



ANNUAL *Report*

2024-2025





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From the Founder's Desk

This year has been nothing short of transformative. The period of 2024–25 has been one of dynamic growth, bold steps, and meaningful impact. As Sol's ARC continues its journey to create a more inclusive India, we've expanded our footprint, deepened our engagements, and pioneered new solutions to ensure every child, especially those with special needs, is seen, heard, and supported.

Building on the strong foundations laid in Tamil Nadu and Madhya Pradesh, we are thrilled to now expand our work in a new state Uttar Pradesh, marking a significant milestone in our inclusive curriculum journey. Our collaboration with the UP government is not just a geographical addition but a strategic leap in scale, impact, and the refinement of our approach.

This year also marked a deepening of our livelihood work, in rural India. We have strengthened our work in Mujkuva with more than 50 PWDs engaged in livelihood work and have expanded our livelihood model to Meghalaya, where we are working with local communities to create sustainable opportunities for Persons with Disabilities (PWDs). With PwDs now actively participating and earning an income, both in existing and new locations, we've seen powerful evidence of the potential of our empowerment model to transform lives.

Simultaneously, our urban employment partnerships have gained momentum, helping us build bridges between talent and opportunity in diverse city environments.

Our growth this year was holistic. We grew as a team, expanding to over 70 passionate individuals who power our mission. We improved our innovation, launching a chatbot – a free and inclusive tech product designed to increase access and engagement for all learners and benefit educators. Further elaborating our purpose, we laid the groundwork for our next chapter with clear focus: stability, brand-building, and systems strengthening.

This year marked the beginning of that future. Through national campaigns such as the International Day of Persons with Disabilities (IDPD), and through strategic collaborations with consultants and experts, we have begun shaping the foundation for a resilient and recognizable Sol's ARC – one that can lead and sustain change at scale.

As we look ahead, we carry the learnings, the partnerships, and the momentum from this remarkable year. We remain grounded in our mission, but ambitious in our vision, to ensure that **every child learns and every adult earns.**



Sonali Saini
Founder, Sol's ARC

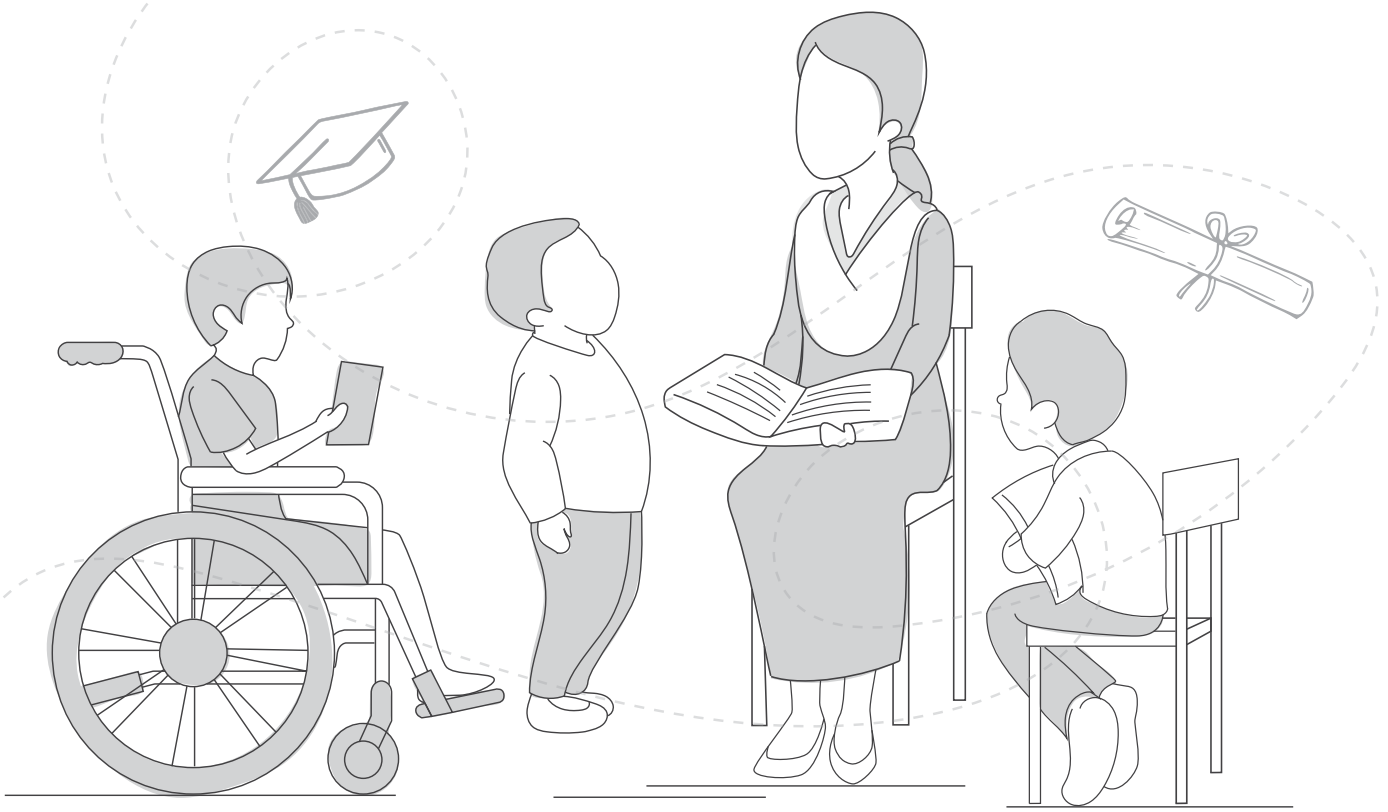
About Sol's ARC

Today, 1 in 6 people live with a disability, yet true progress toward India's Sustainable Development Goals remains impossible without meaningful inclusion. While strides have been made in access and quality education, equity for persons with disabilities continues to lag behind—a gap we are determined to bridge.

For over 21 years, Sol's ARC has championed the rights of one of India's most marginalized communities: individuals with disabilities. Guided by our vision "Every Child Learns, Every Adult Earns" we adopt a lifespan approach to ensure equitable access to education and livelihood opportunities.

Our journey began with direct interventions, evolved through partnerships with leading NGOs like Educate Girls and Teach for India, and now drives systemic change through collaborations with four state governments (Madhya Pradesh, Tamil Nadu, Uttar Pradesh, Meghalaya) and the Union Territory of Dadra & Nagar Haveli and Daman & Diu. This scaled approach has amplified our impact from thousands to over 4 million beneficiaries.

We believe inclusion is not a privilege but a right—and together, we can build an India where no one is left behind.



Our Vision

**EVERY CHILD
LEARNS,
EVERY ADULT
EARNs.**

Our Core Values



**Innovate
To Include**



**Commit
To Excellence**



**Bringing Joy
To all We Do**

Our Approach

At Sol's ARC, we work to transform India's national education and livelihood missions—from the New Education Policy to Urban & Rural Livelihood Missions—into truly inclusive systems for persons with disabilities. While progressive policies exist, their implementation often fails to address the needs of this marginalized community. Through strategic partnerships with state governments, we identify critical gaps in policy execution, develop inclusive solutions through ground-level insights, pilot innovations in selected districts to refine approaches, and co-create systems with governments for statewide scaling.

