



FROM CARE TO IMPACT



ANNUAL REPORT  
2024 - 25





Ishwari Bavkar,  
13 yrs





Pratab Harijan, 15yrs

## MY JOURNEY THROUGH THE CIRCLE OF CARE

*"It is not what is poured into a student that counts, but what is planted." – Linda Conway*

This statement holds true in my life, because throughout my school years at Aseema I have learned the real meaning of self-discipline and self-learning.

I began my journey with Aseema in pre-primary. At first, I had no interest in studies and no desire to learn. I felt lost. But slowly, Aseema became a part of me. With time, I started developing interest as my teachers encouraged me and motivated me to learn. I enjoyed the activities that laid the foundation for my growing years.

I remember watching the Independence Day event in school and how amazed I was by my classmates' confidence on stage as anchors. That day, I felt the urge to build myself and take part in such activities. With my teachers' support, I began to grow not only in academics but also in co-curricular activities and have enjoyed being part of Room-13 and spending time in the library.

We were under lockdown during my Std. 4 and 5 years, but even then, the management, teachers, and the Community Work Centre (CWC) supported us through online classes and provided ration kits to our families and community. During this time, I learned many values. The most important of these were self-discipline and good etiquette, which have shaped me over the years.

This year, I am proud to be the class captain, striving to live up to the responsibilities entrusted to me. I also enjoy being a support buddy in class, helping my peers understand concepts while revising. These opportunities have

given me the confidence to present myself in front of everyone without fear. They have helped me rethink how I see myself and encouraged me to speak kindly to myself. I used to be terrified of going on stage, but as more chances came along, that fear melted away.

I feel humbled to have met and learned from so many people who have guided me and given me strength. The support of our teachers, donors, and the entire Aseema family has shaped who I am today and shown me what's possible when we believe in one another.

Aseema truly means limitless and this spirit shines through everything we do. It gives us the courage to explore, to learn, and to dream. I am excited to welcome you to our Annual Report 2024-25, which captures this journey of growth and imagination. The artwork you'll see has been created by my peers at Aseema, each piece a glimpse into our world of colour, creativity, and hope.

*Sarah Shah, Std. 10*

# INTRODUCTION TO ASEEMA

Aseema was founded on a simple yet powerful belief: that every child has the right to quality education, one that nurtures learning, dignity, and hope, even in the most marginalised communities. Since 1997, Aseema Charitable Trust has worked to realise this belief by providing value-based, high-quality education rooted in care.

**Our Vision:** Realise human potential through quality education.

**Our Mission:** To equip children from marginalised communities with high quality, value based education enabling development of their limitless potential.

In **2024–25**, Aseema impacted over 3,400 children through four vibrant schools that embody our vision of inclusive, quality education.

- In **Mumbai**, we run three schools in partnership with the Municipal Corporation of Greater Mumbai (MCGM) - **Pali Chimbai Municipal School (PCMS)**, **Pereira Wadi Municipal School (PWMS)**, and **Kherwadi Municipal School (KMS)**. Through this public-private partnership model, Aseema has transformed under-resourced municipal schools into dynamic centres of learning that deliver excellence within the government education system.

- In **Igatpuri**, we operate two education centres - **Aseema Sitabai Kavji Mengal Anganwadi (ASKMA)** in the hamlet of Jambhwadi and **Aseema Bal Shaikshanik Kendra (ABSK)** in the village of Awalkhed which now serves over 500 students. What began as a vision to provide quality education to children from remote, underserved communities has grown into a full-fledged State Board school up to Standard 10, offering

holistic learning, nutrition, and care to children from tribal communities.

From **Pre-Primary to Std. 10**, our schools are guided by Aseema's dedicated team of teachers, social workers, counsellors, and support staff, who work together to ensure that every child receives holistic care alongside high-quality academic instructions.

## Beyond Academics:

### Holistic Learning at Aseema

- **Art:** Every school hosts a dedicated creative art studio, Room 13, where students explore imagination and self-expression. Children regularly participate and excel in art competitions at the district, state, and national levels, showcasing their creativity and confidence.

- **Sports:** Sport is an integral part of our curriculum, encouraging teamwork, discipline, and physical well-being. Students consistently achieve recognition in district, state, and national-level tournaments.

- **Vocational Education:** Our curriculum is aligned with the **National Education Policy (NEP) 2020**, equipping students with practical and vocational skills that build sustainable livelihoods and prepare them for meaningful employment.

- **Alumni Support:** Through the Aseema Alumni Association of over 1,100 members, we continue to provide mentorship, scholarships, and employment guidance, ensuring that education remains a lifelong circle of care.



Krushni Adidraavidar, 14yrs



# THE CIRCLE OF CARE

At Aseema, education is not limited to lessons within a classroom; it is a continuum of care that surrounds every child. Each child stands at the centre of several interconnected circles that together shape their growth and well-being.

The Circle of Care is Aseema's way of seeing and strengthening this ecosystem, where every relationship, space, and experience contributes to a child's ability to learn, belong, and thrive.

**Across Aseema's four schools, over 3,400 children are supported by over 180 teachers.**

At the heart of this circle is the child, whose curiosity, creativity, and resilience drive everything we do. Around this centre are the circles that uphold the child each day: the classroom that inspires learning; the teachers who nurture confidence; the family that sustains stability; and the community and systems that provide opportunity and dignity.

The 2024-25 Annual Report traces these circles, showing how care flows both outward and inward to create a network of support that is personal as well as systemic.

