

SATYA BHARTI SCHOOLS.  
A DREAM. A VISION.  
**A JOURNEY...**



# CONTENTS

Chairman's Message	01
Co-Chairman's Message	02
CEO's Message	03
Board	04
Organization Profile	05
Bharti Foundation: Creating Sustainable Programs in Education	06
Satya Bharti School Program: Developing Forerunners of Change	08
<ul style="list-style-type: none"><li>• Quality Education at the Satya Bharti Schools</li><li>• Operationalizing the Satya Bharti School Program</li><li>• Designing Colourful Spaces For Children</li><li>• Teacher Engagement</li><li>• Teacher Training and Coaching</li><li>• The Satya Bharti School Curriculum</li><li>• Community Engagement</li><li>• Governance and Management</li><li>• Monitoring and Impact Assessments</li><li>• Sustainability of the Program</li><li>• Stakeholder Communication</li><li>• Awards</li></ul>	
Other Programs of Bharti Foundation	46
Corporate Social Responsibility at Bharti Group Companies	48
List of Schools	52
Financials	53
Annexure	57
Partners	64



## CHAIRMAN'S MESSAGE

Dear Friends,

As the Indian economy vies to fulfill the aspirations of its citizens, the case for the traditionally disenfranchised to be brought into the mainstream of society has never been more compelling. Education has been universally recognized as a single key to this very complex lock. I am, therefore, truly delighted at what the Bharti Foundation has been able to achieve under the Satya Bharti School Program - through patience, perseverance, passion and, most importantly, partnerships.

In the six years since its inception, the program has scaled up to 253 schools with over 37,000 children across six states in India; and established new benchmarks of cost and quality in rural education. It is a matter of great pride that the Satya Bharti School Program in many ways is recognized as a gold standard for quality education for underprivileged children in India.

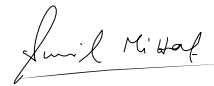
The program has emerged as a powerful platform for both individuals and corporates to partner on and contribute to. Today, we have over 100 institutional partners including corporates, international agencies, NGOs and State Governments. Equally gratifying is the fact that there are also over 6000 individual donors who have reposed their faith in the cause and the institution that we have created. Another very vital and invaluable partnership is

what we have with the local communities in all the villages where our schools are located. They have not only willingly donated land for the schools, but continue to support and mentor the schools on an ongoing basis.

Our partners have added tremendous value to the program, bringing in experience, ideas and expertise along with their financial contributions. Partnerships like these will form the cornerstone of our future plans to scale up, broaden impact and create replicable and sustainable models of quality education.

I am truly confident that as we walk this long road, we will continue to find many kindred spirits on our path – some for the short haul, some for the long. It is on these collective shoulders that the future of India and its people will rest.

Regards,



Sunil Bharti Mittal  
Chairman and Group CEO  
Bharti Enterprises Limited





## CO-CHAIRMAN'S MESSAGE

Dear Friends,

Bharti Foundation was established in the year 2000 with a clear mandate to make an impact on the lives of underprivileged children and young people of our country by providing them with quality education. In line with our vision, we undertook programs starting from primary to higher technical education as well as entrepreneurship in the initial years of the Foundation. In 2006, during the inauguration of the Bharti School of Telecommunication Technology and Management at IIT Delhi, the Hon'ble Prime Minister, Dr. Manmohan Singh invited the corporate sector to join hands with the Government in ensuring access to primary education for the underprivileged, especially in the rural parts of the country, in line with the Millennium Development Goals. The Satya Bharti School Program was conceptualized as a response to this call.

The program initially envisaged setting up 1000 primary schools in villages, providing high quality education free of cost to underprivileged children, with a special focus on the girl child. After our first batch of schools was established, we received strong requests from local communities to provide continued education up to high school rather than limiting it to the primary section. I personally went to the villages and experienced the aspirations parents had for their children. Good quality education is an important stepping stone towards a secure future. It was inspiring to see how involved people in villages are with the education of their children. Their demand for quality education was to ensure that their children enjoy more opportunities for employment than what they had in their youth. In view of this the Governing Board decided to change the target from 1000 primary schools to '500 primary / elementary schools and 50 senior secondary schools' and also to

include vocational education as a key component from class X onwards to make the rural youth employable.

Today, we already have 186 primary, 62 elementary and five senior secondary schools; a total of 253 schools in the six states of Punjab, Haryana, Rajasthan, Uttar Pradesh, West Bengal and Tamil Nadu. We have over 37,000 children studying in these schools with 76% of which belong to the disadvantaged communities like SC/ST/OBC and 48% of the students are girls. These schools have a total capacity of 50,000 children which we hope to reach over the next three years.

This Annual Report is an attempt to capture the last six years of our program. I hope this will help everyone cherish the journey traversed with people and events that have shaped our program. Widely recognized as one of the largest corporate run education initiatives in the country, the Satya Bharti School Program, I believe, is leaving a positive and lasting impact with its children acting as change agents amongst the village communities.

Best Regards



Rakesh Bharti Mittal  
Co-Chairman  
Bharti Foundation



## CEO'S MESSAGE

Dear Friends,

This Annual Report seeks to encapsulate the journey of the Satya Bharti School Program since its inception. A six year period is miniscule when viewed in the perspective of what constitutes a life-time commitment, but notwithstanding that, our program has achieved significant milestones and continues to deepen its impact.

