



*Uma Ahmad Chairperson (1983 - 2018) friend, philosopher and guide*

**Recipient of The National Award for Best Institute for Disability  
 Ministry of Social Justice and Empowerment, Government of India**





## *In Respectful Memory*

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**Uma Ahmad**

**16.06.1931 – 02.02.2025**

An educator par excellence, who worked for child rights, education and equality, Uma Ahmad was Chairperson of the Governing Body of IICP from 1983 to 2018. She remained our Chief Mentor and guiding light till the end.

She started the Teachers Centre, a platform that provides in service training for teachers and was associated with several organisations in various capacities.

She was the inspiration for murals in the Institute (one is featured on the cover) which remain a legacy to her artistic creativity. Her gentle dignified demeanor and her quiet and wise advice endeared her to all those who interacted with her.

Our thoughts and prayers are with her family.

We will miss you Uma di.

Rest in peace.



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## MISSION STATEMENT

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

## VISION

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

## CHAIRPERSON'S REPORT

**Rakhi Sarkar**



It is difficult to build an institution, and even more challenging to run and sustain it for five decades. Sudha Kaul and her spirited team, supported by loyal staff members, donors and caring volunteers proved that dedication, passion and efficient systems can make an enterprise successful. From the humble beginnings of a two-roomed army barrack, to an imposing building with multiple facilities, IICP continues to be a beacon of hope for persons with disabilities. An institution with both training and teaching facilities, it has helped many other institutions across the country.

What we hope for the future is, for IICP to take its mission forward and become one of the finest nodal centres of excellence. This requires human, financial and intellectual resources as well as creativity, competence and the scope to evolve and change. We have to constantly reinvent ourselves and keep abreast with the latest practices and state-of-the-art methods.

I appeal to all the stakeholders, friends and well-wishers who have vested their faith in IICP, to continue supporting our mission of inclusion. We strongly advocate that persons with disability must be seen to be a part of the mainstream and gain access to equal rights and opportunities. At the same time, priority must be placed on infrastructural changes, so that those who have sensory, communication and/or mobility difficulties can also participate with ease in all aspects of life.

May the IICP light continue to shine and inspire people for generations to come!



### Founder



**Sudha Kaul**

### GOVERNING BODY

as on 30.06.2025

**Chairperson**



**Rakhi Sarkar**

**Vice Chairperson**



**Reena Sen**

**Hon Secretary**



**Shoma Basu**

**Hon Jt Treasurer**



**Arjun Sengupta**

**Hon Jt Treasurer**



**Apratim Ray**

### Members



**Meenakshi Atal**



**Oindrilla Dutt**



**Pratiti Basu Sarkar**



**Shiv Siddhant Narayan Kaul**



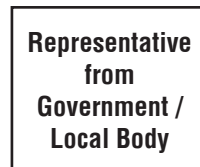
**Malika Varma**



**S N Mookherjee**



**Renu Saharia**



**Representative  
from  
Government /  
Local Body**

### Mentors and Advisors



**Dipak Kumar Banerjee**



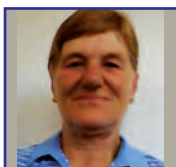
**Ranu Banerjee**



**Subhra Chatterjee**



**Biswadip Gupta**



**Tessa Hamblin**



**Sujata Parekh**



**Aniruddha Roy**



**Virendra Sinha**

**REPORT from CHIEF EXECUTIVE OFFICER & DIRECTOR, TECHNICAL SERVICES – Sonali Nandi**



‘A mighty oak from a little acorn grows’. A pioneering initiative by the founding members has seen a small school grow and flourish to an institute with linkages in Kolkata and districts in West Bengal, to states across India and reach international shores. A journey that spans fifty eventful years of overcoming challenges to achieve successful milestones in the disability sector.

Along with meeting departmental targets, several events to promote organisational awareness and showcase the talents of beneficiaries were held all through the year. Celebrations of the golden milestone included a charity concert at Nazrul Manch by celebrity singers Babul Supriyo and Soumitro Roy. Performances by our students at our concert ‘*Jadoo*’ at Rabindra Sadan, choreographed by Manipuri exponent and Fine Arts advisor Priti Patel received wide acclaim.

Founders Day on 18th November 2024 was a joyous gathering of the extended ‘IICP family’ that included overseas guests, sponsors, donors, former colleagues and students. We remain grateful to all those who have reposed faith and generously supported us. The IICP Friendship Wall acknowledging donor contributions this year was unveiled by Dr Anuradha Lohia, Chairperson, Manovikas Kendra. (picture on inner back cover)

‘Transformative Learning’ a collaborative workshop focused on inclusive learning environments. Speakers included, Dr Ameeta Mulla Wattal, Executive Director DLF Foundation Schools, Dr Nihad Bunar, Dr Helen Nyqvist and Dr Khaleda Ghani Dutt from the Department of Special Education, Stockholm University and Aloka Guha, former Chairperson National Trust.

2024 ended with the launch of book IICP’s 50 year publication, ‘*Over the Rainbow*’ by Shri Gopalkrishna Gandhi, former Governor, West Bengal. It is a testament to resilience and honours the people and milestones of a journey that began in 1974.

Though we have made significant progress, there remain several gaps that need to be bridged. Our mission of inclusion with equal rights and opportunities, should be viewed as work in progress. **‘True’ aspirations must lead the process of setting goals - in the most positive way.**

**The Way Forward -**

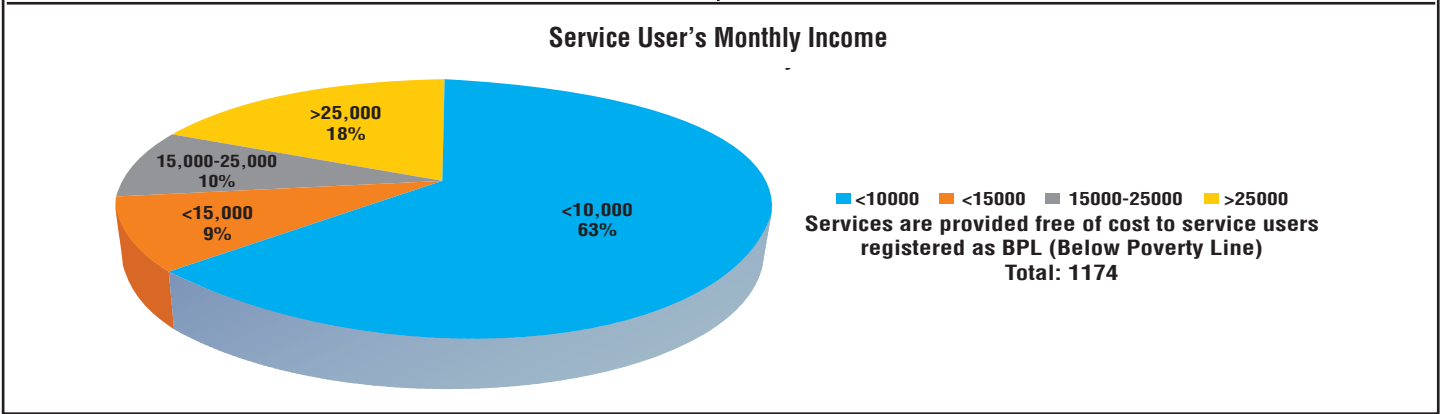
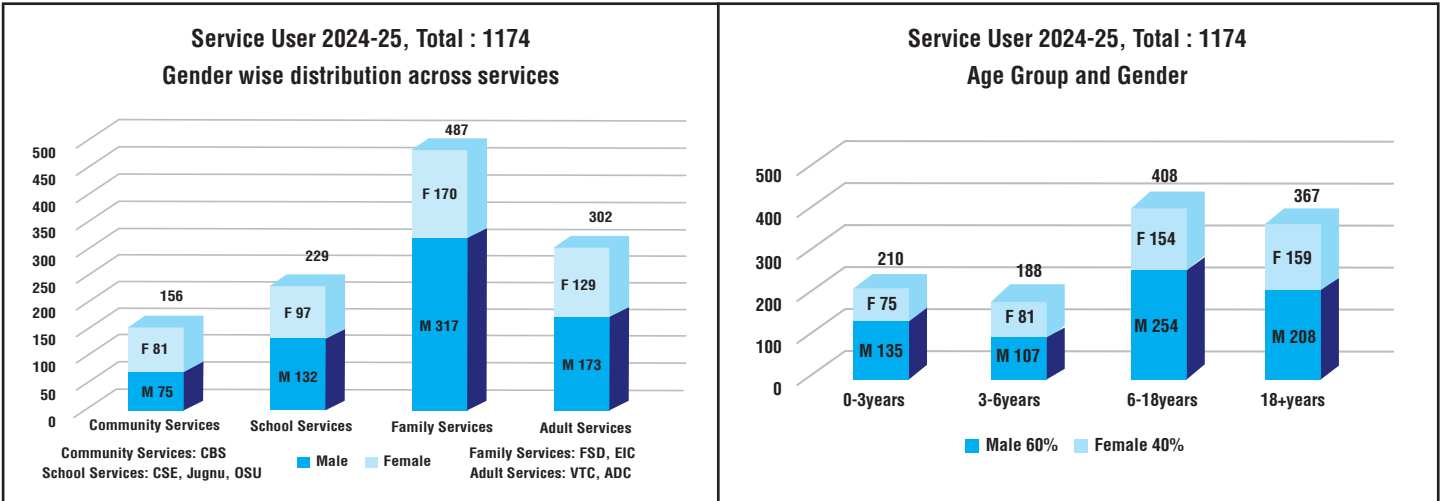
**The focus in the coming years,**