Our evidence-based model combines on-the-ground testing with institutional collaboration—ensuring programs deliver equitable education and socio-economic opportunities for persons with disabilities across entire states. By bridging the divide between policy intent and practical implementation, we're building an India where inclusion moves from aspiration to reality.



Our Board Members



Sonali Saini

Founder & Executive Director
Sol's ARC



Manisha Kapoor

CEO & Secretary General
Advertising Standards Council
of India (ASCI)



Sudhakar Thorat

Retired Civil Engineer



Pooja Taparia

Founder and Chief Executive of
Arpan



Namrata Bachani

Director
ASCI Academy



Varsha Valecha

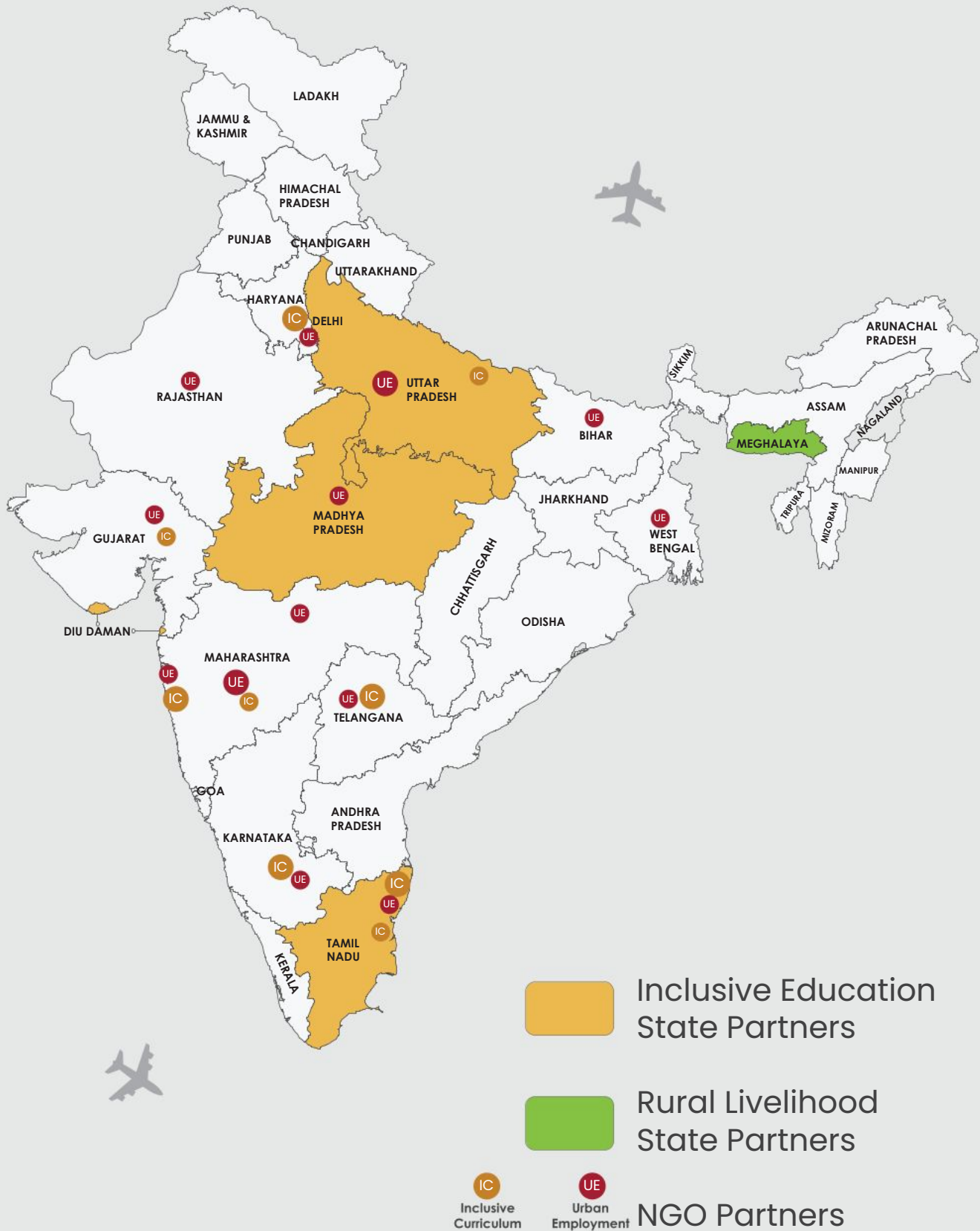
Finance & Investment
Banking Professional



Kusum Mohapatra

Regional Director & CEO,
Miracle Foundation

Our Reach (2024-25)



**EVERY CHILD
LEARNS**

**EVERY ADULT
EARNS**

**Inclusive
Education**

**Economic
Empowerment**



**Inclusive
Curriculum**



**Urban
Employment**



**App based
tool**



**Rural
Livelihood**



INCLUSIVE *Education*



Inclusive Curriculum : Introduction

Problem

1 in 6 children



Are Children with special needs.

> 50%



Of The Children Are At Risks For Disability But Only Few Get Identified.

> 75%



More Than 75% Of These Children Do Not Achieve Basic Foundational Literacy And Numeracy Skills.

Solutions



Inclusive Learning Materials

Inclusive and adapted learning materials to ensure every child learns.



Capacity Building of Stakeholders

Training and creation of pedagogy resources for teachers and other stakeholders.



Adapted Assessments

Assesments modified to match the learning levels of CwSN, ensuring a fair and accurate evaluation.



Ecosystem Awareness & Advocacy

Inclusion drives and campaigns for sensitization of the ecosystem.

Inclusive Education

Project **SAMAVESH** – TN

For the past five years, Sol's ARC has been able to embed systemic inclusion initiatives in education in partnership with Tamil Nadu government creating a comprehensive model that spans from foundational learning to livelihood preparation. The state has established itself as a national leader by building a holistic school ecosystem that supports both Children with Special Needs (CWSN) and struggling learners through multiple groundbreaking initiatives. These include statewide teacher training in inclusive practices, universal child screening with early intervention support, the 'Naanum Velven' program providing inclusive learning materials, and community awareness campaigns to address social stigma.

This collaboration has methodically built the foundation for Foundational Literacy and Numeracy (FLN), with successful pilots now being adopted and implemented statewide. The current year marks a significant expansion, with the program incorporating grades 4 and 5 to complete the primary cycle, while simultaneously developing transition pathways from grades 6-8 and connecting to vocational training from grades 8-12. This end-to-end approach demonstrates Tamil Nadu's commitment to creating a seamless education-to-livelihood continuum for all learners.