## At the Heart of the Circle: The Child

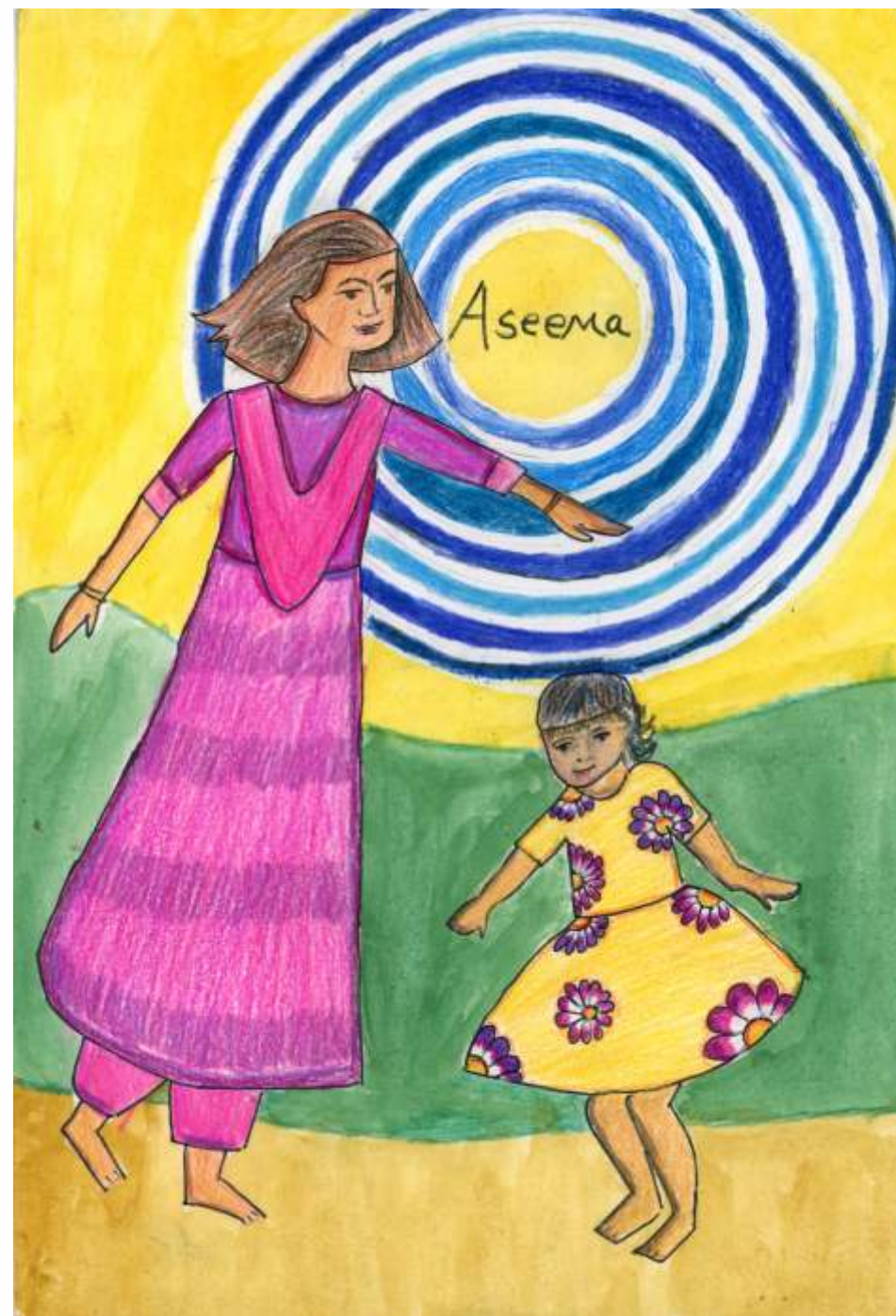
Every initiative at Aseema begins with a simple question: What does this child need to thrive?

Our approach looks at every dimension of a child's life - learning, health, emotional safety, and creative expression and builds programmes that respond to those needs.

Children's voices are central to this process. Through art, sports, classroom discussions, and reflection, they share their experiences and shape the spaces they learn in. These insights remind us that education is not just about knowledge; it is about relationships built on trust, empathy, and respect.

From academic progress and emotional well-being to safe spaces and strong partnerships, each circle reinforces the other to ensure that every child receives not only an education but also the support required for long-term development. When a child is supported across intellectual, emotional, and social dimensions, learning outcomes and overall well-being improves. This understanding is the foundation of the Circle of Care and guides how support is provided to the child at each level.

We begin by exploring these circles, starting with **The Classroom**, where learning is introduced and nurtured. From this core, the circles around the child including teachers, families, communities, and the wider ecosystem work together to support the child's development and well-being.



Umer Qureshi, 13yrs



Supriya Sonawane, 15yrs

## FIRST CIRCLE THE CLASSROOM

The classroom is where a child first engages with the joy and challenge of learning. It is a space of discovery, imagination, and possibility. At Aseema, classrooms are designed not only to foster academic growth but also to nurture emotional safety, creativity, and collaboration while ensuring that children experience the joy of learning alongside its rigour.

### The Aseema Approach

The Aseema education approach blends the Montessori method with the education philosophy followed at the Sri Aurobindo International Centre of Education and Atmananda Memorial School. The result is a learning environment that is structured yet flexible and responsive to the child's pace and ways of learning.

- **Pre-Primary:** Children build independence and foundational skills through hands-on activities, sensorial materials, and self-directed learning.
- **Primary & Secondary:** Contextual and integrated teaching connects concepts with real-life situations, the local environment, and community experiences, making learning meaningful and lasting.
- **Special Education & Remedial Support:** Special educators and trained teachers conduct one-on-one and small-group sessions using Individual Education Plans (IEPs) and adapted materials to ensure children with learning challenges receive equal learning opportunities.

- **Collaborative Learning:** Group projects and peer-to-peer methods foster teamwork, communication, and problem-solving.

### Academic Strengthening

In 2024–25, Aseema intensified its focus on strengthening learning outcomes across subjects. Class wise goals, differentiated instruction, peer learning, and remedial support were systematically implemented to close learning gaps.

Over **400** students received targeted remedial support.

A team of special educators created individualised learning pathways for children with diverse learning needs.

Retention rates stood at **95%**, reflecting sustained student engagement.

In the SSC exams, **99%** of students passed, including **45 distinctions** and **61 first-class results** out of 143 students.

### Top Achieving Students

**Nandini Y (96.2%)**  
2nd rank across  
all MCGM schools in Mumbai.

**Ritika G (94.8%)**  
5th rank across  
all MCGM schools in Mumbai.



## Co-Curricular and Vocational Excellence: Learning Beyond the Classroom

At Aseema, education extends far beyond textbooks and exams. It is about discovery of strengths, interests, and possibilities. Our co-curricular and vocational programmes are an essential part of the learning experience, helping children build confidence, creativity, and a sense of purpose.

In every school, children are encouraged to challenge stereotypes and explore new roles. Girls excel in sports, boys take pride in tailoring or craft-work, and every child learns that skill-based learning is as valuable as academic success.

### Highlights from 2024–25:

- Students won **109 medals** across disciplines including judo, rugby, wu-shu, and volleyball.
- **Khatija S** represented Maharashtra at the National Rugby Competition in Bihar, where her team secured **third place**.
- **Mohd. Muddassir S** represented Maharashtra at the National Rugby Competition in Madhya Pradesh, contributing to another **third-place win**.
- At **ABSK**, students participated in vocational training across tailoring, electrical work, and organic farming, equipping them with skills for self-reliant futures.

Through these experiences, children learn that success takes many forms. Life outside the classroom offers equal opportunities to grow, express, and achieve. Every skill mastered, every game played, and every creative effort nurtures dignity, confidence, and self-belief.

## Annual Day: A Celebration of Creativity and Growth

Performing arts form an integral part of our approach to holistic education helping children discover their voice, express emotions, and build confidence. This year's **Annual Day** beautifully embodied that belief, showcasing how learning, creativity, and confidence come together on one stage.

The evening featured performances by over **220 students**, including the original musical “Bandra Westside Story,” created under Aseema’s Theatre and Dramatics Initiative. Guided by professional theatre practitioners, students from Std. 4 to 7 honed their skills in acting, improvisation, and stagecraft. Along the way the children got the opportunity to learn teamwork, discipline and self-expression.

The event opened with a vibrant Welcome Dance, followed by a Dance symbolising unity and hope, and The Aseema Song, a tribute to the school’s spirit and community. The musical itself set in the heart of Mumbai, celebrated diversity, resilience, and the city’s ever-evolving stories through dialogue, music, and movement.

More than a performance, the Annual Day was a celebration of possibility of how Aseema’s students continue to break barriers and redefine what education can achieve.

