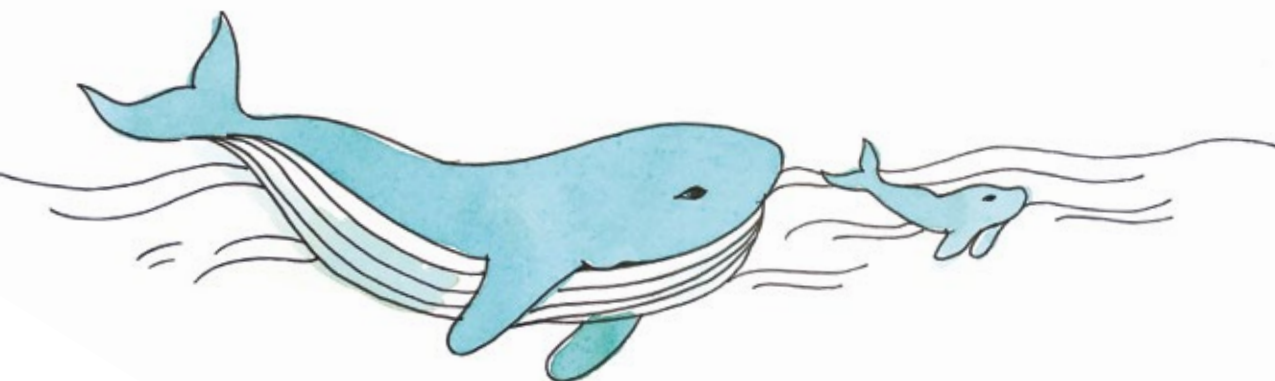
TBMSG Trust

Udaan India Foundation

Women and Child Development, Haryana

Women and Child Development, Konkan Zone, Maharashtra

Young India



## IX. Thank You!

“No one who achieves success does so without acknowledging the help of others. The wise and confident acknowledge this help with gratitude.” - Alfred North Whitehead

### Trust & Foundations



- Arjan Watumull Charity Trust • Americares India Foundation • Fidelity Foundation
- Kingsbury London

### Corporates



- Computer Age Management Services Pvt Ltd. • Jupiter Dyechem • Mobiefit Technology
- Pegasus Assets Reconstruction P Ltd. • Technovynl Polymers • Western Consolidated Pvt Ltd.

### Individual



- Anjali Taparia • Jyoti Prasad Taparia • Umakanth Adiga • Vineet Dhingra

## Donors who contributed and ran in the Mumbai Marathon 2016 for Arpan

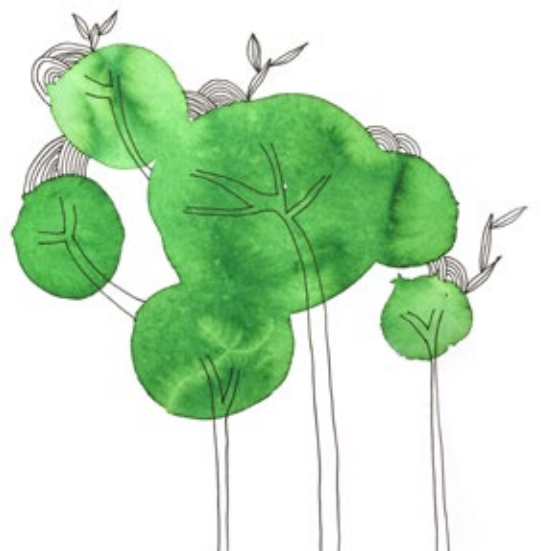
Diksha Dhillon  
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Surabhi Mathur  
Sushant Jadhav

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Prashant Mohanraj  
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Shubhangi Shinde  
Subramanian Ramanathan  
Vishal Sopory

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Deepak Jatania  
Fidelity Charitable  
GGUK Fee Rebate  
Lee Ka Yan  
Mirna Guha  
Nidhi Sharma  
Sheetal Kapani  
Shy





