



**Asha**  
for Education

Bringing hope through education

## **Safe Schools**

**Annual Review for April 2024 – April 2025**  
**Budget Proposal for 2025-2026**  
Asha Austin

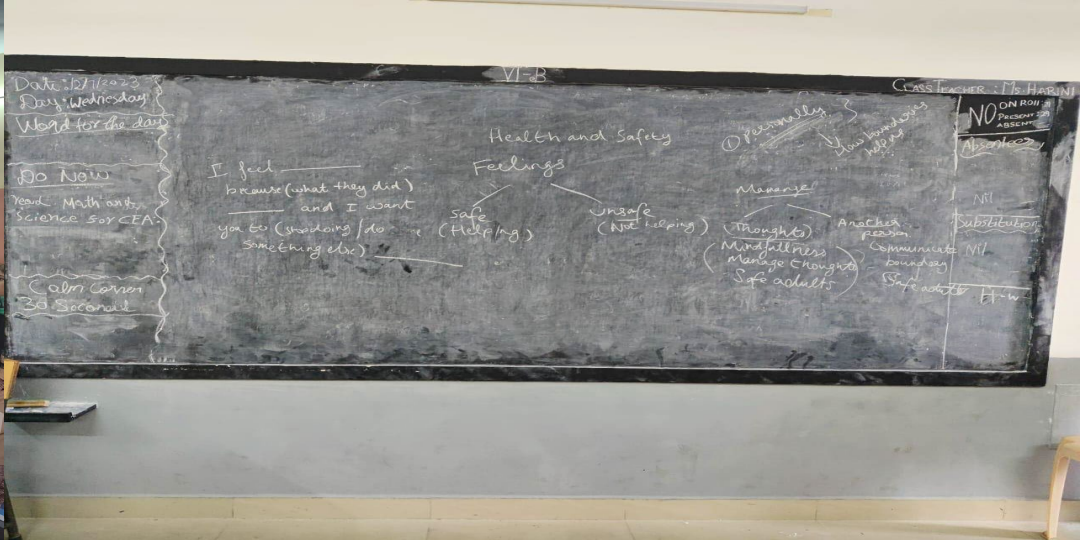
**May 27, 2025 (Part 1) and July 28, 2025 (Part 2)**



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## Part 1



# Safe Schools (Rural/Urban, Tamil Nadu and Karnataka)

## Safe Schools



## Overview

(<https://ashanet.org/project/?pid=1350>)

- Started by N.S Educational Trust, Safe Schools aims to empower schools to minimize risk of all forms of abuse and equip schools to deal with incidents of child abuse in a child-centric manner.
- The Safe School initiative funded by Asha Austin, aims at working with 12 low-income, government aided schools in Tamil Nadu and Karnataka. They also plan to reach 20 corporation schools and 2,000 additional children through 2 schools in Rajapalayam
- Safe Schools Facilitators conduct child safety sessions over several days in each school with students, parents, and teachers. Additionally, they draft child safety policies to be implemented across all stakeholders in the school
- Project Partner Website: [Safe Schools – A Safe School For Every Child](#)





# Mission and Vision

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- All schools create safe and joyful spaces for all children to learn and thrive in. We aim to ensure all stakeholders - school management & leadership, staff, students and primary caregivers - internalize core mindsets and build skills to create a culture of safety and well-being of children

# Safe Schools – Asha Austin Engagement

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- ❑ Started in 2023
- ❑ Funds disbursed
  - ❑ November 2023: USD 13,003
  - ❑ September 2024: USD 6,412
  - ❑ Total disbursed for far: USD 19,415
- ❑ Project Partner presentation (2023)
- ❑ Mid Year Update Project Partner Presentation (Feb 2024)
- ❑ In-person Site Visit in 2023
- ❑ Latest site visit conducted by Project Steward, Sowmya Suryanarayanan in June 2024: Microsoft Word - Site Visit Report Safe Schools June 2027

# Strengths

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- Expertise in School Safety: Trained professionals with an understanding of physical, emotional, and psychological safety in educational settings. Each team member brings a deep understanding of the unique challenges children face in school environments. The Team also actively consults and collaborates with NGOs and professionals who specialize in child safety and abuse prevention, ensuring the Safe Schools program reflects the latest research, and real-world experience
- Collaborative Mindset: Works closely with school leaders, teachers, and parents to build a unified safety culture
- Ongoing and repetitive training: Returns annually or as needed to reinforce learning, update best practices, and ensure schools remain proactive in child safety
- Evidence Based Interventions: Utilizes proven strategies and tools to prevent bullying, reduce violence, and promote positive behavior
- Training and Capacity Building: Utilizes proven strategies and tools to prevent bullying, reduce violence, and promote positive behavior