The classroom gives children the tools to learn. But for learning to truly flourish, it needs strong, capable guides. This brings us to the next circle of care - **The Teacher**.





## SECOND CIRCLE THE TEACHERS

A strong education approach significantly rests on the shoulders of its teachers. At Aseema, teachers are mentors, nurturers, and changemakers who walk alongside children in their journey of learning and self-discovery. We believe that investing in teachers is a powerful way to transform education.

### Building Capacity and Confidence

Continuous teacher development is at the heart of Aseema's approach. In 2024-25, we conducted **150 structured training sessions**, reaching 100% of our teachers, to strengthen both skills and mindsets. Sessions focused on core subjects as well as pedagogy, classroom management, inclusive education, and NEP aligned approaches.

All training was conducted in-house, complemented by specialised library workshops through the **Doorbeen Project**, ensuring that teachers are equipped to create child-responsive, experiential learning environments. Peer learning circles and reflective discussions have become integral to this process, helping teachers share classroom experiences, troubleshoot challenges, and collectively improve practice. The overarching goal is to move beyond rote methods, empowering teachers to foster curiosity, engagement, and confidence in every student.

### Teacher Retention and Growth

Teaching in under-resourced contexts presents challenges, and some attrition is inevitable. In 2024-25, Aseema maintained a **staff retention rate of 80%**, reflecting steady progress in nurturing a motivated and committed teaching community.

Across our schools, we have maintained an average **teacher-student ratio of 1:40**, allowing for focused attention and stronger teacher-student relationships. Many educators stay with Aseema for extended periods, building stability in classrooms and ensuring continuity in children's learning journeys. Teachers also receive ongoing mentoring and performance feedback to support professional growth and well-being.

### Empowering Educators

To complement its work with students, we invest in teacher development through external training programmes in **Mumbai, Lucknow, and Kanpur**. These initiatives equip educators with innovative techniques and strategies rooted in Aseema's education approach, enabling more dynamic and inclusive classrooms.

### Teacher Training Highlights:

**Kanpur:** 6 trainings, impacting 1192 students

**Lucknow:** 2 trainings, impacting 240 students

**Mumbai:** Aseema education approach, IT integration, activity-based learning, and teacher assessment workshops

These programmes have strengthened teaching practices, enhanced student engagement, and fostered professional growth across Aseema schools. Their role demonstrates how education extends beyond the classroom, naturally leading us to the next circle of care - **The Family**.



Pranjali Ram, 13yrs





## THIRD CIRCLE THE FAMILY

Families we serve often face economic hardship, instability, or social barriers that make supporting their children's education challenging. Over the years, we have learned that building trust is essential - listening without judgment, understanding their realities, and respecting their choices.

Through our **Community Work Centre (CWC)**, social workers maintain close connections with families. In 2024–25, the team:

- Conducted **4,000+ home visits and family interactions**.
- Held over **70 Parent-Teacher Meetings**, with an average attendance of **75%**.
- Launched parent-focused initiatives, including:
  - **Menstruation awareness programmes** for mothers and adolescent girls, fostering open conversations on health and dignity.
  - **POSH** (Prevention of Sexual Harassment) awareness sessions.
  - **The Master Chef Programme**, a fun learning space where **97 families** showcased healthy recipes, judged in collaboration with a local college.

These engagements help families feel connected to the school community, strengthening the bridge between home and classroom.

### Enhancing Family Support Systems

A child's struggles are often intertwined with broader household challenges like housing instability, unemployment, health concerns, or domestic crises. Aseema's social work team provides targeted assistance to help families access medical care, government schemes, awareness programmes, and emergency aid.

In 2024–25, our interventions included:

- **Timely medical support** for children facing urgent health issues, enabling a quick return to school.
- **Broader medical assistance at scale:**
  - **In-Patient Department (IPD):** 120 students and 3 parents received treatment and care.
  - **Out-Patient Department (OPD):** 500 students and 10 parents accessed treatment and care.
  - **Medical camps** were conducted for audiograms, dental checkups, paediatric assessments, speech therapy, and occupational therapy.
- **Financial support** was provided for families in emergencies, such as surgeries or accident-related care.

This responsive support ensures that children remain in school and continue learning, while feeling safe, valued, and supported at home laying the foundation for their well-being and sense of belonging, which forms the focus of the next circle of care: **Holistic Well-being**.



## FOURTH CIRCLE HOLISTIC WELL-BEING

For a child to thrive, learning alone is not enough, they must feel safe, accepted, and emotionally secure. At Aseema, we recognise that personal wellbeing is foundational to an individual's growth, and have therefore built a dedicated circle of care around holistic wellbeing

Aseema's in-house counsellors work alongside teachers and social workers to create tailored care plans for every child. Support is offered through multiple channels:

- **One-on-one counselling:** For children navigating personal, social, or academic challenges.
  - **Group sessions:** Focusing on peer relationships, self-esteem, stress management, and conflict resolution.
  - **How to Live Programme:** A value-based initiative that nurtures life skills, inner strength, and positive habits such as patience, focus, calmness, and perseverance, preparing children for both academic and life challenges.
  - **Art, drama, and creative expression:** Structured creative activities help children express emotions, build confidence, and develop coping skills.
- Social Work Integration:** Social workers complement counselling by:
- **Understanding the child's environment:** Conducting home visits to gain insight into the child's circumstances and provide tailored support.
  - **Supporting families:** Facilitating interventions as required and ensuring emotional support is provided to our families.

- **Monitoring progress:** Coordinating with teachers to track behavioural and academic development, addressing emerging challenges promptly.

### Nutrition and Physical Well-being

Recognising the close connection between physical and emotional health, Aseema ensures that children's basic needs are met as a foundation for overall well-being:

- **Meals:** Over 6.5 lakh meals provided across schools in 2024-25.
- **Health support:** Conducted health camps, audiogram checks, dental checkups, and therapy sessions to safeguard children's physical health.
- **Counselling:** 175 students received one-on-one sessions, while 2,500+ students gained from group counselling.

### Why It Matters

This intangible circle of care nurtures children to feel safe, valued, and capable. When emotional and social needs are met, children can engage more fully with learning, relationships, and community life. The Emotional Circle is not just about crisis intervention; it is about building resilience, self-confidence, and a lifelong sense of belonging.

By creating this foundation of well-being, we ensure that children are ready to thrive in the spaces where they learn and grow, naturally leading us to the next circle: **Dignity of Physical Environment**



Ishwari Bavkar, 13 yrs



# FIFTH CIRCLE

## DIGNITY OF PHYSICAL ENVIRONMENT

Every space in our schools is designed with purpose, from classrooms and art rooms to learning corners. **The Counselling Room**, with calming colours and play based tools, offers a safe space to talk and unwind. **Room 13**, a student led art studio, inspires creativity and self expression. **The Library**, with murals and soft seating, makes reading enjoyable. **Science laboratories** spark curiosity through hands-on experiments, while **CWC rooms** ensure safety and emotional well being.

At ABSK, **vocational and skill based learning spaces** are aligned with curriculum and community needs. **Agriculture** is taught as a dedicated subject, supported by a composting shed that functions both as a school wide sustainability asset and a hands on learning tool. In parallel, purpose built **Tailoring and Electrical Training Rooms** equip students with practical, employable skills.