**IICP will prioritise**



- increasing beneficiaries in all service departments
- optimal usage of existing resources
- the Long Term Residential service
- involving stakeholders and partners for internship and employability
- broader coverage of community based service in districts and urban slums
- conducting advocacy and awareness programmes in new Municipal wards and educational institutions
- brand awareness of services available
- revenue generation through sale of products and paid services
- leveraging technology to enhance service delivery

These Goals were highlighted by the Core Team of professionals who lead the organisation and are primary stakeholders of the way forward.



## SERVICES 2024-25

### FAMILY SERVICES

In 2024-25 this service was supported by Garden Reach Shipbuilders and Engineers Ltd and Century Ply (India) Ltd

A multi-disciplinary team of physiotherapists, special educators, occupational therapists and social workers in the Early Intervention Clinic and Family Services work with parents and primary caregivers for the effective management of their child with disability, aiming to facilitate overall development.

- 39 children were provided with customized, adaptive furniture and leg gaiters for support.
- 142 new children attended the weekly diagnostic clinics.
- 23 children were recommended for admission to School Services after assessment.
- Service users availed of hydrotherapy supervised by trained physiotherapists and occupational therapists.



## SCHOOL SERVICES

### JUGNU Sishu Vihar Kendra

**In 2024-25 this was supported by ECE Industries, Indegene Limited and Soumitro Sen. We thank DLF Foundation for current support.**

A playschool and nutrition programme for underprivileged children from the neighbourhood runs in the premises of the Centre for Special Education. The students are divided into two groups according to their age, ability and needs. Activities include early learning skills, art and craft, music and games with an emphasis on health and hygiene. All services including nutritious snacks and a health check-up are provided free of cost. This year outings included a Christmas party at the Calcutta Cricket and Football Club and the Shishu Mela at St Xavier's College, Kolkata.

- 81 children aged between 2 plus and 6 years were enrolled during the year.
- 12 children participated in the drawing competition for the Shoky Awards.
- 45 mothers were guided on better health, hygiene and nutrition for their children.



### Centre for Special Education (CSE)

**In 2024-25 CSE was supported by Garden Reach Shipbuilders & Engineers Ltd, TM International Logistics Ltd, Vesuvius India Ltd, MK Hamied Foundation, Mangal Steel Enterprises Pvt Ltd, Linde India Ltd., National Indian Association of Women. The Manindra Nath and Aparna Ganguli Memorial Class was supported by Dipak Kumar Banerjee.**

The school provides a wide-ranging curriculum to meet the diverse educational needs of 148 beneficiaries along with physiotherapy, speech therapy, hydrotherapy, augmentative and alternative communication and advocacy training. Students participate in a range of programmes and varied co-curricular activities. During the year these included –

- Planting of saplings on Earth Day at Sushila Birla Girls' School
- IICP's inclusive Annual Concert at Rabindra Sadan
- The Himalayan Nature and Adventure Camp in North Bengal
- Musical performances at the Hope Concert and River Festival
- Participation in the Buddy Marathon
- A visit to the Kolkata Book Fair 2025



### Open School Unit (OSU)

**In 2024-25 the OSU was supported by the Azim Premji Philanthropic Initiatives and Soroptimist International, Calcutta.**

The Inclusive Open School enrolls adults from a wide spectrum of society for the Secondary course of the National Institute of Open Schooling (NIOS) and The West Bengal Council of Rabindra Open Schooling or State Open School (SOS). NIOS acknowledges IICP as a SAIED centre (Special Accredited Institutions for Education of Divyangs) meant for students with a Disability Certificate. Students attend Media lab, computer and advocacy classes. They participate in different events and attend celebration of festivals and special occasions.

- 33 candidates appeared for the Secondary Examination under The West Bengal Council of Rabindra Open Schooling in June and December 2024.
- 5 students attended online weekend classes for Physics and Mathematics (STEM Education) conducted by volunteer Utsav Gupta, student of Tanglin Trust School, Singapore.





## ADULT SERVICES

### Vocational Training Centre

In 2024-25 this service was supported by Azim Premji Philanthropic Initiatives

80 adults, both with disabilities and from low socio-economic families, receive skill-development training with an emphasis on employment and sustainable livelihoods. Modular courses in printing, catering and computer applications are offered along with advocacy and social skills. Efforts are made to find meaningful employment through participation in Rozgar Mela, a job fair organised by the State Government. Trainees attended interviews with agencies like Arambagh Foods, Sarthak Educational Trust, KFC and National Carrier Service.

- 42 students received training in block printing, spiral binding, making of paper bags and folders.
- 19 trainees completed modular courses in bakery, confectionery, snacks and beverages.
- Paper products, snacks and confectionery were sold at the German Consulate Christmas Bazar, Nobel Mission Carnival and Care-Nival 2.0.
- 87 pounds of Christmas cake were baked and sold on order.
- Orders for 765 paper bags were completed for She Kantha, CIMA Art Gallery and KA Women Entrepreneurs Association.
- 19 new students enrolled for basic and advanced courses in computer applications.
- 10 external learners of the Open School Unit attended Personal Contact Program (PCP) classes & mock tests for their computer exam.



## ADULT DAY CENTRE (ADC)

In 2024-25 this service was supported by Century Ply Boards India Ltd, Soroptimist International Kolkata, Puja Paul, Neelam and Madan Lal.

A leisure and learning centre that provides a range of activities including occupational skills for 67 adults with severe to profound disabilities and high support needs. A varied range of recreational activities and leisure skills are provided.

- Two adults participated in the Buddy Marathon organised for persons with special needs.
- Barsha Bhattacharya, attended “Breaking Barriers”, the special Book Fair for specially abled authors, at the Press Club.
- Putul Biswas, Rakshit Khare and Barsha Bhattacharya participated in a collaborative art workshop in collaboration with Inuiti Foundation, facilitated by the Stockholm University.
- Sudhangshu Das attended a 7 day Nature Camp organized by the Himalayan Nature Adventure Foundation in Kalimpong district.



## RESIDENTIAL SERVICES

In 2024-25 the service was supported by MK Hamied Foundation

IICP offers respite for parents and guardians to leave their wards in a secure environment in times of need. It is managed by a team of committed professionals and caregivers with utmost priority placed on safety, hygiene and personal choice. Adults with disabilities are given training in skills.

- 5 adults have been enrolled for Long Term Residential Service for lifelong care.
- 43 adults used the service for short stays.
- 42 adults attended the summer and winter holiday camps.





## INFORMATION TECHNOLOGY

### IN 2024-25 this service was supported by Azim Premji Philanthropic Initiatives

The department offers short vocational courses in basic and advanced computer applications for employability and empowerment. It provides technological support and solutions across all services for projects, programmes and training courses. Along with the modular courses, trainees attend Communicative English classes to enhance their language skills. The qualified and eligible trainees are assisted for placements and internships.

