



ANNUAL REPORT 2021-2022

ENFOLD PROACTIVE HEALTH TRUST

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NOTE FROM THE **FOUNDER**



The Enfold family continued to grow stronger in the year 2021-22 as the pandemic waxed and waned. We built on the lessons learnt in the previous year and worked with renewed energy.

Online programs became our cornerstone and we learnt how to make these interactive and effective. We could engage with stakeholders in remote parts of the country, and not just those in our vicinity or those who could afford to travel. Online platforms also opened the world to us!

In-person sessions began in the later part of the year and the magic of personal interaction was clear to see. Our facilitators and researchers across different teams - Prevention, Suvidha, Support and Rehabilitation, Restorative Practices and Research; and the administration and finance team members were eager to meet people in person. Children as well as adults were happy to be back together under one roof!

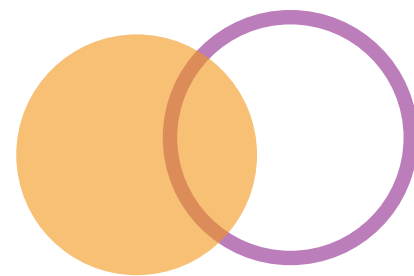
All five teams at Enfold worked diligently as old partnerships continued and new ones formed. Our funders and supporters journeyed with us as we navigated the challenges posed by the pandemic as well as the changes in policies pertaining to NGOs. On behalf of the entire Enfold team, I express my gratitude to UNICEF, Azim Premji Foundation, Ford Foundation, Shanmugaraj Family Charitable Trust, Hanns Seidel Foundation, Indegene, Sai Life Sciences, and individual donors for their continued support and guidance.

We look forward to further strengthening our systems, our facilitator and research base and training of our staff as we gear up to reach national and international audiences in the coming years.

DR. SANGEETA SAKKENA



ABOUT **ENFOLD**



VISION

Life of dignity and liberty for all children in a safe and inclusive environment.



MISSION

Building safe and inclusive communities for the healthy development and safety of an individual

Enfold Proactive Health Trust was founded in 2001, with a vision to ensure an environment of safety and dignity for all children, where each child can fully realise their rights. Our mission to build safe and inclusive communities has led us to adopt a multi-pronged 360° approach in empowering and educating children and adults. Since our inception, we have successfully worked towards imparting awareness and creating mechanisms to address sexuality and personal safety, gender-based violence, and sexual and domestic abuse. Enfold also undertakes rehabilitative and restorative work in the juvenile justice system, by providing psycho-social and medico-legal aid to victims under the POCSO Act, 2012, and also promoting the adoption of reformatory practices in social institutions, with a special focus on children in conflict with the law. We have been constructively collaborating with the State through policy and system strengthening, in order to ensure that the rights of children are respected, promoted and fulfilled.

ENFOLD'S **KEY STRENGTHS**

Curriculum Building

Formal training in child psychology & development

Scientific Knowledge & Clinical Experience

Life Skills

Research & Development

IMPACT SINCE INCEPTION

Since its inception, Enfold has grown in organisational size, mandate and reach. Our work seeks to engage with all relevant stakeholders interacting with children. This has included educational and child care institutions (CCIs), medical and judicial personnel, law enforcement officers, parents, teachers, counsellors, social workers, government officials, and the children themselves. This includes 2,526 adults reached under Enfold's Suvidha Project for persons with disability.

REACH IN 2021 - 2022 | **19,694**



CHILDREN/
YOUNG ADULTS

7149



PARENTS, TEACHERS,
SUPPORT STAFF &
CORPORATE STAFF

7022



COUNSELLORS/
SOCIAL WORKERS

1524



POLICE, DOCTORS,
JUDICIAL PERSONNEL

593



CCI/JJB/
GOVT OFFICIALS

566



SUVIDHA
PROJECT

380

OUR FOOTPRINT

Ahmedabad	Idukki	Noida
Aligarh	Imphal	Patiala
Baroda	Indore	Pondicherry
Balotra	Jabalpur	Pune
Bellary	Jaipur	Raichur
Bengaluru	Jammu	Raipur
Bhilai	Kolar	Ranchi
Bhopal	Kolkata	Ratlam
Chennapatna	Koppal	Salem
Chennai	Kundapura	Satna
Cochin	Ludhiana	Secunderabad
Coimbatore	Madanapalli	Shillong
Dehradun	Maheshwar	Sonipur
Dharwad	Mangalore	Srinanagar
Erode	Mattikere	Trichy
Ghaziabad	Meerut	Tumkur
Gurugram	Mumbai	Ujjain
Guwahati	Mysore	Veppancheri
Hassan	New Delhi	
Hyderabad		



2,14,515

CHILDREN



9064

SOCIAL WORKERS
& COUNSELLORS



6959

POLICE, DOCTORS,
JUDICIAL PERSONNEL



2526

ADULTS WITH
DISABILITY



1132

GOVERNMENT OFFICIALS,
JJB MEMBERS, STAFF OF
CHILD CARE INSTITUTIONS



1132

EDUCATION &
CHILD CARE
INSTITUTIONS



PROJECTS & INITIATIVES

PREVENTION TEAM

Enfold Trust has been spearheading gender equity, sexuality and personal safety education in schools and colleges since 2001. With over two decades of experience in this field, we ensure sensitive and respectful training of children on age-appropriate content. Anchored on a life-skill based approach, the rights and restorative practices programs are tailored to suit all age groups.

JOURNEY SO FAR● KEY HIGHLIGHTS 2021-2022

- ✓ We have trained 15 field staff from Protsahan to discuss sexuality and personal safety with the children and adolescents. They reach 72,000 children from underprivileged backgrounds through their programs.
- ✓ Our facilitators directly imparted sexuality and personal safety education to 430 children and 15 caretakers in CCIs with support from Azim Premji Foundation (APF). We have successfully reached 2804 children, 631 teachers/staff, 536 adults/parents from April 2021-March 2022.
- ✓ Our commitment to cater to the entire education sector also led us to undertake training for 42 teachers of graduate and postgraduate courses across six streams from seven institutions. With the support of the Ford Foundation, the sessions were conducted from 2020 onwards, with the agenda - 'Gender Equity, Sexuality and Personal Safety Education'. The program reached over 300 students across 6 disciplines from the following institutes over the last 3 years:- Christ University (Bangalore), Martin Luther Christian University (Shillong), Spastics Society of Karnataka (Bangalore), public health institutes and nursing colleges (Shillong and Bangalore). Evaluation reports from students indicate that the course was well received and impactful.
- ✓ To increase ease of access to our resources, we relaunched the Bal Suraksha App on October 19, 2021 on the Google Play Store in collaboration with the Government of India, the Directorate of Child Protection (Government of Karnataka), UNICEF India and Centre for Development of Advanced Computing, Hyderabad.
- ✓ We participated in panel discussions and webinars on sexual safety.