# Weakness

- Limited Capacity for Scale: Small team size or staffing limitations may restrict the number of schools supported simultaneously: **Safe schools is applying for grants, taking part in accelerators. Incubated by NSRCEL in IIM Bangalore to help refine their value propositions and develop a fundraising strategy**
- Dependence on School engagement: Success depends heavily on the commitment of school leadership and staff buy-in, which can vary widely. **Continuous and open dialogue with the school management to ensure alignment and reinforce shared responsibility. We also share real-life success stories—such as children who have begun to report abuse or harmful behavior at home—as powerful evidence of the program's impact and the importance of sustained engagement.**
- Competing Priorities in School: Schools often juggle academic, administrative, and disciplinary priorities, which can push safety and well-being initiatives to the side. **This has been a challenge, actively collaborate with schools to align training programs with their academic calendars. By avoiding peak periods such as exam seasons, we ensure that training workshops are delivered at optimal times—maximizing participation, engagement, and impact without adding pressure to already busy schedules.**
- Funding Constraints: Reliance on grants or limited budgets may affect program consistency or the ability to offer follow-up visits to all schools. **Safe Schools is proactively exploring diverse funding avenues—including participation in social impact accelerators, partnerships, and philanthropic grants—to strengthen program sustainability and expand our reach. Their goal is to ensure that every school, regardless of resources, has continued access to child safety support and training**
- Measuring Long-Term Outcomes: While short-term impact may be clear, tracking long-term behavioral and cultural changes in schools can be difficult without ongoing access



# Project Updates

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## Impact and Reach

- The response from schools and education NGOs has been overwhelmingly positive. Through partnerships with organizations such as Bala Mandir Kamaraj Trust, Teach For India Bengaluru, Kanavu Trust, Rain Tree Schools, and Avvai Home Girls School and Orphanage, Safe Schools reached nearly **3,000 children** across Chennai, Cuddalore, and Bengaluru.
- Completed sessions across four schools in Cuddalore (Kannarapettai, Chithirapettai, Killai, and Annappanpettai) which were met with enthusiasm from both children and teachers.
- Completed workshops in Begaluru that focused on children's rights, responsibilities, consent, boundaries, and identifying trusted adults.
- In Chennai, select schools have begun reporting cases through their Child Safety Committees—a critical milestone in institutionalizing safeguarding practices.
- Schools in Cuddalore also recorded their highest performance in 10th-grade public exams, indicating the link between safer environments and academic outcomes.

# Project Updates (continued....)

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## **Sustained engagement and Behavior Change**

- At Bala Mandir Vidyalaya, where the program is in its second year, children are recalling safety concepts and applying them in real-life simulations—clear evidence that Safe Schools’ approach is fostering retention and real-world application
- Even in first-year schools, post-workshop reports of abuse being disclosed to school committees and Safeguarding Champions indicate growing trust and system responsiveness.

## **Strategic Collaborations**

- Partnered with Bhumi to orient fellows on supporting schools in forming Child Safeguarding Committees, and conducted a Leadership Orientation for 30 principals from Greater Chennai Corporation schools.
- Partnered with Teach For India Chennai to build protective behaviors into fellow training, reaching 20 low-income schools. TFI fellows will carry forward safeguarding principles into future leadership roles across the education sector
- Trained early-year educators, nurses, and home workers at Bala Mandir Kamaraj Trust on the role of educators in child safeguarding, in collaboration with the Bala Mandir Research Foundation.

## Project Updates (continued....)

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### **Program Expansion**

- Signed on 2 new schools in Rajapalayam (near Madurai), extending their reach to 2,000 more children.
- Piloted a personal safety workshop for 250 children across 9 corporation school classrooms in Chennai with TFI, leading to a formal partnership for the next academic year.

# Project Updates (continued....)

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## Capacity Building and Resources

- Actively building a community of Child Counselors, Trauma Response Specialists, Child Protection Officers, and POCSO-specialized Lawyers to support our programs in advisory and training capacities.
- Began development of teacher handbooks, parent guides, school safeguarding manuals, and children's safety activity books to deepen engagement across all stakeholders
- Our growing team of 6 (4 in Chennai and 2 in Bengaluru) is now in need of professional office space to support operations efficiently.