- 12 trainees are enrolled for Communicative English class
- 7 trainees successfully completed the course on Computer Basics and Office Assistance



### ROSHNI, National Resource Centre for Augmentative and Alternative Communication (AAC)

'Roshni', provides customized services and training to AAC users, families and professionals working in the field. This includes development and demonstration of lo-tech and hi-tech resources and methods. **Building Bridges** is an initiative that supports students in mainstream schools with complex communication needs. It coordinates the activities of the **Media Lab**, a creative space for adults using AAC to discuss and debate on topics of relevance through text, art, music, films, imagery and design. Deep Dolui, Aniket Mukherjee and Mumpy Singh attended an online art workshop, a part of a research project in collaboration with Inuiti Foundation and Stockholm University.

The **Writer's Workshop** sessions enhance language competencies for students using AAC.

- The Pen Pals program fostered bonds of friendship between 7 students of the academic unit of CSE and South Point School.
- Members of the Media Lab, especially Mukul Vyas, discovered new skills of graphic design using Canva software.





## GENERIC SERVICES

### Social Services

Trained social work professionals provide support to children and adults with disabilities across all departments. The team conduct counselling sessions, provide support to families in times of crises, supervise placements and internships and provide orientation to visitors. They support the panel of doctors who give advice to parents and maintain contact with individual sponsors.

- 26 home visits were conducted for family counselling and crisis intervention
- 47 families received anti epilepsy medicines, free of cost
- 44 beneficiaries were provided with special aids and appliances
- 41 beneficiaries were assisted to procure their Disability certificates



### Therapy

Physiotherapists and occupational therapists work on the physical and functional abilities of children and adults with an emphasis on posture and seating. The department coordinates hydrotherapy, an integral aspect of therapeutic management and afternoon clinics for sensory integration. Therapists conduct training at all levels and supervise interns. Sessions in the hydrotherapy pool improve muscle strength and range of motion for beneficiaries.

- 30 wheelchairs were purchased with donations from **Nicco Engineering Services Ltd, Parcon India Pvt Ltd and Talbros Automotive Components Ltd.**
- 10 wheelchairs were donated by a member of **Soroptimist International, Calcutta.**
- 338 students from all departments attended hydrotherapy sessions supervised by trained therapists.
- 109 persons with disabilities received intervention at community projects in Basanti and Noorpur.
- 13 beneficiaries received special furniture, gaiters and AFO's.



## **ANKUR ADVOCACY GROUP (AAG)**

The mission of the Ankur Advocacy Group is to change public perceptions about persons with disabilities through awareness programs and right based campaigns in mainstream schools, colleges and street corners. It focuses on discussing transformative solutions for an accessible and inclusive society.

- Smt Aditi Chaudhary, IAS, State Commissioner for Persons with Disabilities visited IICP.
- Meetings were held with Election Commission officials and the State Commissioner for Persons with Disability to facilitate access to the electoral booths.
- Awareness programs in collaboration with the Kolkata Police and Kolkata Municipal Corporation were held in 7 municipal wards.
- Sudipendu Dutta, was nominated as the PwD Voter Icon by the District Election Office, Kolkata (South).
- Sensitization and orientation programmes were conducted through the year for students from hospitals, nursing colleges and educational institutions.



## **COMMUNITY BASED SERVICES**

**In 2024-25 these services were supported by Dipak Kumar Banerjee and Talbros Automotive Components**

Outreach services for persons with disabilities and training for capacity building is carried out in rural areas and urban slums in partnership with local organisations. A rural project in the Basanti block ( Sundarbans) covers 13 villages. Services comprise assessments, intervention through home visits by field workers, resource centre based services and referrals. IICP professionals conducted a training programme for 4 community health and field workers of Rangabelia Mahila Industrial Co-operative Society, Gosaba

- 85 children and 63 adults were assessed by IICP professionals at the resource centre in Basanti
- Enrolment of Unique Disability ID (UDID) cards was completed for 95 individuals; 35 have already received their card
- 12 persons with disability now receive a monthly pension under the Manabik Pension Scheme





## COMMUNICATION AND FUND RAISING

It has always been a priority to acknowledge with gratitude all those who support the organisation that enable us to translate many dreams into reality. IICP's services, training programs and projects are supported by donors, sponsors, individuals, corporates and organizations. We thank them all for their caring and committed support.

The 50 year Friendship Wall in our auditorium, acknowledges in grateful appreciation the contributions made during the milestone year, including all those who supported the Hope Concert, a fund raising initiative with mesmerizing music by Babul Supriyo, and Soumitra Ray of 'Bhoomi'.

We remain indebted to **Ananda Publishers and the ABP Group** who have generously been the media partner for the Hope Concert and printed the 50th year commemorative book '**Over the Rainbow**'. They have, for many years, unstintingly supported the publication of IICP's Annual Report and Deepshikha, its annual magazine.

Efforts to raise funds through the sale of greeting cards and products made by IICP continued all year round.

The 14th Hope Cup golf tournament was held on 24-25 January 2025 in collaboration with the Tollygunge Club. We extend sincere thanks to the President PS Burman, Committee Members, the Golf Committee and golfers, the CEO and Managing Member Brig Ganapathy, Chairman of the Hope Cup Organising Committee, Viren Sinha, Members and the 'Tolly Club' team for their wonderful support. The Eastern Army Commander Lt Gen R C Tiwari was the Chief Guest and presented the trophy to the winning team.



## ADMINISTRATION AND ACCOUNTS



The department provided support for all the medical camps, visits and special events held during the 50th year and ensured these were conducted in a seamless manner. Renewals of relevant licences and maintenance contracts were done along with safety audits of all vehicles. A refresher training in fire fighting was conducted for staff of IICP by the Fire Service Station, Behala. The total solar units produced from April 2024 to March 2025 were 28,365 of which units utilized by CESC were valued at Rs 47895/-. This was effective in cutting costs.



## Success Stories



Two year old **Angshuman Acharya** came to IICP a year ago. Diagnosed with hydrocephalus, he was unable to sit, showed little interest in his surroundings and cried most of the time. Initially, it was a struggle during sessions of physiotherapy and sensory integration but gradually he began to cooperate, respond to his name, and engage in activities. He now recognizes familiar faces, enjoys action rhymes and eagerly reaches for the xylophone. His mother now feeds him seated in a chair, follows structured routines at home and is happy with his steady progress.

11 year old **Piu Halder**, a bright and friendly girl with cerebral palsy is a wheelchair user. She was first brought by her grandmother to the Family Services in 2019. Piu made good progress and is currently a student in Junior Academics II. Concessions in fees, special furniture for supported seating at home and anti-epilepsy medicine free of cost enabled Piu's family to continue with her education.

A responsible and diligent student, Piu also takes enthusiastic part in all cultural programmes and co-curricular activities. She excels at elocution, art and wheelchair dancing. Spending a week at the Himalayan Nature and Adventure camp last December was a high point for her.



**Debangshu Ray**, diagnosed with cerebral palsy is a student of Junior Academy II. He has excellent comprehension and communication skills. He uses the Spell Board to answer questions from theme based topics. He demonstrates remarkable adaptability in using a switch to operate the computer for writing. He has put considerable effort in preparing for his OBE-Level A examinations in all four subjects. Apart from academics, Debangshu enjoys music session and creative writing. He was nominated Student of the Year 2024, an award instituted by the Banerjee family.

When she first joined the school two years ago, eight year old **Aarohi Shaw** with right side hemiparesis had slurred speech. She spoke very little and her cognitive skills were limited to picture recognition. She attended speech therapy sessions which gradually made a great difference to her communication skills. With patience and encouragement from her teachers, Aarohi's interactions with her peers improved. She made good progress in numeracy and identification of English and Hindi alphabets. Regular physiotherapy improved her mobility and gradually she was able to walk unaided but under supervision. When her father was transferred out of Kolkata, Aarohi sat for a test and was admitted in Kendriya Vidyalaya, a mainstream school.





**Punam Bind** is a multifaceted young lady. Enrolled in class XII, under the National Institute of Open Schooling Board, she has successfully passed three of her subjects. Her eloquent Hindi oration is appreciated by the audience be it at stage events, street campaigns or awareness programs. At the Bengal Chamber of Commerce, she advocated for social acceptance and employment of persons with disabilities, in the corporate sector.

Punam participates in cultural programs with enthusiasm and was selected to attend a three week residency program in New Delhi for a collaborative project between Tanzbar Bremen Germany, Goethe Institute, Pickle Factory Dance Foundation and IICP. The performances in New Delhi and Kolkata highlighted accessibility and inclusivity within contemporary dance through innovative movement and expressions.