ONGOING PROJECTS & SUPPORTING PARTNERS

- ✓ Using life-skills based gender equity, sexuality and personal safety in building the capacity of children to recognize sexual abuse and learn what could be done in such situations. Funded by **Azim Premji Foundation (APF)** [Ongoing 3-year project from November 2019 to October 2022]] and **Shanmugaraj Family Charitable Trust** [Ongoing 1-year project in 2021-2022].
- ✓ Capacity building of teachers and students of undergraduate and graduate studies in '*Comprehensive Sexuality and Personal Safety*'. Funded by **Ford Foundation** [Ongoing 3-year project from 2020 to 2023].
- ✓ '*Empowering Youth and Adults in Creating Safer Neighbourhoods*' - Being Safe Responders in cases of Sexual Abuse. The project goal is to train 1050 National Service Scheme (NSS) program officers in Karnataka and 500 stakeholders like school management, teachers, social workers, counsellors, police and medical personnel (in Karnataka, Uttar Pradesh, Manipur and Meghalaya). Funded by **Hanns Seidel Stiftung (HSS)** [Ongoing 1-year project between March 2022 and December 2022].

IN THE PIPELINE







SUVIDHA TEAM

Envisioned in 2016 as a response to the lacuna in personal safety and sexuality education, the Suvidha Project is the brainchild of Enfold's co-founder, Dr. Sangeeta and Renu Singh. Through this project, the Enfold team distributes and uses the Suvidha Suraksha Kit to help persons with intellectual disabilities learn personal safety and basics of sexual and reproductive health. In 2021, we started work on the Suvidha Sparsh Kit, an adaptation of the Suvidha Kit for children with auditory and visual impairments. In March 2022, we launched the rebranded Suvidha Suraksha Kit with teaching and learning material for children and adolescents with intellectual disabilities, autism spectrum disorders and sensory impairments. As of June 2022, we have distributed 115 kits and 25 field test kits to various stakeholders.

JOURNEY SO FAR● KEY HIGHLIGHTS 2021-2022

- ✓ Illustration of 27 social scripts for Suvidha Suraksha kit have been completed
- ✓ Designing of 7 social scripts for Suvidha Sparsh Kit were completed
- ✓ Indian Sign Language (ISL) videos for 19 social scripts were recorded
- ✓ Conversion of 19 social scripts into Braille was completed
- ✓ Sexuality and personal safety education methodology was developed with special focus on disabilities. Curriculum was developed and training for teachers and caregivers of children with disabilities was imparted to Sathya Special School, Pondicherry, Sheila Kothavala Institute for the Deaf (SKID), Bengaluru, Spastics Society of Karnataka, Bengaluru, Bethany Society, Shillong, NIMHANS (Road to Recovery online programme for caregivers), Bengaluru, FAME India, Bengaluru, Bubbles Centre for Autism, Bengaluru, Dilkhush Teachers Training, Mumbai.



IN THE PIPELINE

Expand the Suvidha Project across the country

1.

Building capacity and training teachers and students of NIEPID (Secunderabad) and NIMHANS (Bengaluru)

3.

Publish research papers on the Suvidha Suraksha Kit and training methodologies used for educating children with disabilities

5.

2.

Acquire funding to extend training for staff and caregivers in government CCIs

4.

Collaborate with new organisations



SUPPORT & REHABILITATION TEAM

The Support and Rehabilitation team provides services to children and families who report sexual violence. Team members are appointed by Child Welfare Committees as 'Support Persons' under the POCSO Rules, 2020. Over the years the team has tried to ensure child-friendly procedures prescribed under the law are followed and that the best interests of the child are respected and represented during their journey through the criminal justice system.

JOURNEY SO FAR● KEY HIGHLIGHTS 2021-2022

- ✓ The team is currently supporting 72 child victims under the POCSO Act through the criminal justice and child protection systems. During the period 2021-22, two cases ended in conviction and two cases in acquittal.
- ✓ A referral network of experts from the fields of mental health, law, medicine and allied fields was created to provide specialised assistance to child victims under POCSO Act, as and when required.
- ✓ The team has been actively engaged in training 'Support Persons' in partnership with UNICEF, India. A total of 580 Support Persons were trained in the states of Karnataka, Uttar Pradesh, West Bengal, and Jharkhand in 2021. The training of Support Persons and capacity building of other stakeholders is being extended to Rajasthan in 2022.
- ✓ The team compiled a "Handbook for Support Persons" which provides the legal framework under which a 'Support Person' is expected to function in fulfilling their roles and the possible solutions. Experts from the fields of medicine, law, child protection and investigation reviewed the handbook to ensure accuracy of information. The "Handbook for Support Persons" was released on March 10, 2022 by the Hon'ble Justice Mr. Ravindra Bhat (Judge, Supreme Court of India and Chairperson of the Supreme Court Committee on Juvenile Justice) and Soledad Herrero (Chief of Child Protection, UNICEF India). The handbook is currently being translated into Hindi, Bengali and Kannada for dissemination.

- ✓ *POCSO Case Management System (PCMS):* A POCSO Case Management System (PCMS) was created by Indegene, a software development firm that came forward to help the Support and Rehabilitation team build a platform to track POCSO cases for improved streamlining documentation.
- ✓ *Rapid Assessment Study (RAS) during the second wave of the COVID 19:* The team interviewed the children and their families to understand the impact of COVID-19 on their livelihood and well-being. Several families whose livelihoods were impacted were provided financial support when needed, by mobilising help from individual donors and other NGOs.
- ✓ *CSA/POCSO training for different stakeholders:* The team conducted training and sensitisation programs for stakeholders like police, CWC members, medical officers, other child protection functionaries on Child Sexual Abuse and on POCSO Act.
- ✓ Six of the children being supported by the team appeared for their 10th standard board exams and have passed with flying colours. Three of the children scored over 75% and one child scored 94%. Some of these children have gained admission into reputed colleges and we believe that they have very promising futures.

FINANCIAL AID: LIVES IMPACTED IN THE YEAR 2021-22

EDUCATIONAL SUPPORT	● 10
MEDICAL EXPENSES	● 03
RENTAL ASSISTANCE.	● 07
EMPLOYMENT FOR PARENTS	● 02
WELFARE NEEDS	● 09
INTERNSHIPS FOR CHILDREN	● 01

ONGOING PROJECTS & SUPPORTING PARTNERS

The work of the Support and Rehabilitation team has been enabled and supported through funding organisations as has been listed below:

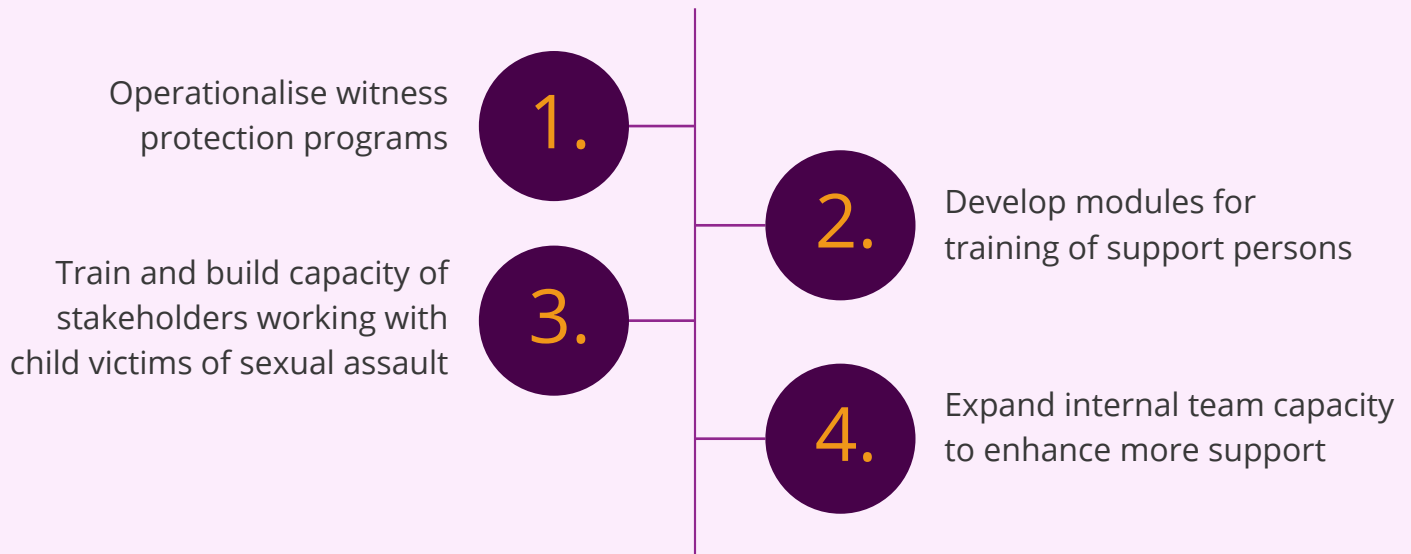
- ✓ Training of Support Persons in 5 states: UNICEF India
- ✓ Support to child victims under POCSO Act: Azim Premji Foundation (previously Azim Premji Philanthropic Initiative)
- ✓ Rapid Assessment Study: Azim Premji Foundation
- ✓ POCSO Case Management System: Indegene
- ✓ Donations to Enfold's Rehab Fund: Individuals and corporate houses