# Project Updates (continued....)

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## Organizational Growth & Milestones

- Welcomed Rohit Balakrishnan as Co-founder, bringing deep expertise in school leadership, operations, and instructional excellence to help strengthen and scale our impact.
- Selected for incubation by NSRCEL at IIM Bangalore, participating in their 100-day Launchpad Program to refine our value proposition and scale our fundraising strategy—a steep but rewarding learning journey.
- We are proud to share that Safe Schools has secured 80G approval for tax-deductible donations.

# Project Updates (continued....)

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## Looking Ahead: 2025 – 2026 Goals

- Reach 10,000 children by March 2026.
- Advance current schools, staff, and children to Level 2 of Safeguarding Standards
- Bring 7,000 new children and their schools to Level 1 of Safeguarding Standards.
- Continue exploring best facilitation practices inspired by Teach Like A Champion
- Seek introductions to middle- and high-income private schools interested in pioneering child safeguarding programs

## Challenges:

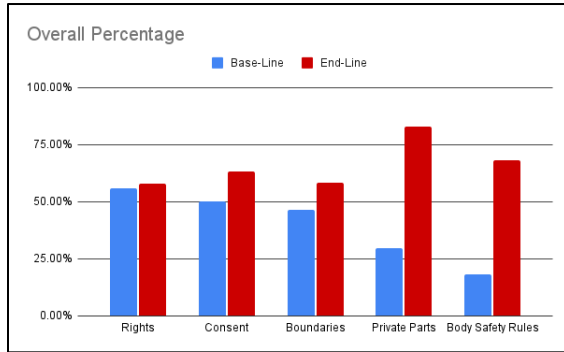
- Securing consistent funding remains a core challenge as we work to scale our impact and develop high-quality, multilingual resources. While donor interest is growing, building a reliable base of institutional and individual supporters is essential to long-term sustainability.
- Aligning our programs with diverse school calendars and academic pressures requires ongoing flexibility. Encouraging schools to prioritize child safety training—especially in the face of tight schedules and exam preparation—continues to be a delicate but crucial task.



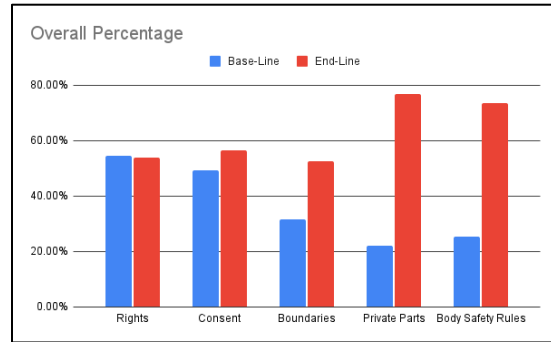
# Success Story from Children Training Sessions

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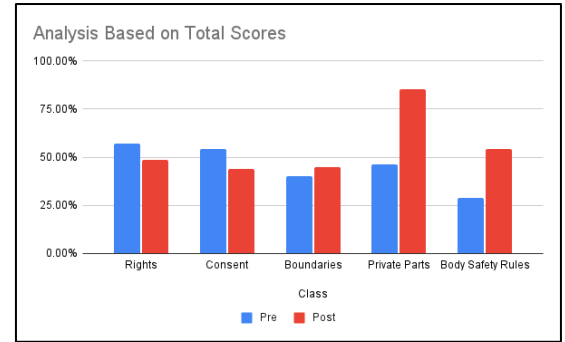
## BMKT Sathya Moorthy High School