## Volunteers and Interns

Akshaya Vilas Save, School of Business Management, NMIMS

Karan Krishnanand Phaterpekar, School of Business Management, NMIMS

Kinjalk Navneet Verma, School of Business Management, NMIMS

Niharika Nayak, School of Communication, Manipal University

Nitin Nandakumar Menon, School of Business Management, NMIMS

Priya Sharma, YES Foundation

Sasha Dwivedi, School of Communication, Manipal University

Saurabh Kadam, YES Foundation

## Individuals and organisations who supported us in our journey

- Ms Janki Shah (Sixofus Design) for her continued support with quick, beautiful design solutions for our communication materials at subsidised costs.
- Ms Neeraj Jain of PATH for advising on policy-level advocacy.
- Mr Amar Purohit for his continued support in helping us proofread our publications
- Mr Shivratan Taparia for donating chairs to Arpan
- BCG Schools for their continued support
- Mr Dave Wallack for his support in mentoring the senior management of Arpan
- Mr Raj Gilda from Lend – A – Hand for advising on policy advocacy.
- Ad Factor PR for covering Arpan's 10-year event
- Ms Swati Popat Vats and Ms Neelu Kalro for providing the opportunity to launch My Safety Book in the ECA conference
- Mr Daleep Kumar of RNA, Technology and IP Attorneys for helping Arpan to have copyrights on its publications
- Mr Minoo Bhesania for proving his inputs on the interior design of the Arpan office pro bono
- Mr Ramkishore Singhi for helping us with booking the Arpan's 10 year event venue
- Mr Shreekant S Rameshaiah for his mentorship and inputs on digitalization and development of online prevention programme

## You can continue to help by Talking about the issue

- Talk to your friends and family about Child Sexual Abuse. Learn more about Child Sexual Abuse on [www.arpan.org.in](http://www.arpan.org.in)
- If you have experienced Child Sexual Abuse or know of someone who has, reach out to us on [support@arpan.org.in](mailto:support@arpan.org.in) or +91 98 1908 6444

## 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.
- Help us continue the good work by raising funds.

## Donating

- Sponsor Teaching Children Personal Safety Skills @ ₹1860

## Ways to donate:

- You could send a cheque in the name of 'Arpan' to our office.
- You could make an online donation on [arpan.org.in](http://arpan.org.in)
- For bank transfer details contact us on [finance@arpan.org.in](mailto:finance@arpan.org.in)

You will be sent a receipt and 80G tax exemption certificate. We can receive donations from foreign individuals and organisations as well.

## Do visit us!

**Please call us in advance to arrange a mutually convenient time.**

### Arpan

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## Our Team



Aarti Shinde, Abhilasha Rawat, Aditi Ray, Akash Ahire, Alwin Sam, Amey Shejwalkar, Anita Kumar, Anjana Salunkhe, Ankita Choudhuary, Anupriya Das Singh, Anushree Samant, Archana Daiwadnya, Bhavna Joshi, Bijal Sheth, Blossom Lopes, Chandreyee Dutttagupta, Chandrika Rambiya, Dakshata Karekar, Deepali Kadam, Deepali Kharat, Dipankar Das, Divya Kotiyan, Dwiti Vyas, Hemesh Sheth, Hina Mansoori, Jasmine Dsilva, Jitendra Avhad, Kajal Singh, Karuna Mohan, Ketki Doshi, Khushbu Rathod, Komal Madhe, Kusum Naik, Lakshmi Priya Menon, Dr Manjeer Mukherjee, Mahesh More, Mansi Kushwaha, Mayur Barve, Mercina Gomes, Namrata Joshi, Nargis Halai, Neelam Parab, Neha Gabru, Nehal Parekh, Nikita Sathe, Nilam Khare, Olina Almeida, Pankit Dave, Parveen Bhardwaj, Pooja Taparia, Prachee Kamble, Pratibha Pawar, Pratibha Tilak, Priyanka Bramhane, Priyanka Jogde, Priyanka Sawant, Rajnarayan Maurya, Rehea Quadros, Ria Norhona, Rohan Bandre, Sadhana Bhandare, Safina Shaikh, Sagar Vhatkar, Sanju Tamang, Sayli Pendharkar, Shaista Shaikh, Shalet Rosario, Shamal Jaykar, Sharalene Moonjely, Sheetal Sawant, Shilpa Lahoti, Shraddha Jadhav, Shraddha Shiriskar, Shubhangi Shinde, Sneha Pimpodkar, Snehalata Burute, Sonali Parab, Subramanian Ramnathan, Sudipta Das, Sujata Dhoble, Sumit Chavan, Supriya Kamble, Suraj Saple, Sushant Shinde, Suvidha Gaikwad, Swati Khanderao, Swati Mane, Swati Sable, Violet D'Souza, Yogesh Pandit.

## Our Consultants and Partner Counsellors

Aparna Joshi, Deepti Khemchandani, Ravi Bagaria, Radhika Sharma, Snehajanki Ramesh













**New milestone. New horizons.**



**ARPAN OFFICE**

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