19-year-old **Deep Dolui** has cerebral palsy and uses a wheelchair. A mature, hardworking, young adult he is currently enrolled in the Open School unit to complete his class X under the NIOS Board. Deep has made every effort to achieve knowledge and skills. He has done well in academics and is keen to continue higher studies. A percussionist with the IICP music band, he has received acclaim for his performances in IICP and at cultural events held outside the institute. He is a good orator and has participated at advocacy awareness programs and stage performances. Deep has received awards for his skills in art. He exemplifies the phrase where there is a will, there is a way.



**Jui Sardar** is a mature, soft spoken young lady and a wheelchair user. Jui has successfully cleared the Secondary Examination through the NIOS Board. She has completed various modular courses in computer literacy. She excels in singing and has performed at various platforms. As the lead singer of IICP's band, she felt privileged to perform with singing icon Usha Uthup during IICP's 50th anniversary celebrations. A disability rights advocate, Jui is a member of the Ankur Advocacy Group and takes active part in awareness programmes. Despite various adversities, Jui strives for economic independence and manages to contribute to the family income. With her mother, she operates a roadside kiosk that sells packaged snacks and items of daily use. She was nominated Trainee of the Year 2024, an award instituted by the Banerjee family.

## INDEPENDENT AUDITOR'S REPORT

### B M CHATRATH & CO LLP

(FORMERLY B M CHATRATH & CO)

CHARTERED ACCOUNTANTS

LLPIN : AAJ-0682

REGD. OFFICE : CENTRE POINT, 4th FLOOR, Suite No. 440

21, HEMANTA BASU SARANI, KOLKATA - 700 001

TEL : 2248-4575/4667/6810/6798, 2210-1385, 2248-9934

E-mail : bmccal@bmchatrath.in

website : www.bmchatrath.com

#### To The Members

Indian Institute of Cerebral Palsy

#### Opinion

We have audited the financial statements of Indian Institute of Cerebral Palsy, which comprise the Balance Sheet as at March 31, 2025, and the Income and Expenditure Account, Receipt and Payment Account for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Institute as at March 31, 2025, and of its financial performance for the year then ended in accordance with the generally accepted Accounting Principles applicable in India.

#### Basis for Opinion

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

#### Responsibilities of Management and those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the aforesaid Accounting Policies and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of

accounting unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing the entity's financial reporting process.

#### Auditor's Responsibilities for the Audit of the Financial Statements

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

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

● Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

#### Report on Other Legal and Regulatory Requirements

We report that:

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

In our opinion proper books of account as required by law have been kept by the society so far as appears from our examination of those books except **any Fixed Asset Register showing value, quantitative details and situation of its Fixed Assets;**

The Balance Sheet, Statement of Income and Expenditure, Receipt and Payment Account for the year then ended, dealt with by this Report are in agreement with the books of account.

For **B M CHATRATH & CO LLP**

Chartered Accountants

(Firm Reg.no: 301011E/E300025)



(CA SANJAY SARKAR)

PARTNER

Membership No. 064305

UDIN: 25064305BMNYFF2950

Place: Kolkata

Date: 25.09.2025



**BALANCE SHEET AS AT 31.03.2025**

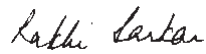
SOURCES OF FUNDS	NOTE	AS AT	AS AT
		31.03.2025	31.03.2024
		₹	₹
GENERAL FUND	1	7,55,33,851	6,52,18,220
SPECIFIC FUND	2	1,07,57,881	87,04,854
OTHER FUND (FIXED ASSETS)	3	1,31,43,237	1,44,89,974
SPONSORSHIP (CLASS) RECD. IN ADVANCE		12,46,667	7,00,000
<b>TOTAL :</b>		<b>10,06,81,637</b>	<b>8,91,13,047</b>


**APPLICATIONS OF FUNDS :-**


FIXED ASSETS	4 & 5	1,58,25,816	1,77,64,249
CURRENT ASSETS, LOANS & ADVANCES	6	8,87,48,011	7,56,87,821
(LESS): CURRENT LIABILITIES	7	(38,92,191)	(43,39,023)
<b>TOTAL :</b>		<b>10,06,81,637</b>	<b>8,91,13,047</b>

Notes on Accounts and Significant Accounting policies 8

NOTE 1 to 8 form an integral part of this Balance Sheet

  
Rakhi Sarkar  
Chairperson

  
Shoma Basu  
Hony. Secretary

  
Apratim Ray  
Hony. Treasurer

B M Chatrath & Co LLP  
CHARTERED ACCOUNTANTS  
Firm Registration No. 301011E/E300025



CA Sanjay Sarkar  
(Partner)  
Membership No - 064305  
UDIN: 25064305BMNYFF2950

Place: Kolkata  
Date: 25.09.2025

## INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2025

INCOME	NOTE	CURRENT YEAR 2025 ₹	PREVIOUS YEAR 2024 ₹
SPONSORSHIP (CLASS)		1,32,90,003	1,20,76,133
DONATIONS		2,00,34,421	1,20,16,490
FEES	9	56,19,747	42,52,418
GOVERNMENT/OTHER GRANTS	10	-	-
INTEREST/DIVIDEND	11	57,35,462	54,43,337
OTHER INCOME	12	6,32,370	5,36,157
INCOME FROM VARIOUS EVENTS	13	10,09,795	10,39,295
RECOVERY FROM PROJECTS FUNDS		1,00,04,502	19,84,346
<b>TOTAL : (A)</b>		<b>5,63,26,299</b>	<b>3,73,48,176</b>
<b>EXPENDITURE</b>			
STUDENT & OTHER DIRECT CHARGES	14	39,62,565	47,19,602
PAYMENT TO PERSONNEL	15	2,19,60,493	2,55,90,830
OPERATING & RUNNING EXPENSES	16	51,52,574	38,54,799
GENERAL & INCIDENTAL EXPENSES	17	31,34,862	29,29,440
EXPENSES FOR VARIOUS EVENTS	18	14,47,313	4,55,141
EXPENSES FOR FUND RAISING EVENT - HOPE CUP		5,39,145	5,72,274
DEPRECIATION		4,99,111	5,09,682
EXPENSES FROM PROJECTS		1,00,04,502	19,84,346
<b>TOTAL : (B)</b>		<b>4,67,00,564</b>	<b>4,06,16,114</b>
<b>EXCESS OF EXPENDITURE OVER INCOME TRANSFERRED TO GENERAL FUND (A-B)</b>		<b>96,25,735</b>	<b>(32,67,937)</b>

*Rakhi Sarkar*  
**Rakhi Sarkar**  
 Chairperson

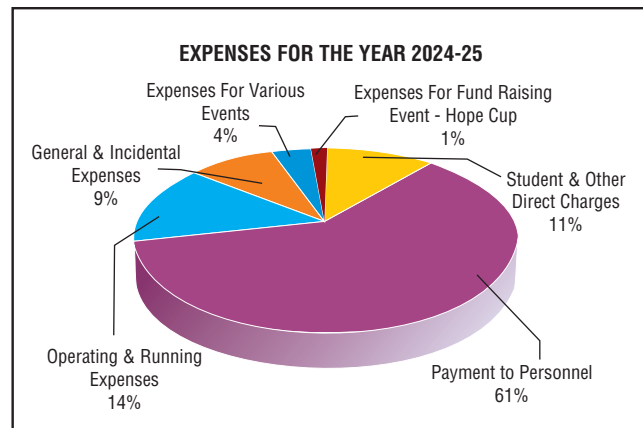
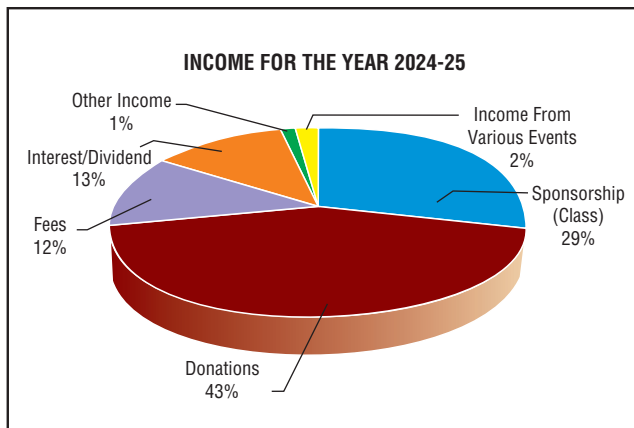
*Shoma Basu*  
**Shoma Basu**  
 Hony. Secretary