By addressing inclusion at every level – from classroom instruction to systemic policy and community engagement – Tamil Nadu has developed a replicable model that ensures equitable access to quality education and future employment opportunities.



State-wide Reach

36480

Number of
CWSN

2.10 lakh

Number
of teachers

1727

Number of
special educators

37000

Number of schools

Highlights

Adaptive Learning Materials

To address the diverse needs of Children With Special Needs (CWSN) struggling with grade-level content, Sol's ARC developed Adaptive Workbooks and Enrichment Learning Materials for FLN. These resources, aligned with state syllabi in English, Tamil, and Mathematics, cater to 3 progressive learning levels and include 8 enrichment books and a Teacher Handbook. Rigorously reviewed by 10 special educators, the materials are designed to be inclusive and accessible for students with disabilities such as Intellectual Disability, Autism Spectrum Disorder, and Low Vision, among others. This initiative ensures tailored support, enabling CWSN in Grades 1-5 to engage meaningfully with the curriculum.



Standardizing and Expanding

Sol's ARC is now working with SCERT to develop enrichment materials for grade 4 and grade 5 which will ensure that even CWSN in these grades will have access to learning materials.

Capacity Building

Sol's ARC empowers educators through targeted training on all 21 Rights of Persons with Disabilities (RPWD) Act disability categories, using an LMS model that has reached over 1.2 lakh teachers. Our cascading approach trained IE coordinators and special educators in inclusive teaching methods, adaptive material use, accessible communication, and CWSN formative and summative assessment at the block level.



TN Champion Stories

Inclusive Champion Story : Meenakshi

At PUPS Kurumbankottai, Varthis, a child with an intellectual disability, came to school regularly but struggled to focus, often wandered during class, and remained disengaged from lessons. Although cheerful and friendly, learning felt distant for him.

Mrs. Meenakshi, his Class V teacher, recognised that what Varthis needed wasn't more instruction—it was a different approach. When she received the Adapted Environmental Education Workbook created for children with intellectual disabilities, she saw an opportunity. The workbook, with its large visuals and simplified tasks, offered a way in.

Though Varthis didn't show interest at first, Meenakshi patiently used the book in her lessons—pointing at pictures, explaining concepts with real-life objects, and encouraging him with praise. Gradually, Varthis began identifying objects in the book and engaging with the content. That moment of recognition—that this book was made just for him—sparked his interest.

She didn't stop there. Meenakshi paired him with friendly classmates, used matching activities, and applied repetition and hand-over-hand support to build his confidence. Over time, Varthis began staying in class longer and showed visible progress in his learning.

As he approached the end of Class V, Meenakshi ensured that his transition to middle school would be smooth. She personally met with the receiving teachers, shared his learning profile, explained the strategies that had worked, and made sure they were ready to support him. Because of her dedication, Varthis would not have to start from scratch—he would continue building on his progress.

Meenakshi's story shows how consistent, thoughtful adaptation and teacher commitment can transform a child's learning journey.

Inclusive Champion Story : Meenakshi



Project SAMAVESH- UP

Project Samavesh: Uttar Pradesh is a pioneering initiative dedicated to creating inclusive educational opportunities for Children with Special Needs (CwSN) across Uttar Pradesh. Launched with the primary goal of improving foundational literacy and numeracy outcomes, the project focuses on grades 1-3 in 142 schools across demonstration districts including Varanasi and Prayagraj, specifically targeting blocks like Arajiline and Karchana that encompass 142 villages. At its core, Project Samavesh works to provide accessible learning materials tailored to diverse needs, integrate CwSN data with the Nipun Lakshya App for effective monitoring, and build the capacity of teachers and special educators to foster truly inclusive classrooms. By addressing these critical areas, the project has already impacted CwSN students, creating a replicable model that combines technological innovation with teacher empowerment and community engagement. More than just an educational initiative, Project Samavesh represents a systemic shift toward equitable learning opportunities, ensuring every child in Uttar Pradesh can participate fully in the state's educational progress while developing essential foundational skills for lifelong success.

277

No. of CwSN Students Reached

142

No. of School Reached

200

No. of Teachers Reached



Highlights

Identifying Learning Levels

Using the Samarth App data, we conducted a comprehensive survey involving 277 students to understand their demographic profiles and gather other critical information. This foundational phase of the project was carried out in September and October 2024. Based on the insights from the survey, the blocks of Arajiline and Karchana were selected for further intervention. Subsequently, a baseline assessment was undertaken to evaluate the learning levels of Children With Special Needs (CWSN) in both blocks. The findings from this assessment informed the design and planning of our interventions, which were rolled out in December 2024.



Enhancing Quality Education and Teaching Capacity

We developed and distributed aligned worksheets for Grades 1–3 in Hindi, English, and Mathematics, following SCERT guidelines, ensuring accessibility for Children with Special Needs (CWSN). Additionally, we provided 21 Disabilities Handbooks and Teacher Handbooks to intervention schools in January 2025, equipping educators with essential resources. Our team conducted effective classroom orientation sessions for teachers, guiding them on effective worksheet and handbook usage. We also supported block-level Nodal Teacher Training programs organized by the Education Department, further strengthening teacher skills and fostering inclusive learning environments.



Identifying Out-of-School CWSN

The Sol's ARC field team has been identifying out-of-school CWSN in the selected blocks so that they may be enrolled into the formal education system. The team has identified 57 out-of-school CWSN and out of which 18 CWSN have successfully reintegrated into the school ecosystem.



UP Champion Stories

From Isolation to Inclusion

Mrs. Sharma, a rural school teacher, struggled to engage a hearing-impaired student who couldn't follow lessons. When our field team visited, she sought help. They introduced her to simple strategies: using pictures, gestures, and seating the child closer. Mrs. Sharma implemented these, supplementing lessons with visual aids and YouTube videos and saw the child gradually participate. Her confidence grew as small changes created big impact.

This story highlights how modest steps can transform inclusion, empowering both students and teachers.



UP Champion Stories

From Doubt to Determination

In Karnanandi village (UP), six-year-old Nidhi, with a speech disability, faced barriers to education as her farmer parents feared school rejection. Field Officer Vipul Yadav from Sol's ARC, alerted by an ASHA worker, empathetically addressed their concerns. He shared success stories of inclusive education under Samagra Shiksha Abhiyan and assured them: "आपकी बेटी अकेली नहीं होगी। स्कूल में उसे समझने और सहयोग देने के लिए हम सब तैयार हैं।" ("Your daughter won't be alone; the school will support her.")

Vipul pre-sensitized the school, ensuring Nidhi's smooth admission. Initially hesitant, she began smiling and responding within weeks under her teacher's guidance.



Project **ANKUR- MP**

Sol's ARC worked as a technical partner for the 'FLN Mission Ankur' in Madhya Pradesh, where significant strides were made to enhance Foundational Literacy and Numeracy (FLN) skills among students in primary grades. Sol's ARC has developed materials such as teacher guides and student books for English and Math (grades 1 and 2), and educational tools. Moreover, our training programs have demonstrated substantial progress so far. By leveraging a Cascade training model, our modules of training sessions have reached multiple blocks across districts, hence building the capacity of resource groups and teachers.