It has been six years of very hard work and exemplary commitment by the team, very useful learning and a continuing shift of focus in accordance with changing priorities. What began as a large scale implementation challenge comprising both hard and soft infrastructure, gradually shifted to a quality education initiative with a focus on the classroom, teachers, curriculum, methodology and learning outcomes. The achievement of desired quality in the class room became, and remains, paramount.

We are today very proud of the fact that along with establishing quality benchmarks we have also brought in a very strong culture of holistic development in our schools. In the context of today's environment where knowledge is available 'on tap', it becomes imperative to ensure that the schooling system not only makes children capable of using that knowledge but also focusses on

developing them to become responsible citizens and good human beings with a strong emphasis on values.

The continuing accolades won by our children in prestigious competitions like the Design for Change school contest, Pramerica Spirit of Community Awards and the ongoing impact of our social programs on communities bears testimony to our efforts. Our hope is that the children from Satya Bharti Schools will become role models for the future.

Once again, on behalf of all of us in Bharti Foundation, 1400 teachers and 37,000 plus children, I take this opportunity to thank all our partners and stakeholders for their unstinted support, belief and encouragement.

Jai Hind



Vijay Chadda  
CEO  
Bharti Foundation



## TRUSTEES OF BHARTI FOUNDATION

Mr. Sunil Bharti Mittal	Mrs. Manju Bharat Ram
Mr. Rakesh Bharti Mittal	Mr. V.V. Ranganathan
Mr. Rajan Bharti Mittal	Mrs. Deepika Mittal
Mr. Badri Agarwal	Ms. Eiesha Bharti Pasricha

## BHARTI FOUNDATION GOVERNING BOARD

S.No.	Name	Designation
1	Mr. Sunil Bharti Mittal	Chairman and Group CEO, Bharti Enterprises
2	Mr. Rakesh Bharti Mittal	Vice Chairman and Managing Director, Bharti Enterprises
3	Mr. Rajan Bharti Mittal	Vice Chairman and Managing Director, Bharti Enterprises
4	Mr. Anil Kumar	Managing Partner, Mindspan, LLC
5	Mr. Anil Nayar	Chairman and Managing Director, Prerna Centre for Learning and Development Pvt. Ltd.
6	Mr. Arun Kapur	Director, Vasant Valley School
7	Mr. Badri Agarwal	Former President, Bharti Foundation
8	Ms. Kalpana Morparia	Chief Executive Officer, J.P.Morgan, India
9	Mr. KN Memani	Chairman, KNM Advisory Pvt. Ltd. ( Former Chairman and CEO, Ernst & Young, India)
10	Mrs. Manju Bharat Ram	Chairperson, The Shri Ram Schools
11	Mr. Niranjan Ajwani	Director, Ajwani Group
12	Mr. Sunil Kant Munjal	Jt. Managing Director Hero MotoCorp Limited & Chairman Hero Corporate Service Limited
13	Mrs. Syeda Bilgrami Imam	Member, National Commission for Minorities; Writer & Communication Specialist
14	Mr. Vinod Dhall	Head, Dhall Law Chambers; Former Secretary, Government of India
15	Prof. VS Raju	Former Director IIT Delhi and Professor, IIT Madras
16	Mr. VV Ranganathan	Co- Founder and Director, Rural Shores Business Services Pvt Ltd (Formerly Senior Partner, Country Head, Strategic Growth Markets- Ernst & Young, India)

1. No Governing Board member/trustee is paid any remuneration or honorarium for their services
2. Four Governing Board meetings were held during FY 2011-12

# ORGANIZATION PROFILE

Name of the Organization	Bharti Foundation
Registered Office Address	Bharti Crescent, 1 Nelson Mandela Road, Vasant Kunj, Phase II, New Delhi - 110 070
Address for Communication:	Plot No. 16, Airtel NCR Campus, 'B' Wing (1st Floor), Udyog Vihar, Phase IV, Gurgaon – 122015, Haryana.
Phone Number	+91-124-4079983
Email	bharti.foundation@bhartifoundation.org
Website	www.bhartifoundation.org
Name and Designation of Chief Functionary	Mr. Vijay Chadda, Chief Executive Officer

REGISTRATION DETAILS	
Act under which registered	"Deed of Trust" dated August 7, 2000, registered at New Delhi under the Registration Act 1908
Date of Registration	August 25, 2000
FCRA No	231660584
12A Registration	DIT (E) 2000-2001/B/826/2000/648
80G Certification	DIT(E)2006-2007/B-826/3133
35AC Certification	F.No-NC-270/143/2006 Notification No-247(E) SO-1879(E) Dated August 11, 2011 (revised)

EMPLOYEE DETAILS	
Total Number of Employees	1438 (March 31, 2012)
Gurgaon Office	39
State Offices (Non-teaching)	107
Teachers (Primary & Senior Secondary)	1292

NUMBER OF EMPLOYEES AS PER SALARY BREAK-UP			
Salary Slab	Female	Male	Total Employees
<7000	643	448	1091
<15000	109	95	204
<30000	6	72	78
<50000	3	26	29
>=50000	10	26	36
<b>Total</b>	<b>771</b>	<b>667</b>	<b>1438</b>





Bharti Foundation envisions transforming lives by supporting and implementing quality education initiatives for the underprivileged in the country

Bharti Foundation, the philanthropic arm of the Bharti Group of Companies, was set up in 2000 with the vision 'to help underprivileged children and young people of our country realize their potential'. To be achieved by creating and supporting programs that bring about sustainable changes through education and the use of technology, Bharti Foundation worked in partnership with various NGOs for the initial six years, undertaking programs in the field of

education that were aligned with the vision and goals of the organization.