B M Chatrath & Co LLP  
 CHARTERED ACCOUNTANTS  
 Firm Registration No. 301011E/E300025

*Apratim Ray*  
**Apratim Ray**  
 Hony. Treasurer

*Sanjay Sarkar*  
**CA Sanjay Sarkar**  
 (Partner)  
 Membership No - 064305  
 UDIN: 25064305BMNYFF2950

Place: Kolkata  
 Date: 25.09.2025



**NOTE 1**

**ANNEXED TO AND FORMING PART OF THE BALANCE SHEET AS AT 31.03.2025**

GENERAL FUND :	AS AT 31.03.2025	AS AT 31.03.2024
	₹	₹
<b>CORPUS FUND:</b>		
PUNSHI NARAIN DEVI TRUST	5,00,000	5,00,000
BAJAJ FINSERV LTD.	45,00,000	45,00,000
H T PARKKH FOUNDATION FUND	25,00,000	25,00,000
THE BINA SAREEN 2014 LIVING TRUST	1,71,65,100	1,71,65,100
THE PINKI SEN MEMORIAL FUND	6,45,184	6,45,184
EILEEN CHAKRABORTY FUND	1,42,93,142	1,42,93,142
SISTER NIVEDITA FOUNDATION	4,73,120	4,73,120
VASUDEV NARAYAN SHARMA FUND	2,00,000	2,00,000
SAUMAVO SARKAR ENDOWMENT FUND	2,00,000	2,00,000
	4,04,76,546	4,04,76,546
<b>ADD</b>		
<b>OTHER FUNDS:</b>		
GENERAL FUND :	1,66,00,126	1,91,78,167
GENERAL FUND FCRA	88,31,444	88,31,444
ADD : SURPLUS / (DEFICIT) FOR THE YEAR	96,25,735	(32.67,937)
<b>TOTAL :</b>	7,55,33,851	6,52,18,220

**NOTE 2**

**ANNEXED TO AND FORMING PART OF THE BALANCE SHEET AS AT 31.03.2025**

SPECIFIC FUND PROJECT NAME	2024-25						2023-24					
	OPENING BALANCE	REFUND / ADJUSTMENT	RECEIVED DURING THE YEAR	INTEREST RECEIVED	UTILISED/ADJUSTED DURING THE YEAR	CLOSING BALANCE	OPENING BALANCE	ADJUSTMENTS	RECEIVED DURING THE YEAR	INTEREST RECEIVED	UTILISED DURING THE YEAR	CLOSING BALANCE
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
STUDENT WELFARE FUND	6,514,124	-	193,300	-	51,174	6,656,250	6,390,815	-	278,700	-	155,391	6,514,124
SNAC SCHEME- NATIONAL TRUST Welfare of persons with Autism, Cerebral Palsy, Mental Retardation & Multiple Disabilities	283,780	-	-	-	-	283,780	283,780	-	-	-	-	283,780
NATIONAL TRUST - Disha Project	7,299	-	-	-	-	7,299	7,299	-	-	-	-	7,299
E-JUNCTION - English Bolo Project	(303,236)	-	-	-	-	(303,236)	(252,455)	-	-	-	50,781	(303,236)
PARCON INDIA (P) LTD - dding and upgrading aids and appliances for children and adults with severe physical disabilities	114,859	-	100,000	-	96,897	117,962	114,859	-	-	-	-	114,859
PROJECT FUND SMART CLASS -KIRAN VYAPAR LTD Seed Capital Project - Anuj Pradhan	21,088	-	-	-	-	21,088	21,088	-	-	-	-	21,088
NICCO PARK RESORT - MEDICAL CAMP	16,025	-	-	-	-	16,025	7,719	8,306	-	-	-	16,025
NICCO PARK RESORT - MEDICAL CAMP	230,647	-	-	-	-	230,647	230,647	-	-	-	-	230,647
LEBONG INVESTMENT PVT.LTD.	300,000	-	-	-	-	300,000	300,000	-	-	-	-	300,000
PROJECT (TATA SOCIAL WELFARE TRUST) Living & Learning in Facilitative Environments LIFE.	52,469	-	-	-	-	52,469	52,469	-	-	-	-	52,469
PROJECT (I.F.B.) - Community Development for Better Living	(302,639)	-	100,000	-	100,000	(302,639)	(302,639)	-	-	-	-	(302,639)
PROJECT TATA EDUCATION DEVELOPMENT TRUST (Earlier known as JAMSHEDJI TATA TRUST)	350,444	-	-	-	-	350,444	309,511	40,933	-	-	-	350,444
DONATION (UJUNU) - Playschool Project	-	-	150,000	-	170,652	(20,652)	26,733	-	-	-	26,733	-
DONATION (WHEELCHAIR)	100,282	-	-	-	-	100,282	100,282	-	-	-	-	100,282
PROJECT (ABP) - Printing of Deepsikha and Annual Report	314,583	-	-	-	-	314,583	114,397	400,000	-	-	199,814	314,583
INDIA SME ASSET RECONSTRUCTION COMPANY - For assisting and upgrading of Vocational Training Centre	1,675	-	-	-	-	1,675	1,675	-	-	-	-	1,675
PROJECT - CENTURY PLYBOARD (FSD)	-	-	-	-	-	-	382,587	-	-	-	382,587	-
PROJECT - STATE URBAN DEVELOPMENT AGENCY - Skill Development for Sustainable Income Generation	149,985	-	-	-	-	149,985	149,985	-	-	-	-	149,985
GRSE - Extended Support	-	-	-	-	-	-	-	-	-	-	-	-
RUPA & CO - WHEELS FOR LEARNING	444	-	-	-	-	444	444	-	-	-	-	444
Project - OUTOTEC	78,933	-	-	-	-	78,933	78,933	-	-	-	-	78,933
PROJECT - CENTURY PLY (ADC)	-	-	1,500,000	-	1,500,000	-	-	-	-	-	-	-
PROJECT - CENTURY PLY (FSD)	-	-	880,616	-	880,477	139	-	-	-	-	-	-



**NOTE 2**

**ANNEXED TO AND FORMING PART OF THE BALANCE SHEET AS AT 31.03.2025**

SPECIFIC FUND PROJECT NAME	2024-25						2023-24					
	OPENING BALANCE	REFUND / ADJUSTMENT	RECEIVED DURING THE YEAR	INTEREST RECEIVED	UTILISED/ADJUSTED DURING THE YEAR	CLOSING BALANCE	OPENING BALANCE	ADJUSTMENTS	RECEIVED DURING THE YEAR	INTEREST RECEIVED	UTILISED DURING THE YEAR	CLOSING BALANCE
PROJECT SEED CAPITAL - DKB	66,913					66,913	43,789	-	68,124	-	45,000	66,913
TSPDL - Project Fund	-					-	339,843	(339,843)	-	-	-	-
Project - Govt. of Meghalaya	52,675		6,450			59,125	-	-	52,675	-	-	52,675
GOODRICKE GROUP LTD.	610,691					610,691	610,691	-	-	-	-	610,691
H T PAREKH FOUNDATION PROJECT FUND	6,300					6,300	6,300	-	-	-	-	6,300
Care Staff for PWD and Senior Citizen Course	39,201		158,652			197,853	39,201	-	-	-	-	39,201
ICC CALCUTTA FOUNDATION- SOLAR PANEL PROJECT	-		-			-	550,000	(550,000)	-	-	-	-
JSW FOUNDATION FUND	80,711					80,711	138,189	-	-	-	-	138,189
TALBROS AUTOMOTIVE COMPONENTS LTD	-		250,000		249,556	444	-	-	-	-	-	-
EXPERISE - IT Project	419,285		-			419,285	419,285	-	-	-	-	419,285
NICCO PARK PROJECT - Support Medical Intervention	-		500,000		174,463	325,537	-	-	200,000	-	200,000	-
NICCO ENGINEERING SERVICES LTD. - Medicine	-		500,000		503,719	(3,719)	(33,438)	-	400,000	-	366,562	-
Dipa Mukherjee (Aircondation)	17,000					17,000	-	-	17,000	-	-	17,000
SOROPTIMIST INTERNATIONAL,CALCUTTA	-		96,000		22,598	73,402	-	-	-	-	-	-
TEXMACO RAIL AND ENGINEERING LTD	-		200,000		199,029	971	-	-	-	-	-	-
KALPATARU TRUST	(300,932)	300,932	-		-	-	(300,932)	-	-	-	-	(300,932)
Jana Vikash Samity (JVS) - Baranasi	509,502		391,578		544,848	356,232	-	-	509,502	-	57,478	452,024
Project JUGNU (TM International)	-					-	-	-	500,000	-	500,000	-
Project - AZIM PREMJI FOUNDATION	-		6,730,000		5,511,089	1,218,911	-	-	-	-	-	-
<b>Total : (A)</b>	<b>9,432,107</b>	<b>300,932</b>	<b>11,756,596</b>	<b>-</b>	<b>10,004,502</b>	<b>11,485,133</b>	<b>9,831,056</b>	<b>(889,843)</b>	<b>2,475,240</b>	<b>-</b>	<b>1,984,346</b>	<b>9,432,107</b>