Pedagogical innovations such as multi - grade lesson plans, integration of socio-emotional learning, and the development of a curriculum based on principles of Universal Design for Learning (UDL) signify a concerted push towards inclusive teaching methodologies and classroom practices to foster better learning outcomes in foundational education for all children within Madhya Pradesh.

Over the past five years, Mission Ankur has culminated into an effective programme and now, Sol's ARC has transferred the responsibility to the state government to further facilitate this mission.

Approx. 86000

Number of Teachers Trained

1675554

Number of Children Reached

79215

Number of Schools Reached

636

Number of District Resource
Group Reached



Highlights

Classroom Monitoring

The 2024–25 monitoring data demonstrates consistent progress in English classroom practices across implementation schools. Between July and February, monitoring visits increased by 24%, from approximately 51,000 to over 63,000. Teacher's Guide (TG) adoption showed remarkable improvement, rising from 29% utilization in July to 56% by February, with a peak adoption rate of 88% in September. Workbook implementation saw sustained growth, achieving 94% classroom usage by February, while active workbook practice more than doubled from 43% to 81% during the reporting period. These metrics reflect both stronger uptake of teaching resources and more effective translation of tools into daily classroom practice, indicating successful capacity-building efforts at the grassroots level.



Inclusive Curriculum **NGO Partners**



Apni Shala:

Sol's ARC has worked with Apni Shala to provide them with a curriculum that includes bridging in numeracy for students through grades 1 to 5. We continued this curriculum for the duration of a year so as to improve learning outcomes for all children.



Firki:

Our organisation has collaborated with Firki to create five e-learning modules for in-service teachers. It is an online open source platform, easily accessible and highly interactive.



Sterlite:

In partnership with Sterlite, Sol's ARC has been working on developing interactive e-learning modules for pre-service teachers.



Teach for India:

Sol's ARC created base line, midline and endline math assessments for students through grades 1 to 8 at Teach for India.

ECONOMIC *Empowerment*



Urban Employment: Introduction

Problem

8.1million



individuals are Persons with Disabilities in urban areas

70%



People with Disabilities are **Unemployed**

90%



of people with **Autism and Intellectual disabilities** are unemployed

Solutions



Job Mapping

Mapping and selecting job processes as per the skillsets of the target group.



Capacity Building

Training of partner NGO stakeholders.



Accessible Curriculum

Creating content as per standardized frameworks in accessible formats.



Employment Opportunities

Employment in industries and within communities.



Validation & Certification

Content developed is validated and verified by sector councils.



Social Security

Linkages to social security schemes.

Economic Empowerment

Urban Employment Program – Employment

Launched in 2017, Sol's ARC's Urban Employment Program (UEP) equips Persons with Disabilities (PwDs) with market-relevant vocational training and essential life skills, while sensitizing employers to create inclusive workplaces. The program provides end-to-end support—from skills development and job matching to post-placement assistance—ensuring sustainable employment opportunities. By bridging the gap between PwDs and employers, UEP fosters both economic independence and more inclusive work environments.

Centre-Based Model:

Focusing on young adults with Autism and Intellectual Disabilities as well as Speech and Hearing Impairment, UEP offers pre-vocational training, vocational skill development, and internship opportunities with corporate partners like Amazon and Lemon Tree. By bridging the gap between talent and opportunity, the program works to create a more inclusive workforce and break down barriers to equal employment.

8

Number of NGO Partners

5

Number of Industry Partners

485

Number of Students Enrolled

187

Number of Students Placed

₹ 14000

Average Monthly Income
of Young Adults



Highlights

Placement at Taj Hotel – Santacruz

After dedicated training and focused support, one of our students has been successfully placed at Hotel Taj – Santacruz. The employer has shared highly positive feedback on the student's performance, which stands as a testament to their hard work and the effectiveness of our training. Encouragingly, based on this success, the hotel has expressed interest in hiring more students from us in the future.



Placement at Iron Mountain

Seven of our students have been successfully placed at Iron Mountain. This milestone has sparked a new wave of excitement and motivation among the rest of our students. The enthusiasm and energy in the classroom have noticeably increased, as peers are inspired by the success and eager to work towards similar opportunities.

UEP Champion Stories

Jitendra, who faces learning difficulties and financial challenges, completed his education with support. Unsatisfied in his early job, he joined Sol's ARC, where training transformed his skills and confidence. An Amazon internship further enhanced his abilities, leading to a digital sector placement. Proudly contributing to his family now, his mother credits Sol's ARC for his success.



UEP Champion Stories

Sahil Nivale, born with multiple disabilities, has faced lifelong health and financial challenges. Despite this, his supportive family and training from Sol's ARC have helped him grow in confidence and independence. Currently interning as a Housekeeping Intern at Akshaya Patra Foundation, Sahil is gaining practical skills and work readiness. He remains grateful for the guidance that is shaping his path toward a more empowered future.



Urban Livelihood Program

Community-Based Model:

This year marked a significant milestone in our efforts to create socio-economic solutions for PwDs through our innovative community-based model in Govandi, Mumbai's most densely populated region. We initiated a comprehensive approach focused on three key pillars: identification of PwDs within the community, facilitating their access to inclusive classrooms, and providing vocational training tailored to their abilities.

38

NO OF CANDIDATES ENROLLED

35

NO OF HOUSE VISITS / AIC DONE



Highlights

Community Livelihood Center Opening

We're excited to share a major highlight from this year — after much effort and dedication, we successfully opened our community center in Govandi this December. This marks the beginning of a meaningful transformation in the area. We've already begun to witness positive shifts — students are engaging more in the sessions and making small but impactful changes in their daily routines. These early signs of progress reaffirm our belief that change, even if gradual, is underway.



First Placement from the CLC

We're proud to share that our first student from the Govandi community center, which we launched in December, has been successfully placed in a back-office role.

This achievement brings immense hope—not only to our students but also to us—as it marks the beginning of transforming lives through meaningful employment. We're optimistic that this is just the start of many more success stories to come from this center.

Rural Livelihood Program – Gujarat

In 2022, Sol's ARC launched its Rural Livelihood Program (RLP) as a pilot initiative in Mujkuva, Anand (Gujarat), with the goal of empowering rural PwDs through economic independence and community inclusion. Modeled after the National Rural Livelihood Mission (NRLM), the program takes a comprehensive approach by organizing PwDs into Self-Help Groups, facilitating access to essential documents like disability certificates and UDID cards, helping open bank accounts, connecting participants with social security schemes, and providing both livelihood training and post-placement support. RLP develops replicable and scalable solutions that significantly enhance livelihood opportunities for rural PwDs while fostering greater social inclusion at the community level. The program represents a sustainable model for creating meaningful change in the lives of people with disabilities in rural India. In the next two years, we aim to form sustainable inclusive community groups who will carry forth this project independently. We recently initiated our efforts in Asodar and are optimistic about the results.