Sanjana* was in Class 7 when she was coerced and kidnapped by a 27-year-old neighbour. Held in captivity near Kanchipuram (Tamil Nadu), she was finally discovered six months later when an organisation named Janavadhi Mahila Sangha advocated for the police to investigate her case. When they found her, Sanjana was pregnant. The accused was taken into custody and Sanjana appeared before the Child Welfare Committee before being placed at the Government Girls Home.

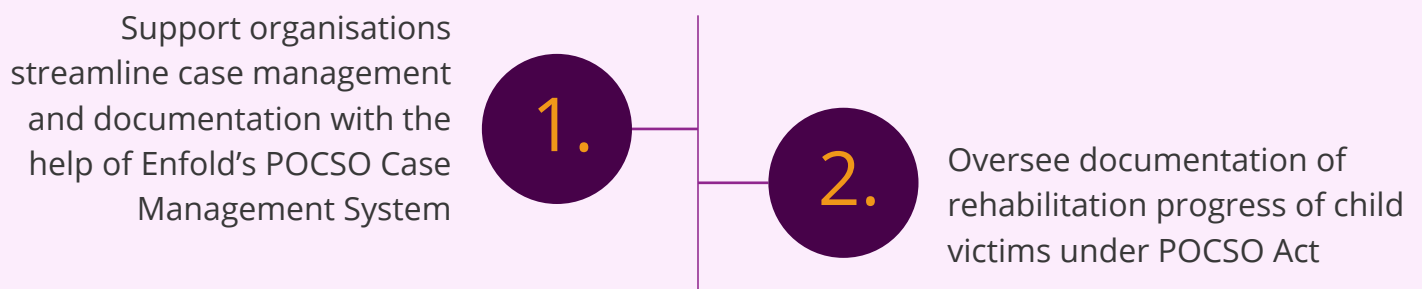
With the assistance of Enfold Rehab, she underwent a medical termination of pregnancy at the hospital. Ever since, for the last two years, Enfold has been supporting the family and child with financial facilitation and educational support. Recently, a non-profit organisation came forward to support Sanjana with her school fees. Sanjana has shone academically, securing 94.88% in her Class 10 board exams. She is currently pursuing higher studies in a reputed private college in the city and preparing for engineering entrance exams. She aims to crack JEE entrances and study in a top engineering college in the country.

IN THE PIPELINE

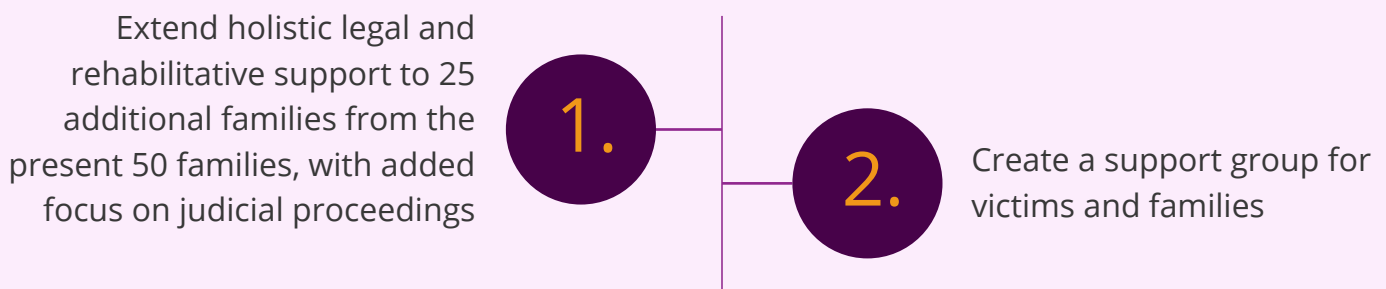
SYSTEM STRENGTHENING



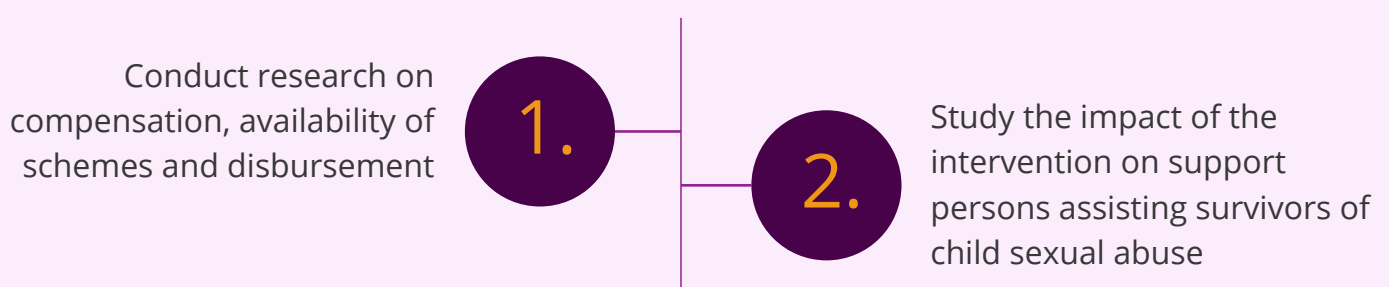
CASE DOCUMENTATION



SUPPORT & REHABILITATION



RESEARCH





RESTORATIVE PRACTICES TEAM

Since 2018, Enfold has been encouraging the adoption of restorative practices in various contexts including situations of conflict, abuse or harm at the workplace, in the community, involving children, in educational institutions and within juvenile justice systems. Enfold engages in restorative circles¹ with children, adolescents and adults. From September 2021 till March 2022, the Restorative Practices Team at Enfold Proactive Health Trust, Bengaluru, conducted experiential workshops on Restorative Circles for the staff of 70 Child Care Institutions from 25 districts in Karnataka. A total of 117 participants completed the program, of which 61 participants were from 51 government-run CCIs, 20 from 19 NGO-run CCIs, and 35 from eight NGOs working in CCIs or with children in difficult situations. This was accomplished with support from our partners UNICEF-AP office, BOSCH, and APF.