In 2006, inspired by the call of the Hon'ble Prime Minister of India, Dr. Manmohan Singh, at the inauguration of the Bharti School of Telecommunication Technology and Management, IIT Delhi, the seeds of the Satya Bharti School Program were sown. Talking about the need for Public-Private Partnership in primary education, especially in rural India, Dr. Singh invited corporates across the country to come forward and play an active role in the education sector. It was this clarion call of the nation, coupled with the belief that quality education is the most powerful tool to bridge the existing education divide and support inclusive growth in the country, that the Satya Bharti School Program was launched in May 2006.

Annexure A: Bharti Foundation Milestones

## Goals

- To improve the accessibility and quality of education across rural India
- To provide education and training opportunities to the youth of our country in order to make them employable



# Creating Sustainable Programs In Education



Satya Bharti School Program, the flagship initiative of Bharti Foundation is aimed at the holistic development of underprivileged children, especially girls, in rural India

## Guiding Philosophy:

To build temples of learning, radiating knowledge and excellence for underprivileged children

The Satya Bharti School Program was launched as the flagship education initiative of Bharti Foundation, aiming to provide quality education, free of cost, to underprivileged children in rural India, with a special focus on the girl child. The program envisions helping develop children in rural India into educated, confident and responsible citizens of tomorrow, with a deep sense of commitment to their own communities and villages.

The goal is to reach out to over 2,00,000 underprivileged children across the country through 500 primary/elementary and 50 senior secondary village-based schools and to develop replicable and scalable models as well as processes leading to quality education.

## Objectives of the Program:

- Provide quality education to underprivileged children, free of cost, with a special focus on the girl child, in the rural parts of the country
- Transform students into educated, confident, responsible and self-reliant employable citizens of the country with a deep sense of commitment to their society
- Encourage active involvement of the community, parents and like-minded organizations
- Make a lasting and sustainable impact on the community where schools are present
- Find innovative solutions, through its primary, elementary and senior secondary schools to create replicable and scalable components in the program to facilitate delivery of quality education

### A. Ensuring Continued Schooling

The Satya Bharti School Program was launched with an initial aim of setting up 1000 rural primary schools providing quality education. The plan was, however, soon restructured to include education till the senior secondary level to meet the demand of the local communities to provide continued education to their children passing out of Class V from our

schools upto the secondary level. The Satya Bharti School Program therefore currently comprises of:

#### i. Satya Bharti Primary Schools

The Satya Bharti Primary Schools have been established with the intent of building a strong foundation for higher education and responsible citizenship amongst the children. The schools inculcate the desire to learn, explore and question, as well as develop a sense of connect and commitment to their own communities and villages. The program, initiated in August 2006 with seven primary schools in Punjab, now stands at 253 schools of which 186 are primary schools, across the states of Punjab, Rajasthan, Haryana, Uttar Pradesh, Tamil Nadu and West Bengal.

#### ii. Satya Bharti Elementary Schools

The Elementary School Program (upto Class VIII) came into being in FY 2010-11 to act as a bridge between the primary and the senior secondary schools and ensured that girls did not have to travel long distances to attend school post the primary level.

Currently 62 of the 253 operational Satya Bharti Schools are designated elementary schools. 12 elementary schools, which became a part of our program in FY 2007-08, are in partnership with the Rajasthan Government and are located in Neemrana and Amer. 50 primary schools have been upgraded to the elementary level in partnership with Google in Punjab, Rajasthan, Haryana and Uttar Pradesh and are known as Satya Elementary Schools.

### Satya Bharti Elementary School Program

State	Number of Schools
Punjab	20
Haryana	15
Rajasthan	22*
Uttar Pradesh	5
<b>Total</b>	<b>62</b>
<b>*12 of these are part of the adopted government schools in Rajasthan</b>	



# Developing Forerunners of Change

## iii. Satya Bharti Senior Secondary Schools

The Satya Bharti Senior Secondary School Program was launched in FY 2008-09 with an aim to provide both academic and vocational training to students. The schools are meant to train children in market-oriented courses on vocational skills, facilitated by skill certification,

The Senior Secondary School Program, inaugurated by Dr. Upinderjit Kaur, the Hon'ble Education Minister of Punjab, envisages academic as well as technical education for children



to ensure employability. The schools are equipped with laboratories, libraries, innovative teaching aids, sports and teacher training facilities and focus on English, computer education, life skills, value education and social and cultural development of students.

The Satya Bharti Senior Secondary Schools will cater to a cluster of eight to ten primary or elementary feeder schools. The first five senior secondary schools have been made operational across the districts of Amritsar, Ludhiana and Sangrur through a Public-Private Partnership model with the Punjab government under the Adarsh Scheme and are known as Government Satya Bharti Adarsh Senior Secondary Schools. The schools started initially from pre-primary to Class VI, with one new class being added every year. The first school in Chogawan, Amritsar which became operational in FY 2009-10, is currently till Class VIII. The remaining four schools became functional in FY 2010-11 and are presently till Class VII. Additionally, land for the sixth senior secondary school has been allotted in Jalaldiwal in the Ludhiana district of Punjab.