SPECIFIC FUND PROJECT NAME (FCRA)	OPENING BALANCE	REFUND / ADJUSTMENT	RECEIVED DURING THE YEAR	INTEREST RECEIVED	UTILISED/ADJUSTED DURING THE YEAR	CLOSING BALANCE	OPENING BALANCE	REFUND / ADJUSTMENT	RECEIVED DURING THE YEAR	INTEREST RECEIVED	UTILISED/ADJUSTED DURING THE YEAR	CLOSING BALANCE
	PROJECT(HEALTHY WORLD) Partnership Programme for Developing a Core Group of Trainers to work in the Disability and Development Sector in Select Rural Areas of West Bengal	16,406					16,406	16,406	-	-	-	-
LILIANE FOUNDATION	-					-	-	-	-	-	-	-
PROJECT - YOORALLA Training , research & development in Software development.	108,201					108,201	108,201	-	-	-	-	108,201
SPECIFIC FUND PROJECT NAME	2024-25						2023-24					
	OPENING BALANCE	REFUND / ADJUSTMENT	RECEIVED DURING THE YEAR	INTEREST RECEIVED	UTILISED/ADJUSTED DURING THE YEAR	CLOSING BALANCE	OPENING BALANCE	ADJUSTMENTS	RECEIVED DURING THE YEAR	INTEREST RECEIVED	UTILISED DURING THE YEAR	CLOSING BALANCE
BIG HUG FOUNDATION - Early Intervention Clinic Project	(1,806,110)					(1,806,110)	(1,806,110)	-	-	-	-	(1,806,110)
BIG HUG FOUNDATION-Jugnu Playschool Project	(288,714)					(288,714)	(288,714)	-	-	-	-	(288,714)
DONATION (JUGNU)	35,770					35,770	35,770	-	-	-	-	35,770
MIBLOU (SANGAM) Community development for mainstreaming of disability	15,707					15,707	15,707	-	-	-	-	15,707
CHILDRENS HOPE INDIA - EARLY INTERVENTION CLINIC PROJECT	-					-	-	-	-	-	-	-
LEAP CP PROJECT - QUEENSLAND UNIVERSITY	127,882					127,882	127,882	-	-	-	-	127,882
STUDENT WELFARE FUND (FCRA)	1,063,606					1,063,606	984,538	-	79,068	-	-	1,063,606
<b>Total : (B)</b>	<b>(727,252)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(727,252)</b>	<b>(806,320)</b>	<b>-</b>	<b>79,068</b>	<b>-</b>	<b>-</b>	<b>(727,252)</b>
<b>GRAND TOTAL : (A) + (B)</b>	<b>8,704,855</b>	<b>300,932</b>	<b>11,756,596</b>	<b>-</b>	<b>10,004,502</b>	<b>10,757,881</b>	<b>9,024,737</b>	<b>(889,843)</b>	<b>2,554,308</b>	<b>-</b>	<b>1,984,346</b>	<b>8,704,855</b>





**NOTE 8 ANNEXED TO AND FORMING PART OF THE BALANCE SHEET AS AT 31.3.2025**

**SIGNIFICANT ACCOUNTING POLICY AND NOTES ON ACCOUNTS**

**A. SIGNIFICANT ACCOUNTING POLICIES**

1. The fixed assets are valued at historical costs.
2. The Depreciation on fixed assets are provided on the written down value method at rates as prescribed by the income Tax Act, 1961.
3. Stock of Greeting Cards & Merchandise Items are valued at cost.
4. Income from Tea, Catering & Printing Unit netted off in Income & Expenditure Account.
5. Income Recognition:
  - (i) Donations towards Class Sponsorships are treated on accrual basis. All other donations and grants are recognised when received;
  - (ii) Interest on fixed deposits is recognised on accrual basis with reference to the interest certificates provided by banks and Form 26AS of the Income Tax Rules, and
  - (iii) All other items of income are recognised on cash basis.
6. Employees' Benefit:
  - (i) Employees Gratuity Fund maintained with Life Insurance Corporation of India.
  - (ii) Employees Provident Fund maintained with the Commissioner of Provident Fund.
  - (iii) Employees E.S.I.C. benefit is maintained with the Directorate of E.S.I.C.
7. Donations are recognised in the Corpus Fund only where the donor has communicated in writing that it is making the donation towards the corpus. All other donations are treated as revenue donations.
8. Stock of Tea is valued at cost or net realisable value, whichever is lower

**B. NOTES ON ACCOUNTS:**

1. The break-up of expenses of various projects are as under:

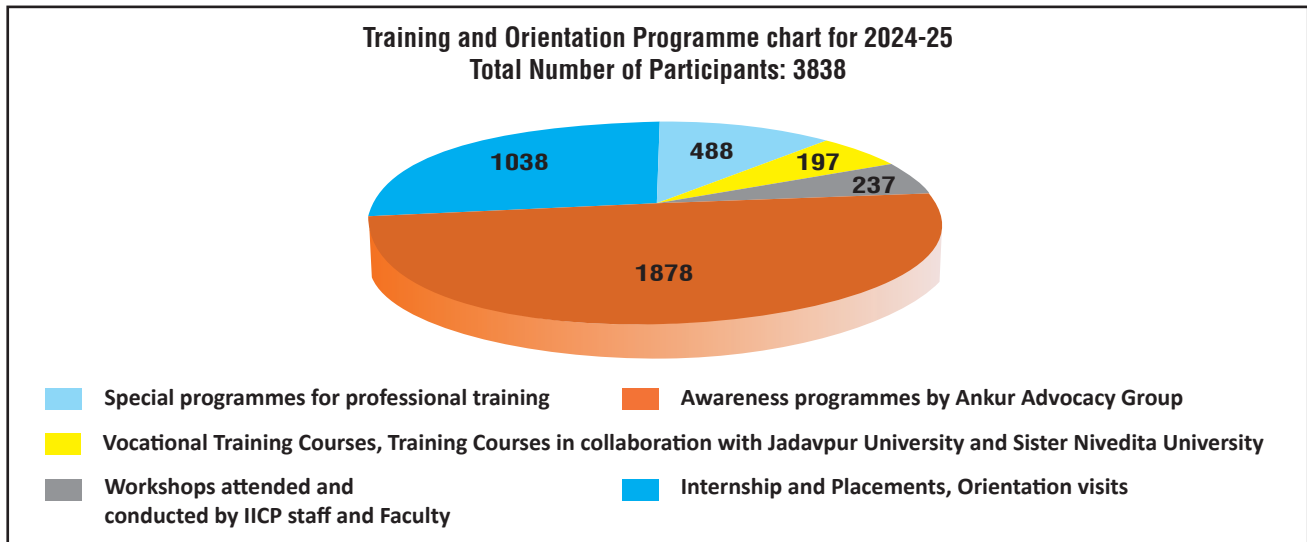
(A) IICP Overhead & other expenses :	2024-25		2023-24	
	₹	₹	₹	₹
a. Personnel Cost	60,45,141		6,83,838	
b. Student & other direct charges	10,26,684		1,17,240	
c. Operating & Running Expenses	9,01,038		6,02,570	
d. General & Incidental Expenses	20,31,639		14,136	
e. Expenses for various events	-	1,00,04,502	5,66,562	19,84,346
(B) Direct Project Programme Cost		-		-
(C) Project CAPEX expenses		-		-
<b>Total</b>		<b>1,00,04,502</b>		<b>19,84,346</b>