JOURNEY SO FAR● KEY HIGHLIGHTS 2021-2022

Facilitation of Restorative Circles

- ✓ *Online circles in Observation Home, Kalburgi:* The team conducted 21 restorative circles at the Observation Home, Kalaburagi from 21st April, 2021 to 30th March, 2022, designed to enhance social and emotional learning and life skills. A total of 38 boys participated in the circles on self-awareness, self-love, managing emotions, problem-solving, decision-making, community-building and gratitude.
- ✓ *In-person circles in Govt. Children's Home for Girls, Bengaluru:* The team conducted 48 Restorative Circles from 21st June, 2021 to 21st March, 2022. A total of 181 girls participated in these circles on various themes such as self-awareness, unmet needs, Holi (the festival of colours), Women's Day, friendship, gender, self-love and feelings thermometer.
- ✓ *Children's Day Celebrations for children residing in all Govt run CCIs in Bengaluru:* The team raised funds, identified additional resource persons and conducted a day long programme (with events such as a magic show, story-telling, theatre, games, dancing, etc.) for 209 children residing in 5 CCIs in Bengaluru Urban.

¹ community spaces built to restore relationships with fellow members through sharing and listening

Training on Restorative Circles

Our Restorative Practices team worked with UNICEF-AP Office, BOSCH and Azim Premji Foundation to conduct eight experiential workshops on restorative circles for the staff of 70 child care institutions from 29 districts in Karnataka between September 2021 and May 2022. The workshops impacted 117 individuals:

- ✓ From September 2021 till May 2022, the Restorative Practices Team at Enfold Proactive Health Trust, Bengaluru, conducted eight experiential workshops on restorative circles for the staff of 70 CCI from 25 districts in Karnataka. A total of 117 participants completed the program. This was done with support from UNICEF-AP Office, BOSCH, and APF.
- ✓ *CCI staff hand-holding post training on restorative circles:* Additional training was conducted for staff who attended CCI staff training in various batches. The CCIs targeted were Girls Home, Bellary and Boys Home, Belgaum. The training is still in progress in Govt. Girls Home, Koppal and Govt. Boys Home, Bengaluru. The participants included 8 staff members and 36 children.
- ✓ *Training on restorative circles for TdH partners:* A total of 14 sessions were conducted by Arlene Manoharan and Dr. Sangeeta Saksena for 20 participants from across the country between 26th August, 2021 and 19th October, 2021

Teaching on Restorative Justice

- ✓ Swagata Raha and Arlene Manoharan taught a module as part of a 3-credit course on restorative justice for students of an MA (Executive) program in Mediation and Conflict Studies offered by Maharashtra National Law University, Mumbai in February and March 2022. A total of 30 students attended the same.
- ✓ A Pilot 'Integrated Multistakeholder Training of Stakeholders on Laws related to Child Sexual Abuse' program was initiated in September 2021, supported by UNICEF, India. It aimed to address the need for more comprehensive joint training of stakeholders. As a part of the initiative, a need-based assessment was undertaken to understand the gaps in the implementation of POCSO Act and letters were written to all judicial academies informing them about updates, requesting them to share training resources, and offering access to an open source repository that is currently being created.

System Strengthening

- ✓ *Socio-legal support for case work at Children's Home for Girls:* During the reporting period, the team took up 30 new cases and ongoing support was provided to 9 of the girls. Assistance provided includes contacting the District Child Protection Units in different States, help in family tracing and conducting social investigation reports among others. The team presently aids the Superintendent of the Government Girl's Home, Bengaluru in case work.
- ✓ *Policy debate on segregation of children:* A discussion paper was prepared on this topic and submitted to the Director, Integrated Child Protection Scheme, Directorate of Women and Child Development, Government of Karnataka on 1st May 2021.
- ✓ *Facilitation of convergence between civil society and Girl's Home:* Meetings of all NGOs working in the Girl's Home were facilitated to plan for a shared vision for a child-friendly Girl's Home. Meetings were facilitated to bring together the staff and NGOs to plan for a New Year's Day celebration on 3rd January, 2022. Restorative circles were held with both staff and children on the topic - 'Dreams for the Children's Home for Girls'. On 21st January, 2022 the team visited the children's home and distributed new year gifts and certificates.
- ✓ *Facilitation of meeting between government departments & BOSCH to improve infrastructure:* A meeting was held between the Director, Child Protection, District Child Protection Officer, as well as Superintendents of all CCIs in the district and BOSCH (currently supporting two batches of the team's CCI training) was facilitated to enable strengthening of infrastructure in the district through corporate social responsibility.
- ✓ *Legal aid to NGO:* Swagata Raha currently provides legal aid to children residing in the Children's Home for Girls and their families as per need, while also supporting the staff of the Government Girl's Home. Efforts are made to bring in pro-bono lawyers to support children and/or their families. Socio-legal assistance was also provided to St. Michael's Babies Home regarding registration under the Juvenile Justice Act, 2015.
- ✓ *Child Protection Workforce and case management:* A National Reference group was set up on November 2nd, 2021 on Social Service/ Child Protection Workforce development and case management in India. Arlene was invited to be a member of the group and attended the first meeting on November 8th, 2021 to provide feedback on the draft of the Legislative Review of Child Protection Workforce in India.

IN THE PIPELINE

Build capacity in child care institutions

1.

Spread the use of restorative circles in child care institutions

3.

Reintegrate and strengthen families through restorative practices

5.

2.

Handhold support to sustain and embed restorative practices in child care institutions

4.

Develop rights-based pathways using restorative justice for diversion of children allegedly in conflict with law





RESEARCH & POLICY TEAM

Our research team is constantly in the pursuit of acquiring, disseminating and strengthening the knowledge base that supports our efforts at Enfold. We strongly engage with law and policy agencies to inform policy and strengthen the implementation of laws for children. We have made notable contributions to various amendments/bills, guidelines, State Juvenile Justice rules among many others. Assisted by the co-founder of Enfold, Dr. Shaiba Saldanha, the team has also created a forensic evidence collection kit - SAFE (Sexual Assault Forensic Evidence) collection kit- based on the guidelines and protocols for medico-legal care of victims and survivors issued by the Ministry of Health and Family Welfare.

JOURNEY SO FAR ● KEY HIGHLIGHTS 2021-2022

- ✓ Swagata Raha & Sreedevi Nair assisted Hon'ble Ms. Justice Gita Mittal (retd) with the development of 'Guidelines for Recording Evidence of Vulnerable Witnesses' in February-March 2022. These Guidelines were submitted to the Supreme Court and have been accepted by several High Courts.
- ✓ Enfold's Research team concluded a study in Rajasthan in collaboration with RIHR & UNICEF-Rajasthan on Response of the Child Protection System to Violence Against Children in Rajasthan in March 2022
- ✓ The team has done a study on girls involved in "Romantic Cases" and the justice system called 'A Study based on the Experience of Girls in Child Care Institutions in Bihar' in collaboration with UNICEF-Bihar and Department of Social Welfare, Bihar in July 2021.
- ✓ The Research Team has completed an analysis of 1715 judgments of the Special Court under the Protection of Children from Sexual Offences Act, 2012 that constituted "romantic cases" from the states of Assam, Maharashtra, and West Bengal.
- ✓ Arlene Manoharan and Swagata Raha were appointed by the Government of Karnataka as core members to the drafting committee for the 'Karnataka Juvenile Justice (Care and Protection of Children) Rules'. Along with several other officers and representatives of civil society organisations, they together worked on the draft bill, while also leading consultations on certain chapters that were later submitted to the Department of Women and Child Development.