State	Schools (No.)	Students (No.)	Students Girls (%)	Students SC/ST/OBC (%)	Teachers (No.)	Female Teachers (%)	Teachers SC/ST/OBC (%)
Punjab	95	10716	44	77	467	82%	22%
Rajasthan	78	11719	52	78	440	31%	21%
Haryana	46	6179	44	72	248	52%	22%
Uttar Pradesh	15	2905	60	67	64	41%	5%
Tamil Nadu	10	934	49	99	46	89%	63%
West Bengal	9	955	51	76	27	56%	19%
<b>Total</b>	<b>253</b>	<b>33408*</b>	<b>48</b>	<b>76</b>	<b>1292</b>	<b>58.5%</b>	<b>25%</b>

\* Student enrollment for new academic session stands at 38,300 as on 31st July, 2012

(Data as on 31st March 2012)

## B. Models of Implementation

### i. Greenfield Schools

Schools built, managed and operated by Bharti Foundation on the land provided by Panchayats or community members. Currently, 199 Satya Bharti Schools are Greenfield Schools.

### ii. Adoption of Government Schools

Bharti Foundation adopted 49 government primary schools in Alwar and Jaipur blocks of Rajasthan in August 2007 under the Rajasthan Education Initiative (REI) of the state government. Bharti Foundation is responsible for management, implementation and financial requirements of the program; the government

provides partial financial support by extending existing government schemes like mid-day meals, text books and development grants etc.

### iii. Public-Private Partnership

The five Government Satya Bharti Adarsh Senior Secondary Schools in Punjab are under the PPP model with the Punjab state government as per their Adarsh Scheme. Under this scheme, in addition to the land being provided on a long term lease, the government is also providing 50% of capital expenses and 70% of operational expenses per child.



## Stakeholders' Participation in the Program

Discussions with educationists, NGOs as well as parents, teachers, trainers and the field team were held during the last quarter of 2006 to create a vision for the Satya Bharti School Program. The outcome of this group discussion not only laid down principles of the Satya Bharti School experience, but also a vision for Satya Bharti School teachers and students.

### Defining a Satya Bharti School:

- A school that exudes vibrancy, energy and creativity
- Is colourful, bright and appealing to a child's senses
- Is a joyful space that boosts the motivation of teachers
- Encourages a sense of ownership among teachers and students
- Is welcoming and earns respect and co-operation from the community

### Defining a Satya Bharti School Teacher

- Is confident, passionate and motivated
- Has the required skills and expertise
- Is an ideal role model for the children
- Has a sense of responsibility towards the school and students that extends beyond the hours of duty or the four walls of the school
- Has an instilled sense of pride of being part of a larger movement of imparting quality education to the underprivileged
- An individual who understands her role and is a learner for life
- An individual who is connected to the parents and community

### Defining a Satya Bharti School Student

- Vibrant, happy and full of life
- Dynamic, talented and passionate
- Well-disciplined and do not fear treading on uncharted territories
- Well-mannered, well-groomed and confident
- Independent, self-reliant and creative
- Ability to relate what she learns to everyday life
- Has a sense of team spirit and is willing to share knowledge with others
- Agent of change in her own community
- Patriotic and puts nation before self



Government Satya Bharti Adarsh Senior Secondary School, Chogawan, Amritsar, Punjab



A Satya Bharti School teacher is a motivated individual and a role model for her students



Satya Bharti School students are confident and responsible, leading positive social transformation

## Partnership with Pardada Pardadi Educational Society

Bharti Foundation partnered with the Pardada Pardadi Educational Society (PPES) in June 2007 to set up two Satya Bharti Schools in Bulandshahr district of Uttar Pradesh. PPES implements the program within the guidelines and monitoring and evaluation processes of the Satya Bharti School Program.

# QUALITY EDUCATION AT THE SATYA BHARTI SCHOOLS



The Satya Bharti School Program was launched in 2006, with its first primary school in Punjab, to deliver quality education to the rural underprivileged children, especially girls

The Satya Bharti School Program aims to provide a model of quality education for underprivileged children in rural India through innovative and cost effective solutions. It aims to transform education delivery by focussing on three strategic pillars- ensuring age and class appropriate learning and holistic development of children; teachers' commitment and motivation; and active parent and community engagement. Program contours, content, policies, processes, trainings and measures have been instituted around each intervention area to ensure smooth implementation, quality and sustainability of the initiative.