In 2024-25, Aseema invested in upgrading infrastructure across its urban and rural schools to create safe, inspiring, and inclusive environments.

### Reimagining Libraries

Libraries at KMS and PCMS were refurbished into resource-rich spaces that nurture curiosity and a love for learning.

**Students engaged:** Over 2,000 students now regularly use the refurbished libraries.

**Doorbeen Project:** Initiatives included reading hours, teacher and librarian training, mural art, and creative seating.

**Environment:** Alumni painted murals, comfortable seating, and curated literature guided by trained teachers make these libraries vibrant and child friendly.

### Enhancing Computer Labs

Computer labs at KMS and PCMS were upgraded with **20 and 23 new desktops** respectively, expanding digital learning and literacy. Students now learn basic coding through Khan Academy, Starfall, and Room Recess, exploring technology in engaging ways.

### Matching Philosophy with Physical Environment

Every element of Aseema's infrastructure reflects dignity, inclusiveness, and respect:

- **Classroom improvements:** Repairs and fresh painting created bright, positive spaces.
- **Hygiene facilities:** New handwashing units and water points promote hygiene and reduce illness-related absenteeism.
- **Toilet renovations:** Improved cleanliness, accessibility, and gender-sensitive design.
- **Sustainability measures:** Rainwater harvesting and drainage improvements at ABSK enhance water security.
- **Furniture upgrades:** Classrooms are furnished with child friendly, ergonomic furniture that prioritises safety, comfort, and age appropriate design, supporting students' well being and effective learning.

Each circle strengthens the next, creating a continuum where care becomes growth. The Sixth Circle, **Progress**, captures how this collective effort translates into tangible learning outcomes and meaningful change.



Gayaz Shaikh, 13 yrs



## SIXTH CIRCLE PROGRESS

The academic year once again reaffirmed that when children are supported across all dimensions-academically, emotionally, socially, and physically-their potential truly flourishes. The Circle of Care at Aseema creates a seamless continuum where classrooms, teachers, families, wellbeing initiatives, and learning spaces work together to nurture growth.

This holistic approach ensures that no child's journey is fragmented. Each intervention, whether a remedial session, a counselling conversation, a library upgrade, or a home visit, strengthens the web of support surrounding the child. Together, these efforts translate into measurable progress, resilience, and empowerment, setting the stage for the outcomes that follow.

### Measuring Impact: A Snapshot of Progress

This section presents key indicators from Aseema's education programme in 2024-25, offering a clear view of how the Circle of Care has supported children's learning and development. To track student progress, Aseema conducts **baseline and term-end assessments across subjects**, measuring both conceptual understanding and applied skills. These assessments help identify learning gaps, refine classroom strategies, and guide teachers in planning for the next term.

The baseline, conducted at the start of the academic year, gauges students' understanding after the holidays and determines existing learning levels. Based on these results, the education team sets annual goals. The term-end assessments then help compare growth from the beginning to the end of the year, providing a clear picture of academic progression.

The comparative charts on the following pages illustrate steady improvement across grades, with many students advancing from **Attaining Proficiency (AP) to Proficient (P) and Fully Proficient (FP) levels**. Readers are encouraged to view the data not as isolated numbers, but as stories of change. The shifts in proficiency levels capture how every circle of care contributes to sustained growth over time.

Beyond academics, the results reveal qualitative gains as well: greater student confidence, improved attendance, and stronger parental involvement. Teachers have observed heightened curiosity, better teamwork, and increased participation in group activities, linking classroom achievement with the social-emotional growth fostered through Aseema's holistic approach.

Each number and chart on the following pages tells a story of effort, growth, and collective care. Together, they show how Aseema's circles of care work in alignment to drive meaningful outcomes for children. **The Support Network**, the following circle, strengthens this collective effort.