- ✓ Swagata Raha and Shruthi Ramakrishnan made a written submission to the Parliamentary Standing Committee on the 'Prohibition of Child Marriage Bill, 2021' in February 2022.
- ✓ Arlene Manoharan was interviewed by Satyajeet Mazumdar, Head of Advocacy at Catalysts for Social Action for a podcast along with a former Judge of the Supreme Court, Justice Madan Lokur, both of who spoke on the plight of vulnerable children in India, the struggles they face and the authorities and systems in place to look after them. The podcast is available for download² and was also featured in an article in The Hindu.³

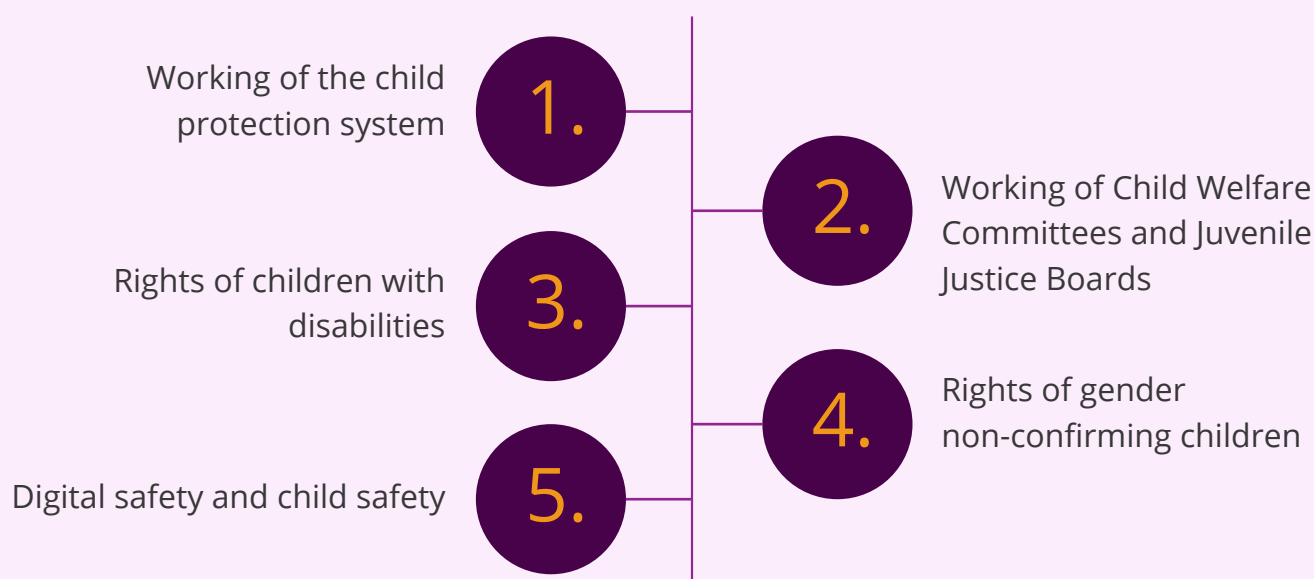
ONGOING PROJECTS & SUPPORTING PARTNERS

- ✓ Policy paper on 'Age of Consent'
- ✓ Study on 'Preliminary Assessments by Juvenile Justice Boards'
- ✓ Tool on 'Best Interest Determination by Child Welfare Committees'
- ✓ Pilot 'Integrated Training for Functionaries under POCSO Act'

IN THE PIPELINE

The team intends to engage with various research questions within four large areas of focus – evidence generation, system strengthening, creation of knowledge resources, and policy engagement.

EVIDENCE GENERATION



² <https://csa.podlink.to/careofthestate>

³ <https://www.thehindu.com/news/national/sensitisation-needed-in-institutional-childcare-justice-lokur/article37489339.ece>

SYSTEM STRENGTHENING

Create an online resource hub on child protection

1.

Conduct multi-disciplinary case conferences

3.

Ensure redressal of socio-legal queries

5.

2.

Design capacity building programs based on evidence

4.

Extend support in case management

CREATION OF KNOWLEDGE RESOURCES

Handbooks for Child Welfare Committees

1.

Handbook on compilation of significant judgments under POCSO Act

3.

2.

Handbook for Juvenile Justice Boards

4.

Study of internal case repository to develop intervention strategies and replicate as model for other organisations

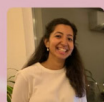


HAQ: Centre for Child Rights & CivicDataLab Invite you for Report Launch and Panel Discussion



#Data4Justice- Unpacking Judicial Data to Track Implementation of the POCSO Act in Assam, Delhi & Haryana [2012 to April 2020]

Report Presented By:



Adv. Urmi Chudgar,
HAQ



Ms. Bharti Ali,
Co-Founder & Exec. Director,
HAQ

Keynote Address & Report Launch By:



Justice Madan B. Lokur, Former
Judge, Supreme Court of India

Date: 19.11.2021
4.00 PM to 6.00 PM

Panelists:

Joining Info:

Zoom Meeting Link:

<https://us02web.zoom.us/j/89760583327?pwd=L1VMaFNmSlcta0dERlB4MVFsYloyUT09>

Meeting ID: 897 6058 3327

Passcode: 494186



Ms. Soledad Herrero,
Chief of Child Protection,
UNICEF India



Mr. Anurag Kundu,
Chairperson,
DCPCR



Ms. Swagata Raha,
ENFOLD Proactive
Health Trust



Mr. Sachin Malhan,
Co-Founder,
AGAMI



Mr. Apoorv Anand,
CivicDataLab



PUBLICATIONS AND RELEASES (2021-2022)

PREVENTION TEAM

- ✓ *Demystifying Sexuality Reference Book*: This book is aimed at preventing gender-based violence by developing and implementing a formal curriculum for teachers and students of undergraduate and graduate studies from nursing, social work, psychology, education, special education and allied disciplines. As envisaged in the project, this curriculum is based on gender equity, personal safety and sexuality education and has been developed using rights-based, restorative and gender transformative approaches.⁴
- ✓ *Demystifying Sexuality Handbook for Students and Teachers of Special Education and Special Educators*⁵
- ✓ *Demystifying Sexuality Handbook for Students and Teachers of psychology and mental health practitioners*⁶
- ✓ *Demystifying Sexuality Handbook for Students and Teachers Practitioners of Social Work*⁷
- ✓ *Demystifying Sexuality Handbook for Students of Nursing and Nursing Professionals*⁸
- ✓ *Demystifying Sexuality Handbook for Teachers and Students of Education (B.Ed.)*⁹
- ✓ *Demystifying Sexuality Handbook for students, teachers and practitioners of Public Health*¹⁰
- ✓ Sign language videos have been created for all the following 17 topics and these videos are made accessible with translation in Indian Sign Language and subtitles, and are available on the Enfold website:¹¹

⁴<http://enfoldindia.org/wp-content/uploads/2021/08/Accessible-version-Restructured-to-DS-programDemystifying-Sexuality-Reference-Book.pdf>

⁵http://enfoldindia.org/wp-content/uploads/2021/07/Demystifying-Sexuality-Handbook-_Disability_June-2021.pdf

⁶http://enfoldindia.org/wp-content/uploads/2021/07/Demystifying-Sexuality-Handbook_Psychology_July-2021.pdf