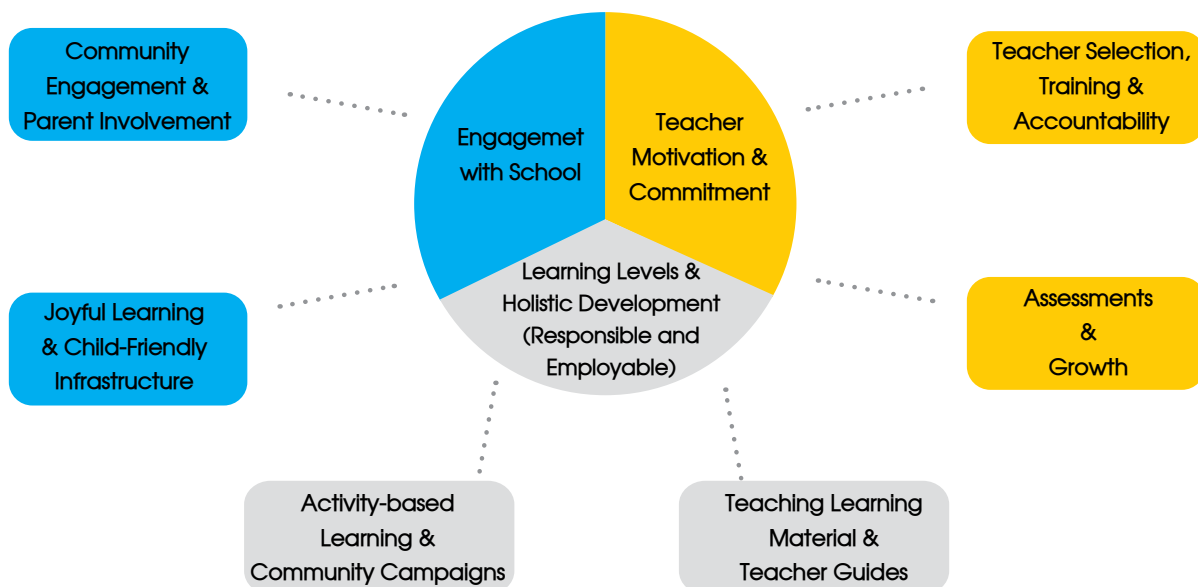
One of the biggest challenges facing the program is the large number of first generation learners and the low learning levels of children when they join our schools. Thus the curriculum and teaching processes at the Satya Bharti Schools are envisioned in a manner that provide conceptual

clarity to students and build on their existing knowledge. It is equally important that our students recognize their role in bringing about change in society and emerge as responsible citizens with a sense of commitment to their own villages and communities. As a result, building 'individual responsibility' through Community Development Campaigns forms an integral part of the school curriculum, encouraging students to take up social issues and address them while working alongside their village elders. By involving teachers, parents and community members at large, the students of the Satya Bharti Schools learn to lead at an early stage of their life.

Another key pillar of quality education is committed teachers; our endeavour, therefore, is to develop a local resource pool of teachers to spearhead this mission. Hence qualified teachers, who display passion for teaching and connect with our program's objectives, are recruited from the local villages. They are also provided exhaustive training and coaching, encompassing both classroom sessions and in-class support.

Participation of parents and the communities in the Satya Bharti School Program is important to ensure sustained quality in our schools. We hope to build parent and community connect with our schools and our teaching methodology, achieved through regular parent-teacher meetings, home visits by the teachers, participation of community members in school programs etc.

## Quality Education Program Strategy



# SATYA BHARTI SCHOOL PROGRAM - MILESTONES

The Satya Bharti School Program, the flagship rural initiative of Bharti Foundation was launched with an aim to deliver quality education, free of cost, to underprivileged and marginalized children, with special focus on the girl child. Aimed at the holistic development of students, the program intends to transform children into well rounded, self reliant and confident individuals who are deeply connected and responsible to their communities. Currently, more than 37,000 children, of whom 48% are girls and 76% from disadvantaged communities (SC/ST/OBC) are enrolled in 253 Satya Bharti Schools (186 primary, 62 elementary and 5 senior secondary schools) across the states of Punjab, Rajasthan, Haryana, Uttar Pradesh, Tamil Nadu and West Bengal. Outlined below is the journey of Satya Bharti School Program:

## FY 2005-06

- The invitation of the Hon'ble Prime Minister of India, Dr. Manmohan Singh at the inauguration of Bharti School of Telecom, IIT Delhi, to Corporate India to play a role in 'education for the underprivileged' inspired Bharti Foundation to conceptualize its flagship rural education initiative, the Satya Bharti School Program

## FY 2006-07

- Launch of the Satya Bharti School Program
- First two Satya Bharti Schools in Punjab made operational in Ladhawal and Jattapura in August
- Conceptualization of School Improvement Program in collaboration with state governments

2006-07	<b>Total No. of Operational Schools</b>	19
	<b>No. of States</b>	4
	<b>No. of Children Enrolled</b>	1703
	<b>% of Girls</b>	49%
	<b>No. of Teachers</b>	62

## FY 2007-08

- First seven Satya Bharti Schools of Rajasthan made operational in Jodhpur, Pali and Alwar in July
- Launch of School Adoption in partnership with Rajasthan Government wherein Bharti Foundation adopted 49 government schools in Neemrana and Amer, being fully responsible for managing the schools
- Inauguration:
  - Bhoomi Pujan for three Satya Bharti Schools in October 2007 by the Hon'ble Union Minister of State, Road

Transport and Highways Shri Jitin Prasad at Barikhaas, Gurgawan and Majhila

- Plan of 1000 primary Satya Bharti Schools revised to 500 primary schools and 50 senior secondary schools to ensure continued holistic education from pre-primary to Class XII

2007-08	<b>Total No. of Operational Schools</b>	161*
	<b>No. of States</b>	4
	<b>No. of Children Enrolled</b>	13400
	<b>% of Girls</b>	52%
	<b>No. of Teachers</b>	526
*Including 3 schools in Uttaranchal		