80

No. of PwDs enrolled

49

% of eligible PwDs receiving the Disability Certificate

47

No. of PwDs engaged in livelihoods activities

4000

Average income generated per cycle/PwD

₹ 31400

SHGs Saving



Highlights

Three Institutional Linkages for Livelihood

Sol's ARC has successfully established three institutional linkages for the livelihood products produced by our PwDs. These include links with the Forest Department, the NRLM Department through Saras Fair, and Anand Agriculture University. In addition to being our stakeholders, they have become a marketplace for our NGO. These linkages will help steady the sale of our products through the year, increase the reliability in sale, and ensure visibility for our products.



Saturating Project Components in Mujkuva

Across all interventions in Mujkuva, 70 to 100% have been saturated. These interventions include identification, scheme access, SHG, FIG or producer group membership, and livelihood generation. E.g. 73% for schemes and 98% for identification.



Improving Access to Social Welfare Schemes

This year, we have noticed a positive shift in improving accessibility for PwDs. Our team was able to gauge this shift through one district level identification camp in collaboration with the Social Welfare Department and another visit to IIT Gandhinagar where four PwDs received calipers.



✓ RLP Champion Stories

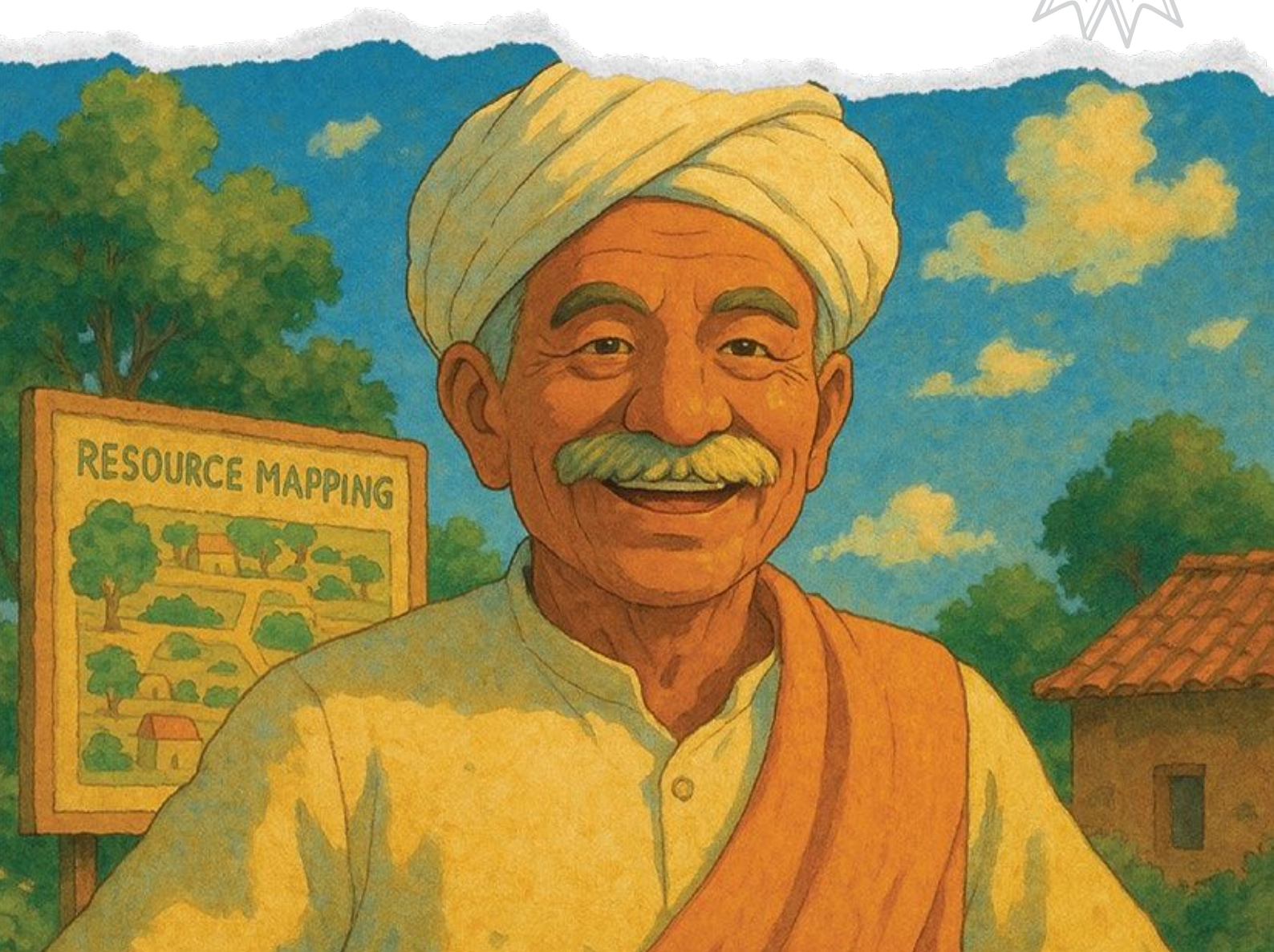
Sarojben, a middle-aged woman with a locomotor disability, has been associated with us since the inception of the project. She lives with her brother and sister-in-law and was entirely dependent on them until a year ago. Despite strong resistance from her family regarding her involvement in our activities, we continued to visit and support her. This individualized focus has now transformed her life—she has achieved financial independence by receiving a monthly pension of ₹1,000. Additionally, she recently received a sewing machine as part of a support kit and will soon begin her own tailoring business. "Now learning new things don't frighten me, they motivate me to do better", says a smiling Sarojben.



RLP Champion Stories

Raman Bhai, the 67-year-old Sarpanch of Asodar village, is a retired government officer whose dedication to inclusive development has been pivotal for Sol's ARC's work. From the outset, he actively supported participatory rural appraisals, guiding resource mapping and identifying households with PwD. His leadership ensured seamless collaboration—mobilizing ward members for surveys, advocating for PwD inclusion in welfare schemes, and even securing potential CSR funding. During a goat-rearing scheme registration, he ensured a PwD beneficiary was included, marking a milestone in inclusive governance.

"When I became Sarpanch, I aspired to dedicate my post-retirement life to the service of my people in Asodar. I try to support any good cause with all I have," says Raman Bhai. His efforts inspire hope for greater PwD participation in local governance, paving the way for a more equitable Asodar.



Rural Livelihood Program – Meghalaya

Sol's ARC, in partnership with the Meghalaya State Rural Livelihood Society (MSRLS), launched the Rural Livelihood Project: Meghalaya, a groundbreaking initiative to empower Persons with Disabilities (PwDs) across all 12 districts of the state. Building on the success of the Mjkuva Model, this project integrated disability-inclusive strategies into Meghalaya's rural development framework.

The project focused on two demonstration blocks (Rongram and Laitkroh), showcasing scalable practices such as SHG mobilization, access to identity documents (UDID, disability certificates), skill training, and market-linked livelihoods like making sticky traps and vermicomposting. Key outcomes included mobilizing 80% of PwDs into SHGs, ensuring 70% undergo skill training, and enabling 50% to increase their income, while strengthening systemic inclusion through government collaboration.