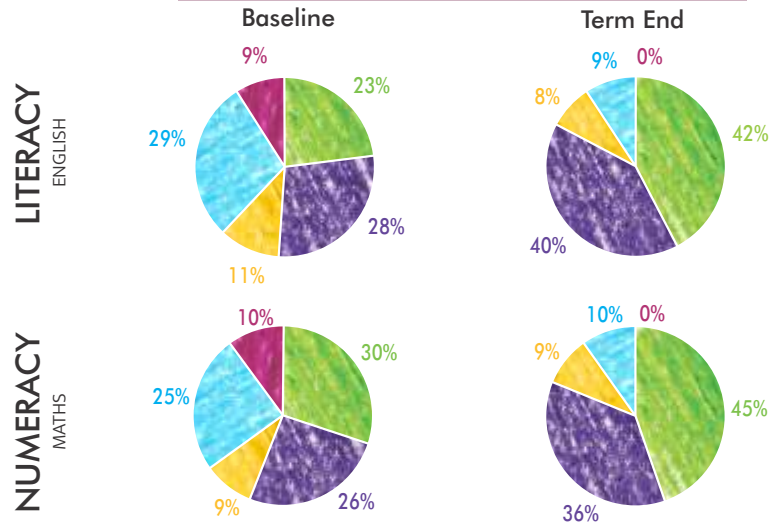


Pranali Ram, 13 yrs

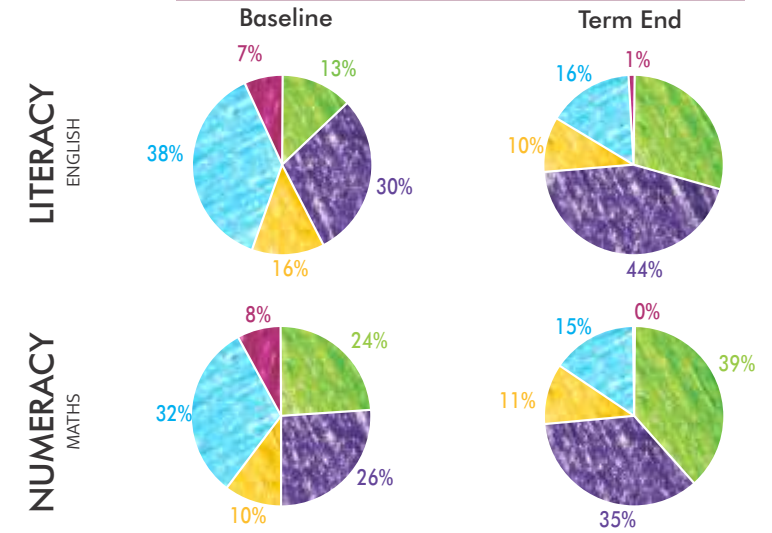


# PROGRESS IN LITERACY AND NUMERACY

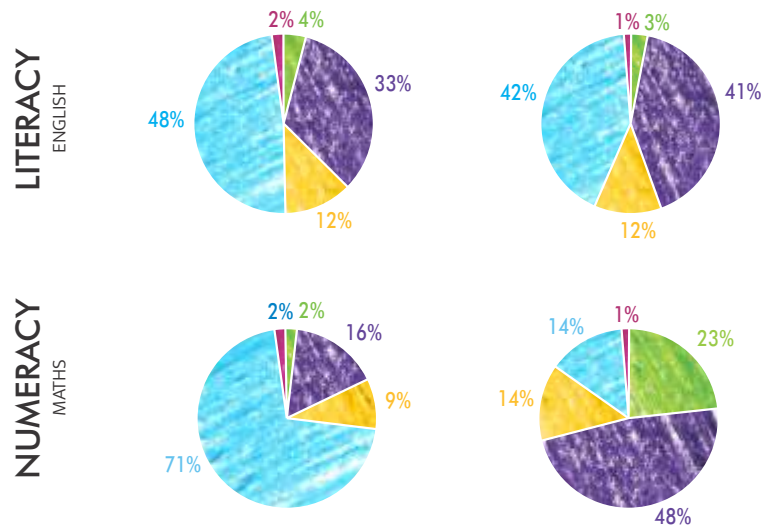
Pali Chimbai Municipal School



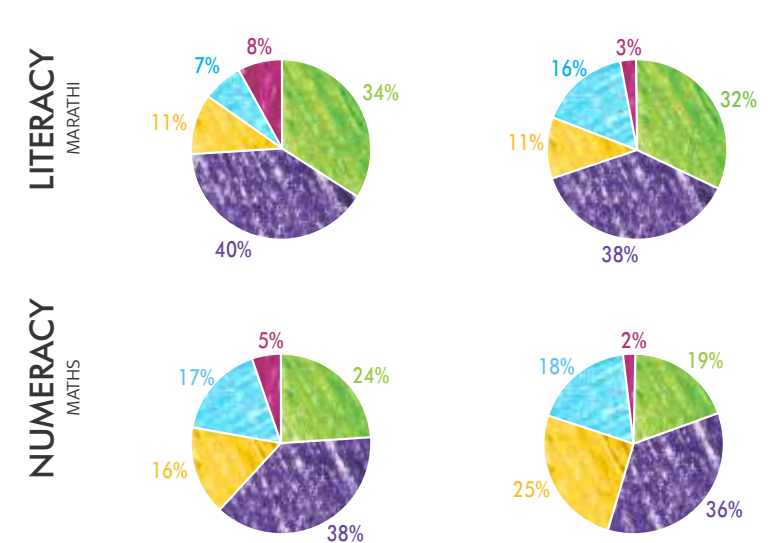
Kherwadi Municipal School



Pereira Wadi Municipal School



Aseema Bal Shaikshanik Kendra





# SEVENTH CIRCLE

## THE SUPPORT NETWORK

Each circle of care is strengthened by the systems and partnerships that surround it. The outcomes described in earlier sections are sustained by a wider support network that extends beyond the classroom. This includes institutions, partners, donors, volunteers, and enterprises that enable Aseema to deepen its impact and remain financially and programmatically resilient. Together, they form the Support Network that reinforces Aseema's mission year after year.

### ASEEMA FOUNDATION

**Vision:** Powering Dreams, Transforming Lives

**Mission:** To empower communities with training, skills, and platforms, enabling self-sustainability

Established in 2023, the Aseema Foundation was created to strengthen and sustain the work of Aseema Charitable Trust by generating resources and opportunities beyond formal schooling. The Foundation supports students from Aseema schools and women from rural Maharashtra through platforms focused on creativity, skills development, and livelihood building.

Through workshops, exhibitions, and training programmes, the Foundation enables participants to develop practical skills, express themselves, and engage with wider audiences. The proceeds and partnerships generated through this work are channelled back into Aseema's education programmes, creating a reinforcing cycle of support.

### Creativity as a Pathway

**The Room 13 Art Programme**, adapted from Scotland, provides Aseema students with a structured space to explore ideas, emotions, and critical thinking through art. Student

artworks are transformed into products such as paintings, textiles, stationery, and curated hampers. To date, **over 1000 student artworks** have been featured across these formats.

Alongside this, women trained at Aseema to produce eco-friendly bags and accessories, converting skills training into income generating opportunities. These products are showcased at exhibitions, corporates, and pop ups, carrying the stories and aspirations of their creators while contributing directly to programme sustainability.

### Art that Inspires: 'Beauty Without Boundaries' Exhibition

In January 2025, Aseema presented the 'Beauty Without Boundaries' exhibition at the Nehru Centre Art Gallery in Mumbai. The exhibition featured over **200 artwork** created by students from the Room 13 Art Programme.

More than **40 mixed-media works** expanded the scope of the exhibition, offering students professional exposure and reinforcing confidence, pride, and a sense of achievement. A total of **88 paintings and 42 three dimensional artworks were sold**, with proceeds supporting Aseema's art and education initiatives.

### Creative Art Studio

The Creative Art Studio is an initiative of the Aseema Foundation that integrates creative learning, skill development, and livelihood opportunities. Led by an Aseema alumnus, the studio reflects Aseema's commitment to sustained alumni engagement and to creating leadership pathways beyond schooling.

Working with applied art techniques such as decoupage, wood carving, and collage,

participants produce functional, well-designed items including wooden boxes, ceramic urns, photo frames, and decorative artefacts. The studio emphasises craftsmanship, design quality, and end-to-end production, from concept to finished product.

The studio's work is showcased at exhibitions and events, offering real-world exposure and supporting income-generation opportunities. Through this initiative, Aseema strengthens post-school pathways by supporting employability, creative practice, and livelihoods built on skills and craftsmanship.

### A Shared Ecosystem

While Aseema Charitable Trust delivers quality, inclusive education at the grassroots, the Aseema Foundation strengthens this work by mobilising creativity, partnerships, and alternative resources. Together, they form an integrated support ecosystem that enables children, teachers, and communities to grow, express themselves, and thrive with dignity.





# PARTNERS AND DONORS

Aseema's progress in 2024–25 was made possible by a committed network of institutional partners, individual donors, and community collaborators. Their support directly strengthened core programme areas, including academic reinforcement, teacher development, digital learning, nutrition, and essential infrastructure upgrades across schools in Mumbai and Igatpuri.

Each contribution, whether financial, in kind, or through specialised expertise, addressed specific programme needs. Institutional partnerships enabled sustained classroom quality and continuity of services. Individual donors supported critical learning resources, student scholarships, and programme sustainability. Contributions in kind helped bridge day to day operational requirements with further access to essential materials.

Collaborations with organisations and employee groups also extended learning beyond the classroom. Through structured engagement activities, teams from partner organisations conducted reading sessions, digital literacy support, school beautification initiatives, environmental projects, and career orientation interactions. These engagements offered students exposure to new skills, role models, and real world experiences that complement classroom learning. Visiting teams also had the opportunity to participate in sports, arts, and learning activities with students, allowing for meaningful one on one interactions and an authentic experience of the Aseema approach, followed by touring the school and observing classrooms.