## FY 2008-09

- First Satya Bharti School in Haryana made operational in Budha Khera, Kaithal in April
- Planning initiated for the Satya Bharti Senior Secondary School Program
- 300 KidSmart Computers donated by IBM for Satya Bharti Schools
- Trademark registration for Satya Bharti School filed
- Two Satya Bharti Schools in Jodhpur supported by Dr. Abhishek Manu Singhvi under MPLAD Fund
- Inauguration:
  - Satya Bharti School Program, Punjab - April 15, 2008 by the Hon'ble Chief Minister of Punjab, Sardar Parkash Singh Badal at the Satya Bharti School, Ladhawal, Ludhiana
  - Satya Bharti School Program, Rajasthan - June 21, 2008 by the Hon'ble President of India, Smt. Pratibha Patil at the Satya Bharti School, Lordi Dejgara, Jodhpur
  - Satya Bharti School Program, Haryana - July 12, 2008 by the Hon'ble Chief Minister of Haryana, Shri Bhupinder Singh Hooda, at the Satya Bharti School, Sotha, Kaithal
  - Satya Bharti School Program, Tamil Nadu- February 7, 2009 by the Hon'ble Union Minister of Home Affairs, Shri Thiru P. Chidambaram at the Satya Bharti School, Siruvayal, Sivaganga

2008-09	<b>Total No. of Operational Schools</b>	236
	<b>No. of States</b>	5
	<b>No. of Children Enrolled</b>	30205
	<b>% of Girls</b>	47%
	<b>% of SC/ST/OBC Students</b>	74%
<b>No. of Teachers</b>	1023	



### FY 2009-10

- First Government Satya Bharti Adarsh Senior Secondary School inaugurated by the Hon'ble Minister of Education, Punjab, Smt. Upinderjit Singh Kaur, in Chogawan, Amritsar
- Nine schools of Tamil Nadu made operational in Sivaganga in June
- Launch of the program in West Bengal
- Planning for elementary schools initiated
- Launch of Rang Tarang, an annual competition across all schools conceptualise by Mrs. Deepika Mittal
- Nine Satya Bharti Schools awarded at Design for Change School Contest 2009 of which three schools awarded in Top 20, one in Jury Mention and five in Change-makers categories
- Inauguration:
  - Satya Bharti School Program West Bengal- November 22, 2009 by the Hon'ble Union Minister of Finance, Shri Pranab Mukherjee at the Satya Bharti School in Chanak, Murshidabad
  - Shri Naveen Jindal, Member of Parliament, Kurukshetra, visited Satya Bharti School, Khurana in November 2009 and addressed and interacted with a gathering of students, teachers and community members

### FY 2010-11

2009-10	Total No. of Operational Schools	237
	No. of States	5
	No. of Children Enrolled	28887
	% of Girls	47%
	% of SC/ST/OBC Students	74%
No. of Teachers	1218	

- First six Satya Bharti Schools of West Bengal made operational in Murshidabad in February 2011
- Launch of Satya Elementary School Program in partnership with Google
- 10 Satya Bharti Schools awarded prizes at the Design for Change School Contest 2010 of which one school

awarded in Top 20, one in Jury Mention and eight in Change-makers categories and nine students were awarded at Pramerica Spirit of Community Awards 2011 of which one student won the Special Recognition Award

- First External Audit at Satya Bharti School conducted by Indus Learning Solutions and supported by The World Bank on learning levels of students and teacher performance

2010-11	Total No. of Operational Schools	243
	No. of States	6
	No. of Children Enrolled	30282
	% of Girls	48%
	% of SC/ST/OBC Students	76%
	No. of Teachers	1187

### FY 2011-12

- Five Government Satya Bharti Adarsh Senior Secondary Schools operational in Punjab
- School Recognition under Right to Education Act given to 29 Satya Bharti Schools in Jodhpur
- 12 Satya Bharti Schools awarded at the Design for Change School Contest 2011 of which three schools awarded in Top 20, two in Jury Mention and seven in Top 66 categories and Jyoti Yadav, student of Government Satya Bharti Upper Primary School, Dabadwas, Neemrana recognized as National Honoree at the Pramerica Spirit of Community Awards 2012, awarded with a cash prize of INR 50,000 and a visit to Washington DC
- Laptops given to 140 Head Teachers

2011-12	Total No. of Operational Schools	253
	No. of States	6
	No. of Children Enrolled	33408
	% of Girls	48%
	% of SC/ST/OBC Students	76%
	No. of Teachers	1305



From garnering community support to set up the first schools in Punjab to currently operating 253 schools in six states, the program has grown from strength to strength

# OPERATIONALIZING THE SATYA BHARTI SCHOOL PROGRAM

Setting up of the Satya Bharti Schools was initiated on receiving invitations from local communities and Panchayats in Punjab. The Bharti Foundation team regularly met the Panchayats to have the community fully on board for setting up of schools in their villages. Leading from the front, Mr. Rakesh Bharti Mittal addressed 50 Sarpanches in a community meeting in Ludhiana in June 2006 regarding program objectives for children and the community at large, as well as Bharti Foundation's commitment to be completely responsible for construction and operational costs of the schools. The meeting culminated with 33 Sarpanches inviting Bharti Foundation to set up a school in their village and offering half an acre land piece, thus preparing the ground for the launch of the program in the state.