⁷http://enfoldindia.org/wp-content/uploads/2021/08/Demystifying-Sexuality-Handbook_Social-Work_August-2021.pdf

⁸<http://enfoldindia.org/wp-content/uploads/2021/10/Nursing-Handbook.pdf>

⁹<http://enfoldindia.org/wp-content/uploads/2022/02/Demystifying-Sexuality-Handbook-for-Teachers-and-Students-of-Education-B-Ed-Nov-2021-2.pdf>

¹⁰https://drive.google.com/file/d/1vm_hEh_sgO8sqZpL2iCixVLrQ9o7ASXM/view?usp=sharin

¹¹<https://youtube.com/playlist?list=PLfj4JqXpGnG1jzazXL3fqGY8Bp6AaWNR0>

- Structure and Function of Human Sexual and Reproductive Systems
- Diversity in Gender Identity and Sexual Orientation
- Gender Bias
- Self Esteem, Body Image and their effect on Sexual Self Esteem
- Common issues in Reproductive Health - Parts 1 & 2
- Sexual Development in Children and Adolescents
- How to Talk to children About Personal Safety
- How to Discuss Sexuality with Adolescents
- Attitudes towards Sexuality
- Sexuality and Disability
- Intersectionality and Positionality
- Masculinity and Femininity
- How to talk to a child when there is suspicion of sexual abuse
- Consent
- Sexual violence
- Restorative Practice

REHABILITATION TEAM

▼ *Handbook for Support Persons:* This book is intended to assist 'Support Persons' and other stakeholders involved in the implementation of POCSO Act, to respond to children in an empathetic and informed manner. The handbook translations are available in Hindi and the same will be translated into Kannada and Bengali soon for release.



THE ROAD AHEAD

Going forward, the strategy for growth we adopt would be multi-fold. In order to undertake increased levels of quality work, we recognise the need to strengthen the internal capacity of the organisation. Over the next five years, we will be working towards this capacity strengthening by building a second rung of leadership across all teams while simultaneously strengthening internal governance systems. Further, to ensure efficient implementation and segregation of responsibilities, we plan on instituting thematic sub-teams for all the existing teams. This will also help us move closer to our goal of having a pan-India presence and expanding our reach in different states. Finally, collaborations and partnerships have added immense value to our efforts over the years and we plan on continuing to enhance and sustain collaborative efforts.

FOCUS AREAS

Life Skills, Gender Equity, Comprehensive Sexuality and Personal Safety Education

Child Protection & Access to Justice

Restorative Practices

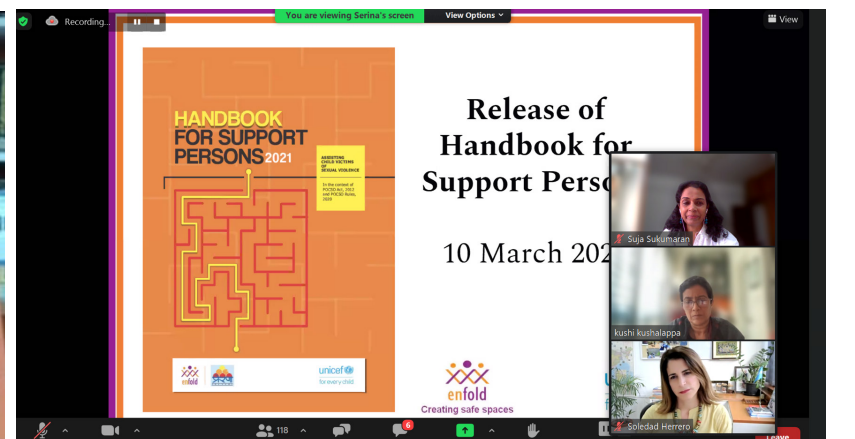
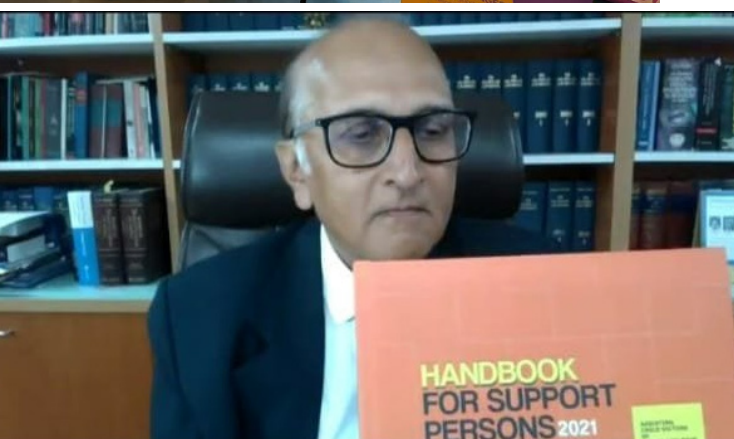
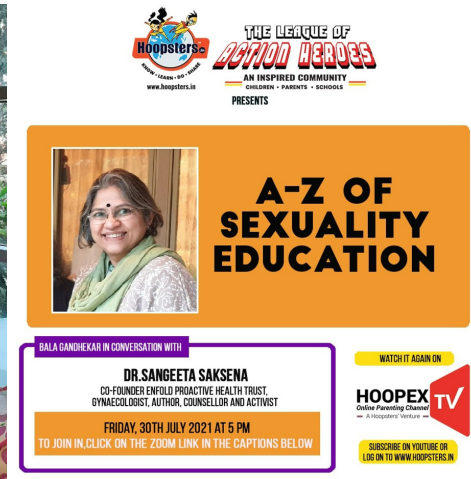
Research and Publications on intersection of children and the law

Capacity building for civil society organisations and all relevant stakeholders to advance children's rights and access to justice

OUR GOALS

- ✓ Develop training and research about capacity building in the area of gender equity, comprehensive sexuality, personal safety and life skills education
- ✓ Build a cadre of ambassadors and trainers in institutions involved with prevention of gender-based violence including child sexual abuse
- ✓ Increase awareness and capacity building of general public

- ✔ Strategise restorative internal processes for organisational efficiency
- ✔ Emerge as a valued education technology (EdTech) NGO for the global audience
- ✔ Create a resource hub for restorative practices







ENFOLD **PROFILE**

FOUNDING BODY

Co-Founders

- ✓ Dr. Sangeeta Saksena, MBBS, MD (OBG): Dr. Sangeeta has more than 30 years of clinical and medical teaching experience and has worked in St. John's Medical College for over 8 years.
- ✓ Dr. Shaibya Saldanha, MD: Dr. Shaibya completed her MD in 1993 from Bombay University. She worked in Grant Medical College, Mumbai and then in St. John's Hospital, Bangalore for 7 years. She continues to share her time between her commitment to Enfold and her medical practice.

Trustees

- ✓ Abha Choudhuri, Founder Trustee: A cartographer and an LLB graduate, Abha is a multi-faceted social worker with an interest in natural history. She has been providing vision and guidance to take the work forward since Enfold's inception in 2002.
- ✓ Meena Sivaraman, Executive Trustee: With a M.Sc in Child Development from MS University, Baroda has worked in the area of primary education for underprivileged children and currently runs several day care centres in Bangalore. She is a member of the expert panel of 'Parent Edge', a parenting magazine. She guides Enfold in strategic planning and execution.
- ✓ Dr. S. T. Ramesh, IPS, Trustee: A retired Director General & Inspector General of Police, Karnataka State, he provides insights on the way forward from a pragmatic perspective and valuable guidance based on his rich expertise
- ✓ Dilip Panicker, Trustee: An IIT graduate and avid innovator, Dilip comes armed with years of experience and networking in the corporate sector. He provides valuable guidance in engagements with the corporate world as well as fund raising.