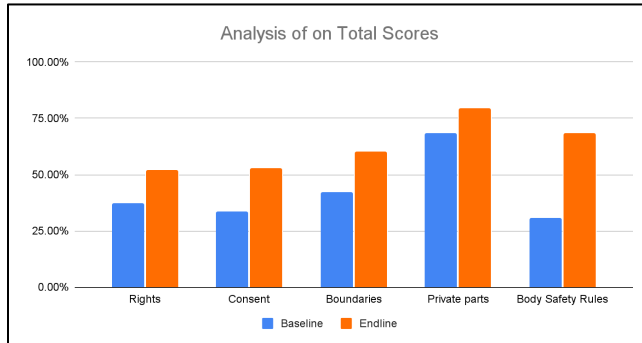
## BMKT Primary School



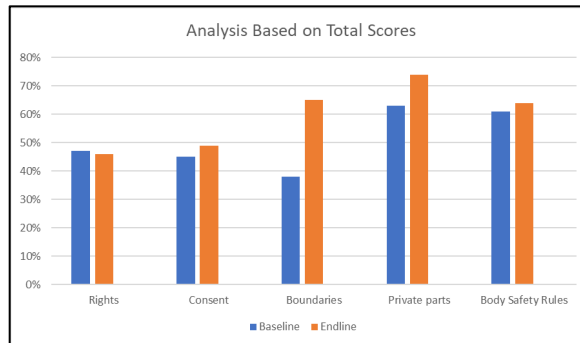
## Avvai Home



## Kanavu Schools



## Mt. Everest English High School



# Site Visit Compliance

## ☐ Site visit conducted on 27 June 2024

- ☐ Project Steward – Sowmya Suryanarayanan
- ☐ Safe Schools Project Lead – Mathangi
- ☐ Safe Schools Facilitator – Aarthi and Priya
- ☐ Location: Avvai School, Besant Nagar, Chennai

## ☐ Is the site visit valid ?

- ☐ Yes, it is valid since it's been less than a year since the site visit was conducted in June 2024.

# Beneficiaries

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- Students, Teachers, Parents/Families, School Administrators, and Policy Makers

# Current Staff

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- 4 Facilitators
- 1 Project Lead
- Operations Director/Co-founder
- Part time Website Designer/Developer

# Funds Utilization

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Expenditure (Actuals)		
Nature of Expense	Amount	Total (INR)
4 Facilitators	300,000	1200000
Web Developer/Designer	110,000	110000
Project Lead (partial salary)	285,000	285000
Travel	5000	5000
Total		1600000

Expenditure (Planned)		
Nature of Expense	Amount	Total (INR)
2 Facilitators	400,000	800000
Project Lead	800,000	800000
Media and Design (to be funded by N.S Educational Trust)	400000	400000
Total		1600000

# Project Impact (Qualitative)

- ❑ Asha Austin has been supporting this project since December 2023.
- ❑ Asha Austin's engagement has helped with hiring additional facilitators and initiating conversations with several other low-income schools to implement child safety policies and training workshops.
- ❑ Conversations about child safety and abuse have been very minimal in most of the schools in India, especially low-income and government aided schools. With the Safe schools initiative, the workshops and training sessions are equipping the kids, teachers and parents with important body vocabulary, importance of establishing boundaries and recognizing signs of any form of abuse.
- ❑ Please refer to the previous 2 slides for observations from the field.







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**Thank You**  
**Asha Austin**



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## Part 2

# FCRA Compliance

- ❑ FCRA Valid till through November 2027 for N.S Educational Trust
- ❑ Safe Schools (Nino Schools) is in the process of applying for its own FCRA - needs three audit reports in order to fulfill the FCRA requirements. Safe Schools/Nino currently has one Audit Report (24-25) which they plan to send to us in August

# Funds Utilization (2024-2025)

## Expenditure (Actuals)

Nature of Expense	Amount	Total (INR)
4 Facilitators	300,000	1200000
Web Developer/Designer	110,000	110000
Project Lead (partial salary)	285,000	285000
Travel	5000	5000
Total		1600000

## Expenditure (Planned)

Nature of Expense	Amount	Total (INR)
2 Facilitators	400,000	800000
Project Lead	800,000	800000
Media and Design (to be funded by N.S Educational Trust)	400000	400000
Total		1600000

# 2025-2026 Budget Proposal

## Safe Schools Budget Proposal for Asha Austin (25-26)

Role	Amount (INR)
Facilitator 1	420,000
Facilitator 2	420,000
Facilitator 3	420,000
Facilitator 4	420,000
Facilitator 5	300,000
Total	1,980,000

**Disbursed so far: INR 1600000**

## Safe Schools Budget for remaining roles and Items

Role	Amount (INR)
Research Associate	500,000
Communications and Design Associate	500,000
Program Resources (flash cards, exit slips, posters, Projectors, Mic)	400,000
Programme Lead	1,100,000
Government Relations manager	800,000
CEO (Organisational Leadership, Partnerships, Program Development, Pilot Design)	1,800,000
Total	5,100,000