## Institutional Donors

- 1 ARV Engineering
- 2 Astral Foundation
- 3 A-Trac Engineering

- 4 Bai Freny Darab Pader Charitable Trust
- 5 Beiersdorf India Service Pvt Ltd
- 6 BNP Paribas India Branch
- 7 BNP Paribas India Foundation
- 8 BNP Paribas SA
- 9 Credila Financial Services Ltd
- 10 Credit Agricole CIB Services Pvt Ltd
- 11 Credit Agricole Corporate and Investment Bank
- 12 Dalal Engineering Pvt Ltd
- 13 Dhirubhai Ambani International School
- 14 Eskay Dyestuffs & Organic Chemicals Pvt Ltd
- 15 ETP International Pvt Ltd
- 16 Friends of Aseema Inc.
- 17 Grindwell Norton Ltd
- 18 Hemendra Kothari Foundation
- 19 HSBC InvestDirect (India) Pvt Ltd
- 20 HSBC InvestDirect Financial Services (India) Ltd
- 21 HSBC Professional Services (India) Pvt Ltd
- 22 HSBC Securities and Capital Markets (India) Pvt Ltd
- 23 HT Parekh Foundation
- 24 Keystone Realtors Ltd
- 25 Kotak Mahindra Trustee Company Ltd
- 26 Laxmibai Dwarkadas Charity Trust
- 27 Mithra Foundation
- 28 Nivea India Pvt Ltd
- 29 NRB Bearings Ltd
- 30 Nuruddin Rubab Laila Charitable Trust
- 31 Online Giving Foundation
- 32 PBW Bearings Pvt Ltd
- 33 Petronet LNG Ltd
- 34 PNB Housing Finance Ltd
- 35 Reliance Foundation
- 36 RK Jain Foundation
- 37 Seth Gangaram Khoobchand Samat Charity Trust
- 38 Societe Generale
- 39 Societe Generale Securities India Pvt Ltd
- 40 Solvay Specialities India Pvt Ltd

- 41 Teams4U The Charity
- 42 The Bai Alamai and Seth Ardeshir Talati and Seth Sarosh B. Mody Charity Trust
- 43 The Estate of Late Soli Dinshaw Shroff
- 44 The Valmiki Family Pvt Trust
- 45 UK Online Giving Foundation
- 46 Vidya Trust

## Individual Donors

- 1 Alpesh Desai
- 2 Ankit Jain
- 3 Aparna Dalal
- 4 Darius Jehangir Khambata
- 5 Daryll Dais
- 6 Dr. Meenaz & Mr. Moe Kassam
- 7 Farhad Homi Devitre
- 8 Fredun Eruch Devitre
- 9 Hemchandra Brijkishore Agrawal
- 10 Jaya Keshavsingh Kapadia
- 11 Kamal Ravindra Mehta
- 12 Ketayun Jamshed Engineer
- 13 Khubi Jal Writer
- 14 Kumar Mahendra Shah
- 15 Mandira Nevatia
- 16 Mateen Dholakia
- 17 Mohit Kumar
- 18 Navroz Hormasji Seervai
- 19 Peter Shaw Ashton Helen M Ashton
- 20 Rekha Desai
- 21 Rohinton Fali Nariman
- 22 Sorab Parakh
- 23 Sudha Bhamidipati
- 24 Sunil Bodaram Luthria
- 25 Suresh Gangaprasad
- 26 Veena Vishindas Gidwani
- 27 Vikram Desai
- 28 Zia Sorab Parakh
- 29 Ziyus Contractor

## Donation In kind

- 1 Ms. Aarti Shrivani
- 2 Mr. Ashish Shetty
- 3 Ms. Barkha Sharma
- 4 BNP Paribas
- 5 Credila Financials Pvt Ltd
- 6 Dr Tushna & Dr Aditya Menon .
- 7 Mr. Mahesh Gangwani
- 8 Jimis Burger
- 9 Ms. Khursheed Parakh and Mr. Zal Parakh
- 10 Ms. Parul Minocha
- 11 Mumbai Spirit Round Table 223
- 12 Ms. Sujata Sakhi Thakur
- 13 Mr. Taher Nalwalla
- 14 Tugbug

## Our Exhibition Partners

- 1 Alembic Pharmaceuticals Ltd
- 2 American School Of Bombay
- 3 Aspire For Her
- 4 Atlas Skilltech University
- 5 Bai Avabhai Framji Petit Girls High School
- 6 Breach Candy Swimming Bath Trust
- 7 Bse Ltd
- 8 Centrum
- 9 College Of Social Work, Nirmala Niketan
- 10 Cusrow Baug Annual Xmas Fair
- 11 Dhirubhai Ambani International School
- 12 Fiserv India Pvt Ltd
- 13 Gharda Chemicals Ltd
- 14 Gujarat Research Society'S Jasudben M.L.School
- 15 HDB Financial Services
- 16 Credila Financial Services Ltd
- 17 HDFC Life
- 18 IMC Chamber Of Commerce And Industry
- 19 ITC Grand Central
- 20 Jai Hind College
- 21 Johnson & Johnson Pvt Ltd
- 22 JPMorgan Services India Pvt Ltd
- 23 Kherwadi Municipal School
- 24 Leo Burnett

- 25 Mitsubishi UFJ Financial Group's (Mufg)
- 26 Mullenlowe Lintas Group
- 27 National Stock Exchange Of India Ltd (Nse)
- 28 Nehru Science Centre - Art Exhibition
- 29 Neogrowth Credit Pvt Ltd
- 30 Nomura Services India Pvt Ltd
- 31 Oberoi International School
- 32 Otters Club
- 33 Pali-Chimbai Municipal School
- 34 Pereira Wadi Municipal School
- 35 Popup At Dina Daver
- 36 Raheja Green League
- 37 Sahachari Foundation - Design One
- 38 Shapoorji Pallonji Group
- 39 Sheetal Lodha Foundation
- 40 Sony Pictures Networks India Pvt Ltd
- 41 Taj Lands End
- 42 Tata Consultancy Services
- 43 The American Club For International Women (Aciw)
- 44 The Bandra Gymkhana
- 45 The Hong Kong And Shanghai Banking Corporation Ltd
- 46 U.S. Consulate General, Mumbai
- 47 White Oak Capital Management

#### Other Partners

- 1 American School Of Bombay
- 2 Aspire Designs
- 3 Atharva Accfin Solutions Pvt Ltd
- 4 Create Foundation
- 5 Dharma Bharathi Mission
- 6 Dhirubhai Ambani International School
- 7 Impact Solutions Lab
- 8 Jeff Goldberg Studio
- 9 Kamdar Desai & Patel LLP, Chartered Accountants
- 10 Kotak Education Foundation
- 11 Melly Mehta Music Foundation
- 12 Mundle Venkatraman and Associates, Chartered Accountants
- 13 Municipal Corporation of Greater Mumbai

- 14 Said Business School, University of Oxford
- 15 Silverpoint Press Pvt Ltd
- 16 Udayan Care
- 17 United World College

We extend our sincere gratitude to every partner, donor, volunteer, and supporter. Your contributions strengthened the programmes this year and helped Aseema deliver consistent, accountable, and high quality education.

#### Volunteers: Extending the Circle of Care

Volunteers continued to play a structured and essential role in enhancing student learning and community outreach in 2024–25. Volunteers contributed to reading and literacy sessions for early grades, digital literacy support and coding basics, arts and creativity activities, sports and well-being sessions, and community initiatives such as health awareness drives, environment projects, and family engagement efforts.