Construction of the first set of eight schools was started in Ludhiana, Punjab on donated land and the first two Satya

Dr. and Mrs. Toor, the Sarpanch of Bagga Khurd, Ludhiana were the first people to offer land for the Satya Bharti School in their village in 2006. Dr. Toor also invited other Sarpanches to offer suitable land in their villages for the program and by March 2007, 121 villages across Punjab had been selected for the program.

Bharti Schools became operational on August 4, 2006 at Ladhawal and Jattpura in Ludhiana. By FY 2007-08, 35 pieces of land donations were made by people and Panchayats in Rajasthan, Haryana and Punjab. Bharti Foundation also initiated talks with the communities in selected districts of Tamil Nadu in FY 2007-08 and later with West Bengal in FY 2009-10 to expand the reach of the program to other parts of the country. Currently, of the total 253 schools, 193 are constructed on land provided by the government, community and individuals.



During the initial stage, the Bharti Foundation team met village Panchayats and people aligning them to the Satya Bharti philosophy to engage them with the program



Garnering the support of the village communities, the foundation of the Satya Bharti School Program was laid in 2006





Over the years, Satya Bharti Schools have been inaugurated and visited by various dignitaries.



# DESIGNING COLOURFUL SPACES FOR CHILDREN

The Satya Bharti School buildings were envisioned as vibrant and spacious places that would appeal to the child's senses and motivate them to come to school. They were also planned in accordance with the natural surroundings to be easily replicable across states and relevant for varying weather conditions. Key elements such as availability of natural light and ventilation, environment-friendliness, child-friendliness, safety and cost-effectiveness were also kept in mind.

The design for the Satya Bharti Schools emerged out of the vision that the schools would exude inspiration for children and be iconic for the community. We also ensured that the structure was built integrating natural light and ample ventilation and was cost effective.

**Mr. Navneet Malhotra**

Director

A. A Design Consultants

## I. Suitable Learning Environments

One of the biggest challenges was making the space suitable for children across different age groups as our schools were planned to run in two shifts, with the morning shift for younger children. Classrooms were therefore provided with the traditional legless tables (munimji's takht) which also facilitated the Satya Bharti School teaching format that follows group learning practices rather than traditional row seating. Each corner of the classroom was utilized as computer learning zone or library and toy corners and walls below the windows were painted as blackboards to encourage children to express themselves.

## II. Cost Consciousness

The schools were envisioned to follow a two shift system for maximum utilization of school facilities with minimal infrastructural costs. Waste material like broken tiles were

used to line the corridors, while the roofs had pyramidal openings to allow constant inflow of air. Schools in Jodhpur, Rajasthan, operating in regions of extreme temperature, were specially constructed three feet below the surface level to maintain cooler interiors. The design has been further adapted with rooms in the elementary schools in Jodhpur being constructed on both sides of the corridor. With only one wall of the classroom now exposed to the sun, the schools will remain cooler. Additionally, the new primary and elementary schools across all states are built with exposed brick walls, reducing the cost of construction and maintenance. The schools in West Bengal and Farrukhabad in Uttar Pradesh have been given kota-stone floors requiring low maintenance. Certain schools have also been provided with durable Reinforced Cement Concrete (RCC) shelves instead of wooden shelves in cupboards, susceptible to early decay.

## III. Separate Toilet Facilities for Girls and Boys

The absence of toilets being a foremost reason for girls not attending schools in rural India, all Satya Bharti School buildings were equipped with separate, hygienic toilets for girls and boys, having water storage and flush systems. This was also followed in the 49 adopted government schools in Rajasthan.

## IV. Availability of Basic Amenities

Bharti Foundation entered into dialogue with the government to ensure supply of electricity to the schools. Though most of the schools now have electricity connections, power availability is still erratic. Thus, use of solar energy as an alternative power source is being explored as a pilot in one school in Haryana and two schools in Rajasthan. In addition, the schools have adopted various options like bore wells, submersible pumps, water pipelines and tankers for adequate water supply.



## V. Building As a Learning Aid (BALA)

The primary schools in West Bengal and the senior secondary schools have been built incorporating the 'Building As Learning Aid' (BALA) technique. Introduced in FY 2010-11, it ensures that with multiple exposures to the built-in teaching learning aids in the school buildings, children will remember them in the long run.

### BALA Techniques Adopted at the Satya Bharti Schools

- Calendar Month, School Map and Height Charts Painted on Walls
- Abacus Grill Design
- Mathematics Tables and Alphabets on Staircase Risers
- Use of Fractal Tiles
- Distance Markers on the Floor

## VI. Green Efforts

All Satya Bharti Schools have been built with small patches of green in the front (used as playgrounds) and at the back (kitchen gardens in most schools). The schools also undertake annual plantation drives before monsoons, which include local communities as well.

### 'Green' Efforts at Senior Secondary Schools

- Trees being planted in the schools
- Building placed very close to the boundary to avoid long hard paved areas for internal roads.
- All classrooms provided with energy efficient tube lights
- Ready mix of concrete used to ensure no waste generation on site
- Waste water from drinking point is diverted to the kitchen garden

The Satya Bharti Senior Secondary School Program under the Adarsh Scheme has been an interesting journey. Identification of design criteria, constraints and potentials have been done at every step; be it provision of fixed benches outside for serving mid-day meals or external water points near the play areas. The apparent simplistic outlook of the buildings has resulted from hours of brainstorming and discussions on most of the physical aspects of the process of imparting education and use of the building.