2. Previous years figures have been re-arranged and re-grouped wherever deemed necessary to make it comparable with the current years figures and to give a better presentation of accounts.
3. Paise are rounded off to nearest rupee.
4. Auditor's Remuneration:  
The auditor's remuneration for the year ended 31.03.2025 are as follows:
 

	Amount (Rs.)
Statutory Audit Fees paid to B M Chatrath & Co	53,100
Total	<u>53,100</u>
5. The organisation had applied to the appropriate Authority for renewal of FCRA registration within the due date and before the expiry of the same. However, we received a communication from them stating that our application for renewal has been denied. We have been advised to submit an application for fresh registration. The process has been completed and we are awaiting their decision.
6. Lease agreement of the land occupied by the organisation with Kolkata Port Trust expired on 15th February 2016. However, Lease Rentals have been paid till date which has been accepted by Kolkata Port Trust. Since there has been no letter of demand for increased Rentals, the arrears if any cannot be quantified.
7. Reconciliation of the Physical Verification of Fixed Assets with Books of Accounts is in progress.

## HUMAN RESOURCE DEVELOPMENT PROGRAMMES: 2024-2025

IICP has conducted training for the disability sector since 1981. A multi-disciplinary faculty conducts certificate and degree courses in collaboration with Jadavpur University, Sister Nivedita University and Rehabilitation Council of India for professionals, students, caregivers and community workers. Internships and voluntary placements are offered. Staff development programmes by key resource persons continue.



### Training Courses in collaboration with Jadavpur University

Session	Course	Duration	Course Coordinator	Number of Trainees
2023-25	B.Ed Special Education(Multiple Disabilities)	2 years	Susrita Pradhan	17
2024-26	B.Ed Special Education(Multiple Disabilities)	2 years	Susrita Pradhan	10

### Training Courses in collaboration with Sister Nivedita University

Month	Course	Duration	Course Coordinator	Number of Trainees
July'24	Caregivers for Persons with Disabilities	240 hours	Saurabh Bhattacharyya	12

### Training Course Certified by IICP

Month	Course	Duration	Course Coordinator	Number of Trainees
December'24	Care Staff for Persons with Disabilities and Senior Citizens	240 hours	Dipak Mitra	31

### Internship and Training Placements

Month	Organization	Target group	Duration	Participants
July'24	St. Thomas College of Engineering and Technology, Kolkata	Student	2 months	1
September'24	Rabindra Bharati University	Student	3 months	1
January'25	Vidyasagar Smriti College	Student	15-days	6
February'25	Indian Institute of Cerebral Palsy	B.Ed. Spl Ed students	2 months	5



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

Month	Workshop Title	Participants
April'24	Training of Trainers( TOT) programme on Augmentative and Alternative Communication by Dr. Sudha Kaul	9
May'24	Training of Trainers ( ToT) programme on Literacy by Dr Reena Sen	8
June'24	Prevention of Sexual Harassment at the Work place by Teesta Lahiri	50
July & August 24	Augmentative and Alternative Communication by Rakhi Mondal, Kalyan Das and Mamata Deb	35
August'24	Empowering Dreams through Insurance by Renu Saharia and Eklavya team	20
September'24	Home based Rehabilitation by Dipa Banerjee	63
November'24	'Transformative Learning': International workshop on Inclusive Learning Environments by IICP in collaboration with Stockholm University	70
December'24	Oral Health Management by Dr. Sabnam Zahir	43
December'24	Capacity Building by National Institute of Social Defence (NISD)	30
December '24	Local Fund Raising by Purba Bose, Sanchar	27
January 2025	Awareness and registration by National Career Service Centre for Differently Abled	84
February'25	Management of Stress by Dr Jai Ranjan Ram and team, Mental Health Foundation	40

### Awareness Programmes on Accessibility and Disability in Kolkata by Ankur Advocacy Group (AAG)

Month	Venue	Target group	Conducted by	Participants
April'24	Election Commissioners Office	Officials of District Election Office Kol South	Saswati Acharya Mahanti	19
April'24	Survey Building, Alipore	Representatives from Disability Commissioner's office and NGOs	Saswati Acharya Mahanti, Sudipendu Dutta	25
June'24	Khanna Girls High School	Students, staff, Counsellors of Wards 80 and 128	Saswati Acharya Mahanti , Sudipendu Dutta, Shreya De	100
August'24	Shree Sambhu Sadan School.	Teachers, Students	Sudipendu Dutta, B.Ed students	120
August'24	Taratola Crossing	General Public	Saswati Acharya Mahanti, Sudipendu Dutta	50
September'24	Loreto College	Teachers, Students (Dept. of Education)	Sudipendu Dutta Lia Debnath, Joydeb Poddar, Krishna Kar Das	60
September'24	Loreto College	Teachers, Students (Dept. of Education)	Saswati Acharya Mahanti, Moushumi Halder, Ashok Kumar, Madhumita Dasgupta	60
December'24	Simpark Mall, New Market	Public	Saswati Acharya Mahanti, Sudipendu Dutta, Trainees	150
December'24	Vivekananda College, Thakurpukur	Teachers, Students	Saswati Acharya Mahanti, Mausumi Halder, Pragati Mitra, Biswajit Majhi	21
December'24	Mobile Campaign in North and South Kolkata	General Public, Disability Activist Forum (DAF) Members	Rahul Singh, Saurabh Bhattacharyya	70
January'25	Kishore Bharati Bhagini Nivedita College	Students, General Public	Sudipendu Dutta, Saswati Acharya Mahanti, Trainees	600
January'25	Press Club Kolkata	Reporters, Public	Saswati Acharya Mahanti, Shradha Khator, Barsha Bhattacharya, Punam Bind	150
January'25	District Election Office, Kolkata South	Reporters, Public	Sudipendu Dutta	100
January'25	National Library Auditorium	Invited guests	Saswati Acharya Mahanti	200
January'25	Behala Balika Vidyapith . Parnashree	Teachers, Students	Saswati Acharya Mahanti Sudipendu Dutta, Anupam Sarkar, students & volunteers	75
January'25	Gate No 4, CPT Colony, Taratala	General Public	Sudipendu Dutta, Anupam Sarkar, Punam Bind, Md Aryan, Sarbilok, Trainees	50
February'25	Shree Kishore Vidyapith, Port Area	Teacher and Students	Sudipendu Dutta, Saswati Acharya Mahanti, Sayanti Ray, Tulka Adak, Deep Dolui, Anupam Sarkar	75
March'25	Netaji Subhas Administrative Training Institute, Kolkata	Group IV staff and Admin Officers	Sudipendu Dutta, Pragati Mitra	50

### Workshops / Webinars conducted by IICP Faculty

Month	Topic	Participants
June'24	Coping strategies for stress management by Suchetana Mukherjee for staff of IICP	30
June'24	Vision-Mission by Swati Chakraborty for staff of IICP	20
August'24	Mealtime Management by Indranil Ghosh for staff of IICP	50
August'24	Training for community workers at Basanti by Pankaj Sarkar and team	20
August'24	Training on E-requisition software by Pritam Das for staff of IICP	4
October'24	AAC & AT for Persons with Cerebral Palsy' for National Trust by Swati Chakraborty	40
March'25	Writer's Workshop by Madhumita Dasgupta for staff of IICP	25
March'25	Autism Spectrum Disorder by Madhumita Dasgupta for staff of IICP	25
	Basic Intervention of Cortical Visual Impairment by Madhumita Dasgupta for staff of IICP	23