Their involvement provided students with additional individual attention, expanded exposure to diverse skills, and consistent encouragement from adults outside their immediate environment. This wider circle of support reinforced children's confidence, curiosity, and readiness to learn and demonstrated the collective stake that the broader community holds in their development.



Here is a glimpse into the energy and creativity our partners and volunteers brought into the year- from classroom sessions to sports, arts, and hands-on activities with our students.





## EIGHTH CIRCLE LOOKING AHEAD

Every stage of Aseema's journey lays the foundation for the next. In 2025–26, the focus will be on consolidating previous efforts and building resilience across schools, communities, and support systems. Key priorities include strengthening infrastructure, deepening alumni engagement, addressing emerging community challenges, and ensuring that every child continues to have access to safe, inclusive, and engaging learning environments.

### Infrastructure: Phase 2 Upgrades

Following urgent repairs and upgrades in 2024–25, Aseema will undertake Phase 2 of infrastructure development with a focus on long term sustainability, school safety, and environmental resilience.

- **Phase 2 of rainwater harvesting systems:** Building on existing infrastructure to improve water capture and storage, reducing dependence on external sources and strengthening water security.

- **Greywater recycling and drip irrigation systems:** Enabling responsible reuse of wastewater to support irrigation and on campus cultivation, while promoting sustainable water management practices.

- **Decentralised blackwater treatment system:** A planned system for safe treatment and reuse of wastewater for landscaping and ecological maintenance, reducing freshwater use and strengthening the sustainability of the campus ecosystem.

**Protective shade structure over the school well:** Safeguarding water sources by reducing exposure to contamination and heat, ensuring continued access to safe water for children and staff.

**Education Service Center:** A proposed multifunctional learning space within the ABSK campus that will support experiential education linked to kitchen gardens and environmental initiatives, while providing storage for agricultural tools and space for group learning activities.

These upgrades are intended to support daily school operations while embedding environmental responsibility and experiential learning within the campus.

### Deepening Alumni Engagement

The Aseema Alumni Association, established in July 2015, continues to support former students as they navigate educational, financial, and personal transitions. Alumni remain an integral part of the Aseema community, and in 2025–26, the focus will be on strengthening systems and pathways for sustained engagement.

#### Key priorities include:

- Developing a structured alumni tracking and data management system
- Creating formal opportunities for alumni to engage as mentors, volunteers, or programme facilitators
- Establishing a resource centre to support career readiness, employability skills, and access to guidance

Aseema alumni are currently studying and working across diverse fields, including education, design, social work, hospitality, and technology. Notably, 11 alumni now work within Aseema, contributing across programme delivery, classroom support, community outreach, alumni engagement, and organisational functions. Their roles span

both school-based and foundation teams, reflecting a growing pipeline of alumni who are shaping Aseema's work from within. This return not only strengthens institutional capacity but also reinforces the continuity of care and leadership across generations.

### Addressing Community Displacement

Starting April 2025, the Lalmiti settlement is being demolished as part of redevelopment plans. Over 200 families were displaced, which led to relocation to suburbs farther away, including Virar, Nalasopara, Kurla, Mankhurd, and Vashinaka, creating immediate challenges for educational continuity and access to community support.

#### Impact on Education

Despite the displacement, parents have been committed to keeping their children enrolled at Aseema. However, distance and financial pressures are making it challenging for families to keep up.

#### Key Challenges

- **Educational disruption:** Distance, safety concerns, and increased transport costs made regular school attendance difficult for many students.

- **Economic and emotional strain:** Families faced job loss, financial instability, and the stress of sudden relocation, with limited access to affordable quality schools in their new localities.

- **Limited schooling alternatives:** Affordable and quality schools were scarce in relocation areas, making transfer difficult.

### Aseema's Response

- **Family outreach:** Social workers tracked relocated families, maintained contact, and provided counselling and guidance on schooling options.

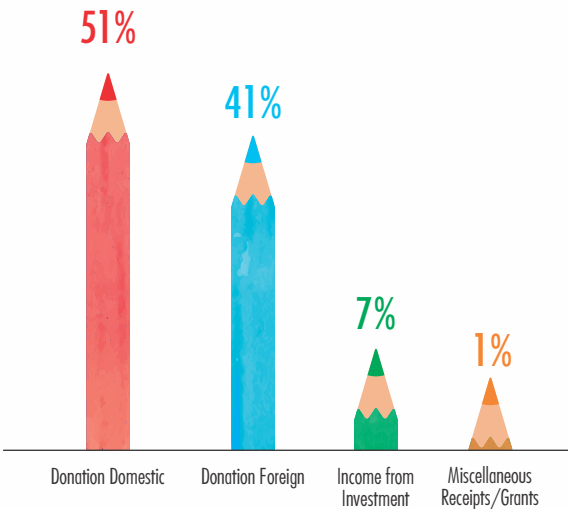


- **Educational support:** Assistance was provided for re-enrolment, documentation, and identification of alternative schooling where feasible.

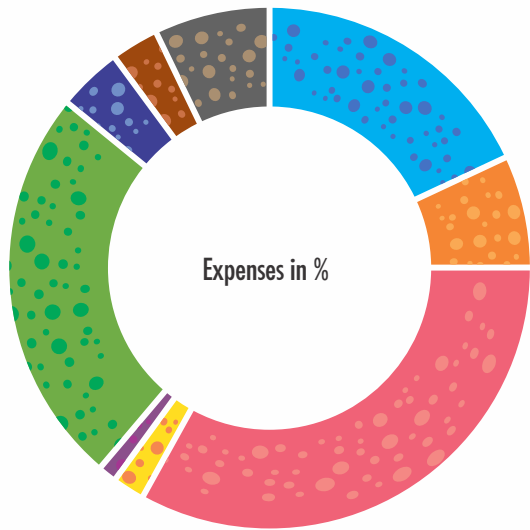
- **Future support:** The team is exploring transport assistance, local partnerships, and digital learning options to help children remain connected to education and rebuild stability.

Looking ahead, Aseema remains committed to ensuring continuity, effectiveness, and accountability in all its initiatives. The following sections provide an overview of the organisation's financial performance for 2024–25 and outline the frameworks for stewardship, compliance, and governance that guide the responsible use of resources.

# FINANCIAL OVERVIEW FY 2024-25



Sources of Income



- Pali Chimbai Municipal School 18%
- Pereira Wadi Municipal School 7%
- Kherwadi Municipal School 33%
- Aseema Support Center 2%
- Sitabai Kavji Mengal Anganwadi 1%
- Aseema Balshaikshanik Kendra 25%
- Balwadi 4%
- Common Facilities 3%
- Administration Expenses 7%



Harsh Kori, 13yrs



# STEWARDSHIP, COMPLIANCE & GOVERNANCE

## FOUNDATIONS OF TRUST



Every circle of care rests on a foundation of trust, transparency, and responsible governance. We are committed to ethical practice, financial transparency, and regulatory compliance ensuring that every resource entrusted to us is used meaningfully and responsibly.