This initiative aimed to create Meghalaya's first end-to-end model for PwD economic inclusion, replicable across India to ensure no one is left behind.

Meghalaya

190

No. of PwDs identified



Highlights

Empowering PwDs Through SHGs

Sol's ARC has successfully established two Self-Help Groups (SHGs) in Dympep and Laitlyngkot, marking the first step toward financial inclusion for Persons with Disabilities (PwDs) in the region. Through our intervention, Bank Sakhis have been deployed to facilitate SHG bank account openings, with committed ongoing support from local banks. Looking ahead, we are preparing to launch aspiration mapping and livelihood training programs in the coming year, which will further equip PwDs with skills and opportunities for sustainable economic independence.



Employment & Livelihood Opportunities

In collaboration with MSRLS and NCSE-DA, we organized a job fair to connect Persons with Disabilities (PwDs) with meaningful employment opportunities. Additionally, we identified and supported an existing PwD-SHG member from Rongram Block who is actively working on his own start-up, demonstrating the success of our livelihood initiatives.



Awareness and Advocacy

To enhance accessibility to government schemes, we facilitated an awareness program for officials from SMMU, DMMU, and BMMU, equipping them with knowledge to better support PwDs. This effort strengthens systemic inclusion and ensures that benefits reach those who need them most.



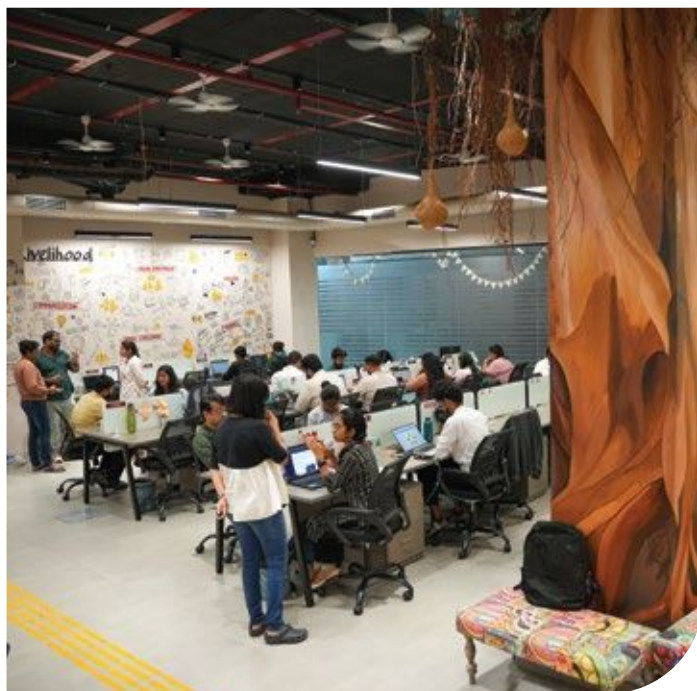
Building an Organizational Ecosystem for Systemic Inclusion

At the organizational level, we are strengthening our ecosystem through strategic partnerships and capacity-building initiatives to drive sustainable impact. A key collaboration with Vidhi Legal Research is helping embed inclusive education practices in Uttar Pradesh through legal frameworks – we've conducted secondary research, stakeholder consultations, and government engagements to develop accommodations for Children with Special Needs (CWSN). Our advocacy efforts gained momentum on International Day of Persons with Disabilities (IDPD) through awareness campaigns featuring impactful videos that challenge stereotypes, such as showcasing mathematical abilities of individuals with autism. Looking ahead, we're building institutional capacity for the next five years by working with expert advisors who are helping refine our strategy, enhance monitoring & evaluation systems, and strengthen fundraising capabilities. These interconnected efforts – from policy-level interventions to public awareness and organizational development – create a robust foundation to scale our impact while ensuring sustainability and systemic change in the disability inclusion space.



Sol's ARC partnering with Sterlite EdIndia Foundation through a formal MoU to digitize and scale inclusive content for pre-service teachers (PSTs). This collaboration will integrate Sol's ARC's disability-focused modules into EdIndia's Teachable App, reaching PSTs across underserved regions. The initiative supports NEP 2020 goals by embedding inclusive practices in teacher training. It also strengthens early teacher capacity to support diverse learners through accessible, high-quality resources. Together, Sol's ARC and EdIndia aim to build a future-ready, inclusive teaching force across India.





New Office



Building the Brand, Telling the Story

At Sol's ARC, inclusion is more than a value; it's the story we carry into every space.

Why Communications Matters Now

India is advancing in discussions about access and development, but true progress requires centering disability inclusion—not treating it as an afterthought. At Sol's ARC, strategic communication bridges this gap, fostering trust and clarity. This year, we strengthened our voice to align actions with our core mission: embedding inclusion at the heart of India's growth story.

Where We Are

Social Media Growth:

- Engagement rates more than doubled, with our highest-performing reels crossing 100,000 views.
- Follower growth on Instagram has been organic, consistent, and interest-driven, tied directly to our issue-based content.

Stronger Presence Across Platforms:



- LinkedIn posts have become more insightful and reflective, helping position Sol's ARC as a thought leader within the education and development space.
- YouTube content was repackaged and refined to align with campaign arcs

Internal Systems:



- Communications is now integrated into program launches, events, fundraising, and hiring.
- Campaign timelines, script approvals, and creative planning have been systematised, increasing speed and quality of execution.



Campaigning with Purpose

- **IDPD 2024 (International Day of Persons with Disabilities)**

Our week-long campaign for the International Day of Persons with Disabilities reached 52,000+ users, engaged over 7,000, and brought visibility to often-overlooked disability experiences. Real stories, clean visuals, and research-backed messaging made it memorable.

We replaced tokenism with curiosity: How does a person on a wheelchair dance? How does a hearing-impaired dancer perform? We showed the “how” normalising disability with dignity, and using simple Hinglish to connect.. Reels were designed for shareability and awareness.

- **IncluED: Turning a Tool into a Conversation**

With the launch of India’s first AI chatbot for disability-inclusive education, we kept it human. From teaser to FAQ reels, the campaign built curiosity and trust, with 15,000+ views and high save/share rates. We positioned IncluED not just as a tech tool, but as a companion for parents and teachers navigating inclusion. Campaigns now follow arcs, not one-off posts. Every reel is scripted, shot, and edited in-house, with a clear tone and audience.



Tech Tools

IncluEd Chatbot: Enhancing Teacher Support

To boost engagement, we sent WhatsApp nudges—friendly reminders motivating 299 teachers across government, private, and NGO schools in Maharashtra, Tamil Nadu, and Uttar Pradesh to use the IncluEd Chatbot. Through Focus Group Discussions (FGDs), we refined the chatbot based on teacher feedback, ensuring its language, strategies, and usability addressed real classroom challenges in supporting children with learning difficulties.