### Vocational Training for Persons with Disabilities and Disadvantages

Month	Topic	Duration	Conducted by	Participant
April'24	Introduction to Computers with MS Word and Office Assistance	4 months	Sandip Halder, Sudipendu Dutta, Anshu Chowdhury	7
April'24	Basic Computer Literacy	3 months	Kalyan Das	12
April'24	Leisure skills in computer course	2 days per week	Sudipendu Dutta	3
October'24	Using the Internet	2 months	Sandip Halder, Sumona Shome	4
October'24	Using MS Excel	4 months	Sudipendu Dutta	5
April '24	Bakery and Confectionery	6 months	Ruma Chaddha, Ashraf Ali, and Susmita Guha Roy	19
April'24	Spiral Binding	3 months	Biswajit Majhi, Panchu Mondal, Akash Mallick,	14
July'24	Making Paper Folder	3 months	Panchu Mondal, Akash Mallick, Biswajit Majhi,	14
August'24	Block Printing	12 months	Akash Mallick, Biswajit Majhi, Panchu Mondal	20
October'24	Making Paper Bags and envelopes	4 months	Biswajit Majhi, Panchu Mondal, Akash Mallick,	12
December'24	Snacks and Beverage	6 months	Ruma Chaddha, Ashraf Ali, Kamini Gupta Susmita Guha Roy	19



*Trainees of Carestaff for Person's with Disabilities and Senior Citizens*

**Orientation Visits 2024-2025**  
**Institutions: 20; Total no of Visitors: 1025**

- |                                                  |                                                       |                                                         |
|--------------------------------------------------|-------------------------------------------------------|---------------------------------------------------------|
| 1. Loreto College                                | 8. SSKM Hospital                                      | 15. Alokendu Bodh Niketan                               |
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Mamata Dev, *Special Educator*  
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Krishna Kar Das, Deputy Head, Social Services  
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Dr Mary Anthony Acharya *MBBS, DCH, DNB (Paed) PGD Dev Neurology*  
Dr Jayanti Bose *MBBS, MRCPCH, CCT (Paed)*  
Dr Vinay Hamirwasia *MBBS, MD (Paed)*  
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Mitali Bose  
Sumita Roy  
Reena Sen

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1 April 2024 – 31 March 2025

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#### Deputy Director - ICT

Swati Chakraborty MA PG, DCA

#### Deputy Director, HRD (Training)

Susrita Pradhan MA (Psych), PG Dip Spl Ed,  
PG Dip in Psych Counselling

#### Chief Financial Officer

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#### Administrative Officer

Santanu Subir Dutta MCom

#### Chief Communications Officer

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Rajni Ganeriwala BCom, Dip Spl Ed

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##### Coordinator

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Dip Child Ed

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Psych Counselling, DEd Spl Ed (ID)  
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Pinky Bhattacharjee BA

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Poulami Dey MA (History), MA BEd

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Dipak Mitra MSW

##### Deputy Head, Residential Services

Avijit Baral BA, MSW, PG Dip Gerontology and  
Age Management, Certified Diabetes Educator

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#### Deputy Head, HRD

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Bhagawati Roy  
Shila Sardar

#### Carpenter

Amir Malik

**We thank the following members of staff, who resigned from their posts during 2024-2025 for their contribution to IICP:**

Pinky Bhattacharjee  
Kalyan Das  
Madhumita Dasgupta  
Ayetri Dutta  
Sumana Ghosh  
Dibyendu Ghosh  
Kamini Gupta  
Rakhi Mandal  
Panchu Mondal  
Sudakshina Mukherjee  
Adity Paul

**The following members of staff, retired from their posts during 2024-2025. We acknowledge with immense gratitude their contribution to IICP and thank them for long years of dedicated service:**

Reeta Arora  
Anshu Chowdhury  
Swati Chakraborty  
Rajni Ganeriwal  
Indranil Ghosh  
Mausumi Halder  
Dipak Mitra  
Sumita Roy





## FACULTY 2024 - 2025

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Susrita Pradhan MA (Psych), PG Dip Spl Ed  
PG Dip Psych Counselling

#### Computer Training Modular Courses for Adults with Disabilities and Disadvantages

Sandip Halder BCom, Dip DTP

#### Caregivers for Persons with Disabilities Course

Saurav Bhattacharyya MSW

#### Caregivers for Persons with Disability and Senior Citizens

Dipak Mitra MSW

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Avijit Baral BA, MSW, PG Dip Gerontology and Age Management

Amit Kumar Basak MA, BEd Spl Ed

Saurabh Bhattacharyya MSW

Swati Chakraborty MA, PG DCA

Sibshankar Chakraborti MA, Dip CBR, BEd Spl Ed

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Kaushik Hafizee BA (Hons)

Krishna Kar Das BSc, MSW, Dip (Diet Management)

Madhumita Dasgupta MA, BEd, BEd Spl Ed

Madhurima Dasgupta BSc (Hons) BEd Spl Ed  
Dip Child Ed

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Rajni Ganeriwala BCom, Dip Spl Ed

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Suchetana Mukherjee BSc (Hons) BEd Spl Ed

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Barsha Bhattacharyya

Putul Biswas

Shraddha Khator

#### Nurse

Usha Massey Certificate in General Nursing,  
Obstetrics and Midwifery

#### Librarian and Training Assistant

Jhilik Das, BCom (Hons),  
MLIS (DL), Dip in Fine Arts,

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Sudha Kaul PhD

Reena Sen BEd, PhD

#### Education

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Special Education

Biswajit Chakraborty MA, BEd. Spl Ed (HI)

Neela Ghosh BSc, BEd, MEd

Ratnabali Ghosh MA, BEd

Sanjay Das BSc in Perfusion Technology,  
MBA (HR & IT)

Arijit Ghosh BSW (Hons) MSW

Suman Sarawagi, BA (Hons),  
Certificate Dance Movement Therapy

Chandak Majumdar MFA

Nilanjana Maulik Triple Masters in Sociology  
and Anthropology, Management in  
Human Services and Dementia Studies  
BTech(Mech), MBA(HR), LLB(Pursuing)

Baishali Saha Sengupta MSc(Psych)

Subhendu Sarkar Master of Visual Art

Dr Madhurima Rudra BDS

#### Special Education

Indrani Basu, BA(Edu), DEd (ASD)

Ruma Chatterjee PhD (His), BEd Spl Ed

Aloka Guha MA, PG Dip Spl Ed

Kavneet Khullar, MA, MPhil, BEd, PG Dip Spl Ed

Madhuchhanda Kundu MA PhD

Manjulika Majumder BA (Hons), PG Dip Spl Ed

Krishna Roy PG Dip Spl Ed,  
Specialisation in ASD

#### Medical

Dr Mary Anthony Acharya MBBS, DCH,  
DNB (Paed) PGD Dev Neurology

Dr Jayanti Bose MBBS, MRCPCH, CCT (Paed)

Dr Andrew Curran MRCP

Dr J R Ram MBBS MRCP Psych (UK)  
MD (NIMHANS, Bangalore), CCST (UK)

#### Prosthetics and Orthotics

Ashok K Rath DP OE, BPO, MOPSI

#### First Aid and Nursing

Jaya Paul BSc Nursing,  
PG Dip Hospital Management,  
MBA Healthcare Management

#### Speech Therapy and Hearing Impairment

Babul Basu MSc  
(Audiology and Speech Therapy)

### COURSE COMMITTEE

#### Jadavpur University

Dean of Arts

Registrar

Finance Officer

Head, Education Department

Course Coordinator

#### Sister Nivedita University

Director, HR, Corporate Communication,  
Industry Connect & Vocational training

Faculty Member of SNU

Assistant Registrar

#### IICP

Sonali Nandi

Susrita Pradhan

### FIELD WORK AGENCIES

Akshar School, Kolkata

Autism Society of West Bengal

MENTAID

Pradip Centre for Autism

Voice of World

Breaking through Dyslexia

Behala Bodhyan

Alokdhara School for Children with Special  
Needs

Kolkata Society for Employment of the  
Differently Abled



# 50 YEAR FRIENDSHIP WALL-1974-2024





**GLIMPSES**



*HOPE Concert – Babul Supriyo with members of the band*



*JADOO – A music and dance performance choreographed by Priti Patel*



*Dr Anuradha Lohia Chief Guest, 50th Founders' Day*



*18th November 2024*



*Celebrating Anne Warrick*



*25 November, 2024 – 'Inclusive Learning Environments' workshop led by Dr Ameeta Mulla Wattal*



*'Over the Rainbow' edited by Anjum Katyal, was launched by Gopal Krishna Gandhi and Dr Rudrangshu Mukherjee*



## AFFILIATED ORGANISATIONS

### Andhra Pradesh

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### Assam

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### Shishu Sarothi

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### Jharkhand

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### Mizoram

### Spastic Society of Mizoram

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### Uttar Pradesh

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### West Bengal

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