### Legal and Compliance Framework

Aseema Charitable Trust is registered as a Public Charitable Trust under the Maharashtra Public Trusts Act, 1950. We maintain full compliance with statutory requirements and hold valid registrations under:

**12A:** Tax exemption for charitable entities

**80G:** Tax deduction for donors

**FCRA:** Permission to receive foreign contributions

**GuideStar India Certified:** Platinum Level Transparency & Public Accountability

**DARPAN Certificate:** Recognized by the Government of India for transparency and accountability in NGO operations.

Aseema's team maintains a focused approach to governance and operational efficiency, ensuring that all programmes achieve effective and sustainable outcomes.

### Strong Internal Policies

Our internal systems are guided by policies that uphold child safety, gender sensitivity, financial propriety, and organisational integrity, including:

**POSH Policy**

**School Health Policy**

**Stakeholder Grievance Redressal**

**Whistleblower Policy**

**Child Protection Policy**

**Code of Conduct**

**Data Protection Policy**

**Diversity, Equity, and Inclusion Policy**

### Board and Governance

Aseema Charitable Trust is guided by a Board of Trustees that brings together diverse expertise in education, law, management, child rights, finance, and communication, including representation from the arts and entertainment sectors.

The Board meets quarterly to review programmes, finances, and strategic direction, ensuring that every decision aligns with our mission and long-term vision. In addition to the five trustees, Aseema benefits from the guidance of 12 advisors who provide specialised insights and support. This combination of experience, diversity, and structured oversight ensures that our initiatives are both impactful and accountable.



Abhishek Jaiswar, 14 yrs





Nidhi Kanojiya, 13yrs

## CHAIRPERSON'S LETTER



Dear Friends,

This past year highlighted the extraordinary potential of every Aseema child. We celebrated two of our girl students ranking among the top five across all MCGM Mumbai English-medium schools, while alumni secured meaningful employment across sectors such as banking, accounting, retail, and education. At the same time, student engagement remained strong, with 84% attendance and 95% retention rates. These achievements reflect not just numbers, but milestones of dignity, opportunity, and hope.

At the same time, we remain mindful of the challenges our children and families face, from economic hardships and unstable home environments to broader systemic barriers of inequality. These realities make our mission more urgent and reinforce why the Circle of Care must be strong and adaptive. When each ring of this circle is supported, children are able not just to learn, but to flourish.

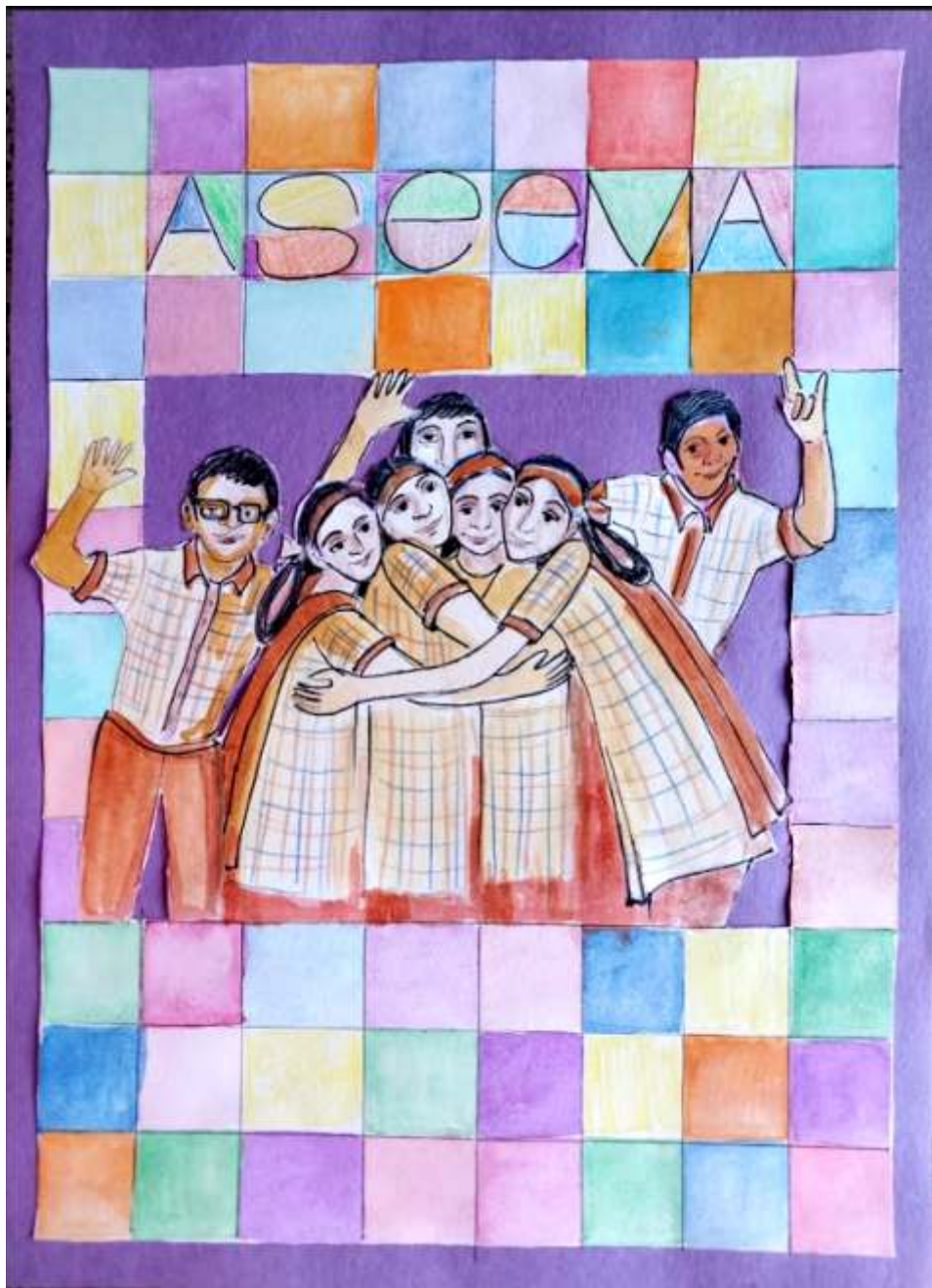
The past year has highlighted the enduring strength of the Aseema approach. Students are achieving academic and vocational excellence, young alumni are returning to mentor the next generation, families are engaging actively in classrooms, and communities are taking pride in their schools. At Aseema, such achievements are never the result of academics alone. We have built a nurturing ecosystem around every child, guided by our theory of change: education thrives when reinforced by safe learning spaces, healthy meals, dedicated teachers, engaged families, and pathways to livelihoods.

As reflected in this report, our Circle of Care is both philosophy and practice; the thread that runs through every initiative, every classroom, and every story. Looking ahead, our commitment remains steadfast: to strengthen this circle, respond to the evolving needs of children and communities, and ensure that every child who walks into an Aseema school continues their life with confidence, skills, and a true sense of belonging.

This is not a journey we walk alone. Your partnership as donors, volunteers, and friends, is what keeps this circle strong. With your continued support, we can keep building a future where every child is educated, confident, and empowered to live with dignity and purpose.

Dilbur Parakh  
Aseema Charitable Trust





### **Aseema Charitable Trust**

*Realise human potential  
through quality education*

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