Glific

Tech4Impact Chatbot Accelerator 2025



Capacity

Your team has the bandwidth to design, manage, and refine chatbot flows for your programs

Org Level Activities

Uniquely You – Employee Storytelling

Another new initiative was Uniquely You—a space where employees could talk about themselves beyond their professional roles. In these sessions, colleagues shared their personal journeys, experiences, and what shaped them into who they are today. This semi-formal platform has helped deepen connections among team members.



Employee of the month

We introduced the Employee of the Month program as a way to consistently recognise and celebrate the dedication, performance, and positive spirit of our team members. This initiative has not only been warmly received but has also played a key role in building a culture of appreciation across the organisation. By acknowledging the contributions of our colleagues in a timely and meaningful way, we aim to reinforce the values we stand for and inspire continued excellence. It's a small but powerful way to say thank you—and to show that great work never goes unnoticed.



Org Level Activities

Cultural Activities

We believe that true inclusivity is built not just through policies, but through shared experiences. Celebrating the richness of our **unity in diversity**, we've embraced cultural events like **Independence Day, Christmas**, and many others as opportunities to come together as a team. These celebrations go beyond festivities—they foster a genuine sense of belonging, deepen mutual respect, and strengthen the fabric of our inclusive community. Through these moments, we honour different identities while building one collective spirit



Team Retreat

As part of our broader focus on **employee engagement and capacity building**, we organised **annual team outings** for both our Head Office and Tamil Nadu teams. These offsite experiences—held at resorts and other informal settings—offered more than just a break from routine. They created space for team members to **relax, connect meaningfully**, and strengthen relationships beyond work roles. By nurturing trust, collaboration, and camaraderie, these outings played a valuable role in building **a cohesive and resilient team**.



Events Attended

Tech4Impact Chatbot Accelerator

Our tech team participated in the Tech4Impact Accelerator, a two-day intensive workshop designed to support the development of technology-led solutions for social good. As part of our ongoing work on building an inclusive chatbot, the team explored tools, frameworks, and expert insights that will enhance the bot's functionality to support children with diverse learning needs. The workshop served as a valuable platform for peer learning, innovation, and collaboration in the tech-for-impact space.



Sampoorna Workshop – Jharkhand

Our strategy team took part in the three-day Sampoorna Workshop in Jharkhand, focused on integrating inclusion into the socio-emotional learning (SEL) framework. Through collaborative discussions, planning sessions, and field-level insights, the team explored how inclusive education practices can be meaningfully embedded within SEL programs across schools. This aligns with our broader goal of making mainstream education systems more responsive to every learner's needs.



Bharat CSR Workshop

At the Bharat CSR Workshop, we had the opportunity to showcase Sol's ARC's work to a national audience of CSR leaders and practitioners. The event allowed us to present our inclusive education and livelihood models, share impact stories, and build meaningful connections with organisations and funders invested in social equity. It was a powerful platform to advocate for inclusive systems at scale.



Inclusive Education

Government Partners



Tamil Nadu



Madhya Pradesh



Daman & Diu



Samagra Shiksha - UP

NGO Partners



educate girls

TEACHFORINDIA

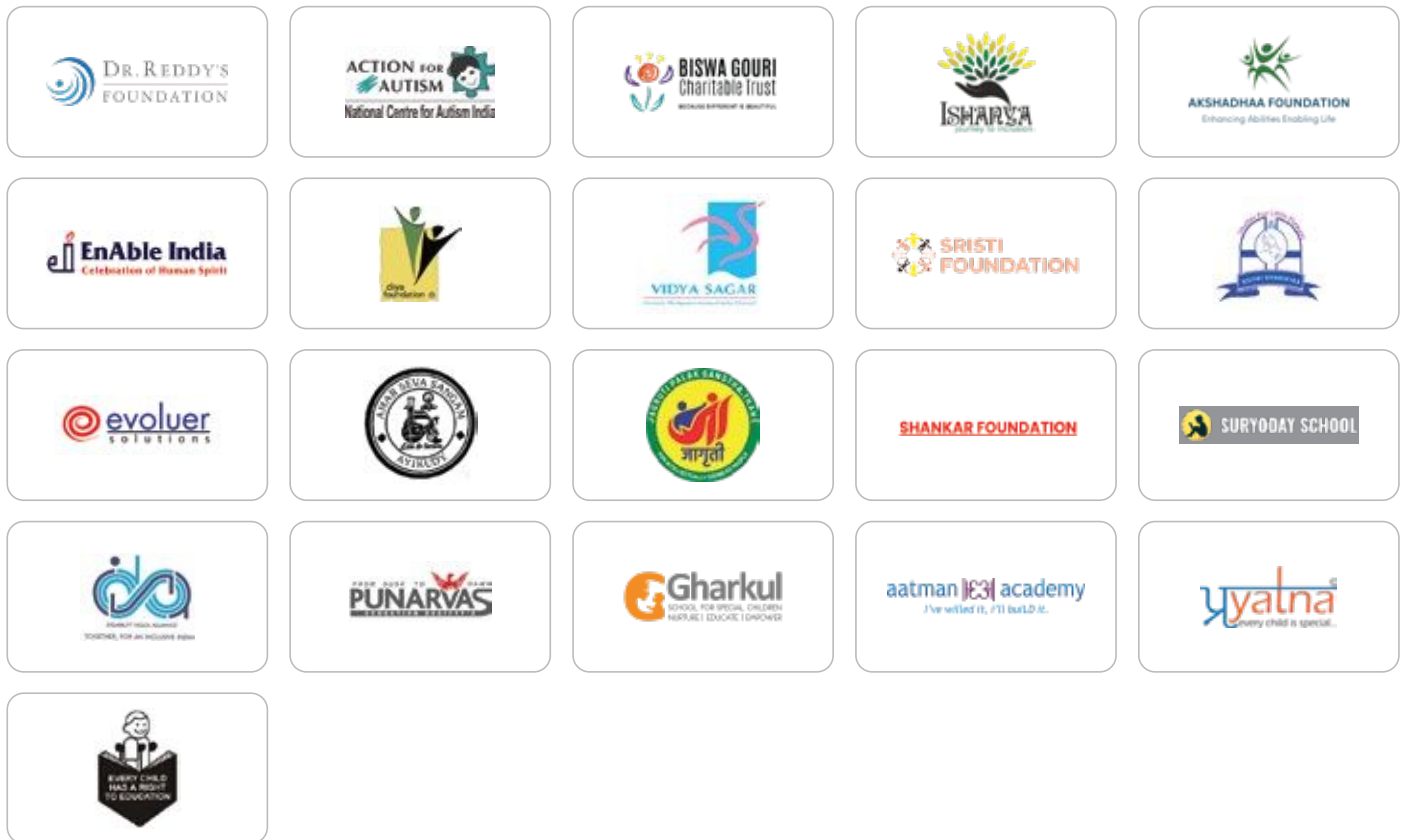
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ENABLING BREAKTHROUGH SCHOOLS