- ▼ Karuna Bishnoi, Trustee: Karuna has over four decades of work experience in social development, advocacy, programme planning and management with a specific focus on child rights since 2000. Since her retirement from UNICEF after a term of over 27 years, she has continued to work on policy analysis and programme reviews to contribute to organizational learning and guide strategic planning and advocacy. She also undertakes research and analytic documentation for knowledge development.

MANAGING BODY

- ☐ Geetha Nair *Member*
- ☐ Kushi Kushalappa *Member*
- ☐ Dr. Sangeeta Saksena *Member*
- ☐ Swagata Raha *Member*
- ☐ Smita Chimmanda *Member*
- ☐ Bilquis Gangjee *Special Invitee*
- ☐ Arlene Manoharan *Special Invitee*
- ☐ Neha Siddavanahalli Mummigatti *Member*
- ☐ Sujatha Sukumaran *Special Invitee*

ETHICS COMMITTEE

- ☐ Meena Sivaraman *Founder-Director, Bright Vistas Daycare and Child Development Specialist*
- ☐ Sarbani Mallick *Director, Bubbles Center for Autism*
- ☐ Sajinie Gnanatheeban *Principal, Baldwin Opportunity School*
- ☐ Meenakshy Kavassery *Resource Consultant (Montessori Teacher/ Early Intervention therapist)*
- ☐ Malini Sridhar *Executive Director, Parivarthan Counselling Training and Research Center*
- ☐ Adv. Ashok G V *Partner, Factum Law*
- ☐ Dr. Madhura Mahesh *Dentist and Special Educator*
- ☐ Akkai Padmashali Ondede *Transgender People Activist & Founder*

ENFOLD POSH INTERNAL COMMITTEE

- Meena Sivaraman *Chairperson*
- Swagata Raha *Member*
- Sujatha Sukumaran *Member*
- Neha Shah *Member*
- Ashok GV *Member (External Representative)*

ORGANISATIONAL TEAMS

Prevention Team

- Sangeeta Saksena
- Bilquis *Director- Strategy and Collaboration*
- Gautham Sathyaprem *Project Manager*
- Varshini S *Facilitator*

Restorative Practices Team

- Arlene Manoharan *Co-Director*
- Swagata Raha *Co-Director*
- Pavithra H. *Facilitator*
- Deepika Bharadwaj *Facilitator*
- Vanita Yogesh *Facilitator*
- Preeti S. *Part-time Facilitator*
- Smita Chimmanda *Part-time Facilitator*

Support & Rehabilitation Team

- Kushi Kushalappa *Director*
- Suja Sukumaran *Co-Director*
- Babu K.V *Senior Coordinator*
- Vasumathi Bhaskar *Senior Coordinator*
- Serina D'Souza *Project Coordinator*

Administration Team

- Geetha Nair *Head - Finance, and CSR*
- Neha Shah *Lead - HR and Operations*
- Sreelekshmi N *Coordinator - Administration*

Research Team

- Swagatha Raha *Director*
- Gopika Nangia *Junior Legal Researcher*
- Shivangi Puri *Junior Researcher*
- Deepika Bharadwaj *Junior Researcher*
- Shruthi Ramakrishnan *Senior Legal Researcher*
- Sreedevi Nair *Junior Legal Researcher*
- Ranu Tiwari *Junior Legal Researcher*

Accounts Team

- Bhavana D *Lead Accountant*
- Bharath HM *Coordinator (Accounts)*

Facilitators & Trainers

- | | |
|----------------------|-----------------------|
| ○ Aarti Ahuja | ○ Dr. Nikhil Saldanha |
| ○ Ananya Das Gupta | ○ Poulami Sarkar |
| ○ Aparna Sirumath | ○ Preeti Sunnalini |
| ○ Dr. Bhavani V | ○ Radhika Vaddanam |
| ○ Gowri Priya | ○ Rathi Manoj |
| ○ Jayashree Hiremath | ○ Saakshi Agarwal |
| ○ Malini Bharath | ○ Sanjivani Puranik |
| ○ Minakshi Sharma | ○ Dr. Sheela Jayanth |
| ○ Neeth D'souza | ○ Smita Chimmamda |
| ○ Neha SM | ○ Subhashini Narayan |

PARTNERS & DONORS



FORD
FOUNDATION

*Inventure
Academy*



Sai
Make it
better together



**Hanns
Seidel
Foundation**

unicef 
for every child



**Azim Premji
Foundation**



BOSCH
Invented for life



AWARDS & RECOGNITION

ASSOCHAM Award
(8th March 2020) for work
in the field of social
diversity and inclusion

'50 Most Influential
Sustainability Leaders'
(2015) citation given at
India Sustainability
Leadership Summit,
Mumbai

VIHAAN Award (2015) by
Narsee Monjee Institute of
Management Studies
(NMIMS), Bangalore

'She Team' Award (2017)
by Hyderabad
City Police

'United Technologies Grant'
Award (2015) for winning
the Citizens for the City -
Neighbourhood
Improvement Partnership
Challenge

'Child Sexual Abuse:
Prevention and Response'
Award (2014) by Indian
Medical Council and
UNICEF

FINANCIAL REPORT

**PANI
&
ASSOCIATES**
CHARTERED ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

To,

The Trustees of
ENFOLD PROACTIVE HEALTH TRUST

Report on the Financial Statements:

We have audited the financial statements of ENFOLD PROACTIVE HEALTH TRUST which comprise the Balance Sheet as at March 31, 2022, the Statement of Income and Expenditure for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management Responsibility for the Financial Statements:

Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the Trust in accordance with Accounting Standards and accounting principles generally accepted in India. This responsibility also includes maintenance of adequate accounting records and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

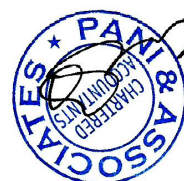
Auditor's Responsibility:

Our responsibility is to express an opinion on these standalone financial statements based on our audit.

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

An audit involves performing procedures to obtain audit evidence about the amounts and the disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal financial control relevant to

Neena Sivaraman



No. 31, Vanivilas Road, Basavanagudi Bangalore - 560 004.

Tel : +91-80-4169 0333 / 4169 0222 / 4210 3334 / 2667 6770. Email : pani@paniindia.com

the TRUST's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the standalone financial statements.

Opinion:

In our opinion and to the best of our information and according to the explanations given to us. The financial statements are prepared, in all material aspects, in conformity with the accounting principles generally accepted in India.

(a) In the case of the Balance Sheet, of the state of affairs of the TRUST as at 31st March, 2022; and

(b) The Statement of Income and Expenditure Account for the excess of expenses over income of the TRUST for the year ended on that date.

For PANI & ASSOCIATES
Chartered Accountants
Firm Regn No: - 050258

J V Kodhandapani
Proprietor
Membership No: 023045
Date: 29/09/2022
Place: Bangalore
UDIN: 22023045AWXTDI5640



Meenashivaraman



Enfold Proactive Health Trust

#22,3rd Main Ashwini Layout, Ejipura Main Road,
Koramangala, Bangalore, Karnataka, 560047.