# Audit Reports

- ❑ [Link to audit report 2022-2023](#)
- ❑ [Link to audit report 2023-2024](#)

BALANCE SHEET AS AT 31.03.2024					
LIABILITIES	2023-2024		ASSETS	2023-2024	
	AMOUNT	AMOUNT		AMOUNT	AMOUNT
<b>Capital Fund</b>		<b>2,79,69,636</b>	<b>Fixed Assets</b>		<b>13,24,72,760</b>
Capital	2,79,69,636		Computer & Printer	19,80,970	
<b>Add:-</b>			School Building	2,37,97,445	
Excess of Income over Expenditure Op	3,18,62,873	<b>3,27,15,026</b>	School Equipments	5,15,574	
Add: Current Year Surplus	8,52,153		Vehicles	28,44,243	
<b>Loans ( Liability )</b>		<b>7,16,44,241</b>	Electrical Equipments	10,44,849	
Bank O/D	1,95,42,689		Lab Equipments	29,062	
Term Loans - Bank	4,91,01,552		Land	4,37,29,355	
Others	30,00,000		School Furnitures	25,16,743	
			MWC Building WIP	5,99,76,119	
			Dep Reserve	(39,61,600)	
<b>Current Liabilities</b>		<b>1,34,40,634</b>	<b>Investments</b>		<b>36,38,750</b>
Sundry Creditors	20,98,171				
Statutory Dues	7,20,703		<b>Current Assets</b>		<b>96,58,028</b>
Advance School and Van Fees	82,42,930		Deposits	25,135	
Outstanding Liabilities	23,78,830		FD With Banks	7,71,043	
			Loans & Advances	20,65,381	
			Loans & Advances-Building	27,82,113	
			Cash-in-hand	2,29,843	
			Bank Accounts	37,25,769	
			TDS & TCS Receivables	58,744	
<b>Total</b>		<b>14,57,69,538</b>			<b>14,57,69,538</b>



# Financial Health

- ❑  $WCR = \text{Current Assets} / \text{Current Liabilities} = 0.71$
- ❑ Do they have a corpus fund - No
- ❑ Income over Expenditure – INR 3,27,15,026
- ❑ Liquid reserves in cash, deposits, mutual funds and other equivalents = INR 48,10,534
- ❑ What % of OPEX does Asha Austin support (please track over the years) ~ 23 percent (of Safe Schools OPEX and not N.S Educational Trust)

# Fundraising Model

## ☐ Diversified sources of funding

- ☐ Asha Austin
- ☐ Individual Donors
- ☐ N.S Educational Trust
- ☐ Grant Programs and Accelerators

# Budget Overview

- ☐ Funds utilization in line with budget proposal for previous year?
  - ☐ Yes, they have utilized all the money disbursed (~1600000)
- ☐ Operating expenses comparison
  - ☐ Are the salary increases in-line – Yes: the facilitators were hired initially with a promise to increase their salaries to INR 4.2 lakhs in the upcoming year
  - ☐ They are scaling rapidly, and their plan is to continue to raise funds through accelerators and individual donations while NS Educational Trust continues to support Safe Schools. They also plan to generate revenue through sessions with higher income schools.
- ☐ Hiring needs/ new programs/ plan for growth
  - ☐ Reach 10,000 children by March 2026.
  - ☐ Continue exploring best facilitation practices inspired by Teach Like A Champion
  - ☐ Seek introductions to middle- and high-income private schools interested in pioneering child safeguarding programs
  - ☐ They have hired a new Program Lead and Co-founder for Safe Schools as of December 2024
  - ☐ They have plans to hire a Research Associate, and Government Relations Manager

# Chapter Vote

- ☐ Does Asha-Austin approve sending INR 19,80,000 to Safe Schools for supporting salaries from April 2025 to March 2026?
  - ☐ Yes -
  - ☐ No - 0
  - ☐ Abstain - 0

# Chapter Checklist

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
FCRA Validity	Y	Y					
Budget and Proposal	Y	Y					
Annual Report	Y	Y					
Audit Report	Y	24-25 Report still pending					
Beneficiaries and Staff List	Y	Y					
Site Visits	Y	Y					
Financial Analysis	Y	Y					
Funding Partners	Y	Y					
Corpus Fund Initiatives	Y	Y					
% OPEX (Total)	23%	29%					
WCR	0.67	0.71					