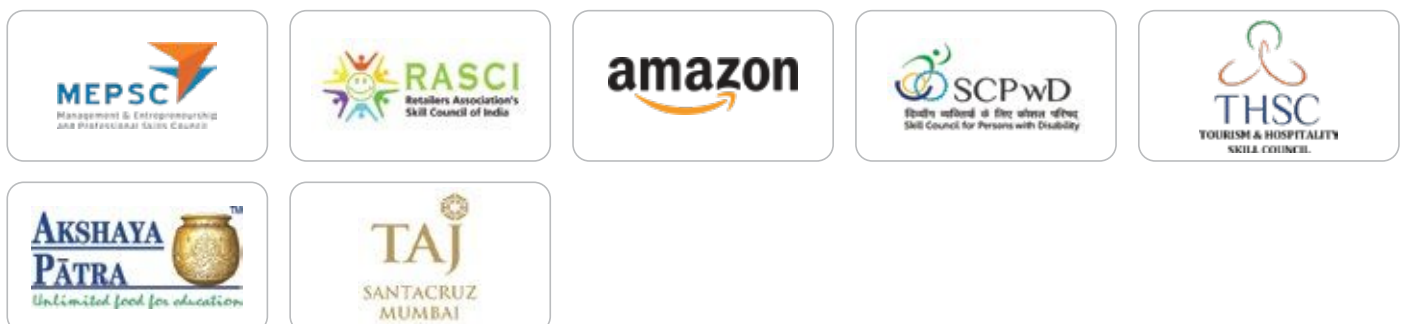


Economic Empowerment

NGO Partners



Industry Partners



Government Partners



Our Supporters



Collaborators



Ek step



Dalberg



Bytesor



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SOL'S ASSESSMENT AND REMEDIAL CENTRE (SOL'S ARC)

Registration no. F - 25351(Mumbai)

BALANCE SHEET AS AT 31ST MARCH 2025

2023-24	FUNDS AND LIABILITIES	2024-25	2023-24	PROPERTY AND ASSETS	2024-25
	<u>Trust Funds or Corpus</u>		-	<u>Immovable Properties</u>	-
10,000	As per last year	10,000	-	<u>Investments</u>	-
-	Add: During the year	-		<u>Furniture & Fixtures</u>	
10,000		10,000		Balance as per last Balance	2398401
			26,45,199	Sheet	1039955
	<u>Other Earmarked Funds:</u>		5,87,929	Additions during the year	-
	(Created under the provisions of trust deed)		-	Less : Sales during the year	-
-	Depreciation Fund	-	-8,34,727	Depreciation up to date	(8,58,825)
-	Sinking Fund	-	23,98,401		25,79,531
-	Reserve Fund	-		<u>Loans</u>	
3,32,43,304	Any other Fund	1,64,59,964		Loans Scholarship	-
	<u>Loans (Secured or Unsecured)</u>		-	Other Loans	-
-	From Trustee	-	-	<u>Advances</u>	
-	From Others	-	-	To trustees	-
	<u>Liabilities and Provisions</u>		-	To employees	-
1,35,094	For Expenses	5,38,269	-	To contractors	-
2,40,000	For Deposits	2,20,000	4,16,283	To lawyers	-
-	For rent and other deposits	-		To Others	24,39,196
-	For sundry credit balances	-		<u>Income Outstanding</u>	
	<u>Income And Expenditure Account</u>		-	Rent	-
1,56,75,439	Balance as per last year	1,21,54,083	-	Interest	-
(35,21,356)	Less : Excess of expenditure over		-	Other Income	-
1,21,54,083	income during the year	19,39,133		<u>Cash and Bank Balances</u>	
		1,40,93,216	3,12,38,156	(a) Bank In Current Account	1,98,27,685
		1,40,93,216	1,17,17,640	Bank In Fixed Deposit Account	64,66,798
			-	(b) Cash With the Trustee	-
			12,001	(c) Cash With the Manager	8,239
4,57,82,481	TOTAL RS.	3,13,21,449	4,57,82,481	TOTAL RS.	3,13,21,449

The above Balance Sheet to the best of our belief contains a true account of the Funds and Liabilities and of the property and Asset of the Trust.

AS PER OUR REPORT OF EVEN DATE
FOR S. P. GUPTA & ASSOCIATES
 CHARTERED ACCOUNTANTS
 F.R.No.103445W

FOR SOL'S ASSESSMENT AND REMEDIAL CENTRE (SOL'S ARC)

Preeti
Preeti Parasrampur
 Partner
 Mem.No.131204



Trustee



Trustee

Trustee

Place : Mumbai
 Date : 27 Sept., 2025

Varsha
Varsha
 Trustee

The Bombay Public Trusts Act, 1950

SCHEDULE IX [Vide rule 17(1)]

SOL'S ASSESSMENT AND REMEDIAL CENTRE (SOL'S ARC)

Registration no. F - 25351(Mumbai)

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2025

2023-24	EXPENDITURE	2024-25	2023-24	INCOME	2024-25
	To Expenditure in respect of properties			By Rent	
-	Rates , Taxes , cesses	-			
-	Repairs and Maintenance	-		By Interest (accrued & realised)	
-	Salaries	-	-	On Securities	-
-	Insurance	-	-	On Loans	-
-	Depreciation	-	3,52,771	On Bank account	5,75,423
			6,28,310	On Fixed Deposit	4,88,360
21,44,318	To Establishment expenses	36,95,362		On Income Tax Refund	16,920
29,25,000	To Remuneration To Trustees	32,17,500			
-	To Remuneration (in the case of a math) to the head of the match, including his household expenditure, if any		-	By Dividend	
			2,93,66,581	By Donations in Cash or Kind	5,73,76,857
-	To Legal Expenses		1,52,69,206	By Grant	35,00,000
94,400	To Audit fees.	1,00,300	13,47,066	By Income from other sources	4,42,341
-	To Contribution and fees	-	-	By Transfer from Reserve	-
-	To Amounts Written off	-		By Deficit carried over to Balance Sheet	
-	(a) Bad Debts	-			
-	(b) Loans Scholarships	-			
-	(c) Irrevocable rents	-			
-	(d) Other items	-			
	To Miscellaneous expenses				
8,34,727	To Depreciation	8,58,825			
	To Expenditure on objects of the trust:-				
	(a) Religious	-			
4,44,86,845	(b) Educational	5,25,88,781			
	(c) Medical Relief	-			
	(d) Relief of Poverty	-			
	(e) Other Charitable Objects	-			
		5,25,88,781			
-35,21,356	To Surplus carried over to Balance Sheet	19,39,133			
4,69,63,934		6,23,99,901	4,69,63,934		6,23,99,901

AS PER OUR REPORT OF EVEN DATE

FOR S. P. GUPTA & ASSOCIATES
CHARTERED ACCOUNTANTS

F.R. No.103445W

Preeti
Preeti Parasrampur
Partner
Mem.No.131204

Place : Mumbai
Date : 27 Sept., 2025



[Signature]
Trustee

Trustee

[Signature]
Trustee

Trustee

[Signature]
Trustee

Trustee