Balance Sheet as on 31-March-2022

Particulars	Amount (Rs)	Amount (Rs)
Sources of Funds:		
Capital Account		
CAPITAL FUND		77,67,361
Less Excess of Expenses over income	1,11,83,604 34,16,243	
Corpus Fund		11,00,000
Less Excess of Expenses over income		
Loans		1,575
Imprest Shivangi	1,575	
Current Liabilities		2,38,946
Sundry Creditors	-1,069	
Facilitator	-12,264	
Professional Tax Payable	800	
TDS Payable	2,51,479	
Total		91,07,882
Application of Funds:		
Fixed Assets		81,401
Computer	14,147	
Digital Video Camera	8,191	
Furniture and Fittings -	19,079	
Laptop	19,195	
Printer DCP BROTHER T700W	6,751	
Television	14,038	
Current Assets		90,26,481
Loans & Advances (Asset)	521	
Sundry Debtors	55,350	
Cash-in-hand	4,251	
Bank Accounts	65,37,013	
Fixed Deposits	17,06,210	
Income Tax Refund	4,73,135	
Rent Deposit	2,50,000	
Total		91,07,882

For PANI & ASSOCIATES

FRN: 05025S

Chartered Accountants

J V Kodhandapani

Proprietor

Membership No: 023045

UDIN: 22023045AWXTDI5640

Place: Bangalore

Date: 29-09-2022



For and on behalf of Enfold Proactive Health Trust

Heena Sivaraman

Executive Trustee



Enfold Proactive Health Trust
#22,3rd Main Ashwini Layout, Ejipura Main Road,
Koramangala, Bangalore, Karnataka, 560047.

Statement of Income & Expenditure from 01 April 2021 to 31 March 2022

Particulars	Amount (Rs)	Amount (Rs)
Direct Incomes		26,24,185
Donations	12,96,352	
Donations - FCRA	2,41,865	
Rehabilitation Donation	77,750	
Workshop Receipts	10,08,218	
Project Receipts		1,48,33,867
APPI	16,17,000	
Bosch Bosch -(RBEI)	8,91,600	
Ford Foundation	33,46,916	
Malini shanmugraj FCRA	11,07,680	
RIHR(UNICEF Rajasthan)	13,19,705	
UNICEF - AP	16,81,287	
UNICEF BIHAR(Study on Experience of Girls in CCI)	5,20,302	
UNICEF Hyderabad	3,95,194	
UNICEF_INDIA-Tannistha	39,54,183	
Indirect Incomes		3,58,623
Interest on F.D	1,15,787	
Interest on I.T. Refund	48,125	
Interest - SB	1,94,711	
TOTAL INCOME:		1,78,16,675
Direct Expenses:		2,12,32,919
Admin & Establishment Expenses:	9,63,303	
Audit Fee	35,000	
Bank Charges	12,789	
Books & Periodicals	1,880	
Depreciation	29,461	
Electricity Charges	8,051	
Instamojo Fees	111	
Miscellaneous Expenses	37,716	
Office Expenses	3,24,613	
Postage & Courier	12,619	
Printing & Stationery	1,04,774	
Professional Charges	65,500	
Rates & Taxes	2,500	
Rent	2,19,215	
Service Charge for PT	103	
Subscription Charges	2,758	
Telephone / Internet Charges	34,111	
Translation Charges	18,814	
Travelling Expenses	53,288	
Employee Expenses:	4,75,980	
Salaries	2,26,497	
Staff Welfare	2,49,483	
Operation Expenses:	27,47,663	
Consultant Fees	13,04,330	
Consultant Fees - FCRA Other donation	6,79,306	
Covid Donation Expenses	65,477	
Donation Utilized Expenses	91,091	
Mental Health Care Exp	24,333	
Rehabilitation Expenses	2,51,612	
Training Fees	94,400	
Workshop & Training - Expenses	2,37,114	
Project Expenses:	1,70,45,973	
APPI Expenses	29,51,863	
Bosch Bosch -(RBEI) Expenses	3,68,690	
Ford Foundation Expenses	46,86,502	
HANNS Project - Expenses	41,903	
Malini shanmugraj FCRA expenses	6,22,562	
RIHR(UNICEF Rajasthan) Expenses	14,85,924	
Suvidha Project	1,53,600	
Tektronix Expenses	63,500	
UNICEF - AP Expenses	13,10,040	
UNICEF BIHAR Expenses(Study on Experience of Girls in CCI)	2,50,300	
UNICEF Hyderabad Expenses	2,54,454	
UNICEF INDIA 2022 Expenses	3,31,387	
UNICEF_INDIA - 4 States Expenses	41,47,709	
Vidhya and Umesh Expenses	3,77,539	
Excess of Expenses over income		-34,16,243

For PANI & ASSOCIATES
FRN: 050255
Chartered Accountants

J V Kodhandapani
Proprietor
Membership No: 023045
UDIN: 22023045AWXTDI5640
Place: Bangalore
Date: 29-09-2022

For and on behalf of Enfold Proactive Health Trust

Executive Trustee



Meenakshiaman





POSH REPORT

During 2021-22, Enfold conducted 123 POSH sessions for various corporate offices, NGOs, private factories, and government officials. The awareness sessions were conducted for 2568 adults. Enfold Trust submitted its Annual Report to the District Magistrate with a summary of the POSH related activities.



Date: 22 February 2022

District Officer (Deputy Commissioner)
Local Committee
4th Floor, Deputy Commissioner Office Building
Revenue Complex, KG Road, Near District Registrar Office Ambedkar Veedhi,
Sampangi Rama Nagara, Bengaluru, Karnataka 560009
Email: deo.bangaloreu@gmail.com
CC: dwcd.dd@gmail.com

Dear Sir/Madam,

Subject: Submission of Annual Report As per the requirement of Section 21(1) of Sexual harassment of Women at Workplace(Prevention, Prohibition and Redressal) Act, 2013.

Please find below the Annual Report of Internal Committee (IC) under the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for the Year 2021 (JAN-DEC) .

Number of Complaints Received	None
Number of Complaints Disposed off: <ul style="list-style-type: none">• Total number of complaints closed• Total number of pending cases• Closure update for pending cases from the previous year	None
Number of cases pending for more than 90 days	None
Nature of cases pending for more than 90 Days	None

Enfold Proactive Health Trust :: Creating Safe Spaces

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22, 3rd main road, Ashwini Layout, Ejipura, Inner Ring Road Koramangala, Bangalore 560 047 India 1

Reasons for cases pending enquiry for more than 90 days	Not Applicable
Summary of the action taken on complaints of sexual harassment	Not Applicable
Number of Awareness Programmes or Sensitization workshops against Sexual Harassment at Workplace conducted during the year for the employees. <ul style="list-style-type: none"> • Date • Number of participants • Mode of the session - online/offline 	1 Awareness Session held. <ul style="list-style-type: none"> • Date- 21 December 2021 • Number of participants- 22 • Mode of the session - online
<ul style="list-style-type: none"> • Date of constitution of IC • Date of notification of IC constitution to employees. • Date of Orientation programme conducted for the IC members • Number of training programs for IC Members • Number of Internal Committee meetings held during the year 	16 Feb 2016 16 Feb 2016 16 Feb 2016 1 1

Thank You

Meena Sivaraman



Meena Sivaraman
Chairperson for Internal Committee, POSH

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[Enfold Proactive Health Trust | YouTube](#)



[Enfold India- Creating Safe Spaces | LinkedIn](#)

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