**Mr. Shiv Marwaha**  
Architect



The incorporation of the BALA concept in our schools will ensure that students imbibe and remember the built-in learning concepts

# TEACHER ENGAGEMENT

The Satya Bharti School teachers are not only responsible for the academic and holistic development of children but are also their mentors, guides and role-models.

## A. Teacher Recruitment

The teachers at the Satya Bharti Schools are mostly recruited from the local communities which not only inculcates in them a sense of ownership with the program but also makes them accountable. The recruitment of teachers was started in FY 2005-06 with generation of awareness about the organization and the Satya Bharti School Program through community announcements at gurudwaras, community centres, mobile announcements on cycle-rickshaws etc. and meetings with the local people and offering opportunities to the local youth to teach at the schools. The recruitment mechanism designed during the initial years, consisted of a written test, group discussion and personal interview. It now focuses on a more holistic assessment of personality and potential. Mock teaching sessions and group discussions have been introduced to review communication, presentation and leadership skills. Over the years, the teacher recruitment drives have continued to attract a large number of talented youth driven by the credibility of Satya Bharti Schools and the training and exposure provided to teachers in our program.

In the initial two years, Bharti Foundation also recruited mobile teachers to address teacher absenteeism. Each mobile teacher covered three to four schools and also

supported the schools' remedial program, preparation of teaching learning materials etc. The post of mobile teachers was discontinued when the schools were stabilized with sufficient number of teachers.

## Teacher Recruitment for Elementary Schools in FY 2011-12

The Satya Bharti Elementary Schools focused on recruiting staff that would not only have subject expertise in Maths, Science or English required for elementary classes but would also partner existing primary section teachers. Preference was given to the existing teachers and Head Teachers of the primary schools, who displayed the required skills and knowledge by clearing the selection process, to support their professional growth and development. A total of 57 elementary school teachers were recruited, 27 of whom are elementary level teachers and 30 bridge teachers who support both the primary as well as elementary classes in a particular subject.

## B. Teacher Engagement

Initiatives like CEO Contact Program, quarterly written communication from the CEO's office and a Reward and Recognition structure keep teachers motivated and committed to the program. In FY 2011-12, a Teacher Engagement Program was instituted over the four stages of a teacher's journey at the Satya Bharti Schools, outlining



The teacher recruitment drives primarily focus on hiring young, qualified and passionate youth from base and feeder villages for the Satya Bharti Schools



activities during each phase. The overall aim was to enhance teacher experience and engagement with the program.

### C. Reward and Recognition

#### i. Teacher Innovation Award:

Launched in FY 2010-11 to recognize innovative practices developed by teachers to facilitate classroom interactions

#### ii. Top Talent Recognition and Reward Program:

Rolled out in FY 2011-12 to reward 100 teachers and Head Teachers based on their annual performance rating

#### iii. Best Practice Competition

Initiated in FY 2011-12 for schools to showcase innovative practices in academics, co-curriculars, school management, parent-interaction as well as student related activities



Various employee engagement and Reward & Recognition programs motivate the Bharti Foundation team to perform par excellence

## History of Teacher Training and Coaching at the Satya Bharti Schools

**FY 2006-07:** Modules developed by iDiscoveri - First set of training sessions were held for teachers in Punjab. A 14 day intensive orientation module focussed on - pedagogical aspects, enhanced motivation levels, communication skills and grooming. Refresher training - ensured that learning from these training capsules were internalized and actualized in the classroom. This was supported for an average of eight days in a month by the Academic Coordinator.

**FY 2007-08 to FY 2009-10:** Apart from basic Induction Training, teachers were also provided with subject specific trainings.

**FY 2010-11:** The concept of classroom-based support was introduced to be provided by Cluster Co-ordinators in all Satya Bharti Schools. Trainers conducting the workshop-based training sessions also made regular school visits to further support the teachers in lesson planning, TLM creation and address any concerns on curriculum or pedagogical issues. Besides, trainings by the team of in-house trainers and specialized sessions by external experts were also organized regularly on Jolly Phonics, creative writing strategies, English Rapid Reading Program, use of Jodo Gyan Kit in Mathematics etc.

With teacher quality being the most effective measure to improve education quality, it is imperative that the Satya Bharti School teachers possess the pre-requisite skills to lead the process of learning and deliver Bharti Foundation's vision and philosophy for its schools. Teachers are therefore required to undergo a paradigm shift in their perspective and approach towards the teaching learning process, have a positive attitude, knowledge about their subjects and be thinkers and learners themselves before they equip students with desired knowledge and skills.

The Satya Bharti Schools are often faced with the limitation of availability of teachers in the rural areas who are pedagogically sound and in sync with the evolving perspective of education. A multi-pronged approach is thus adopted to equip teachers with the requisite

knowledge, skills and attitude to be successful in the classroom. A comprehensive training-cum-support model helps teachers enhance their skills to enable each child to acquire conceptual understanding through an experiential learning methodology. The Training Department also conducts trainings for the Cluster Co-ordinators and Trainers to upgrade their facilitation, mentoring and coaching skills.

### I. Teacher Training Modules

#### i. Induction Training

It is a seven-day module planned for all teachers who enter the Satya Bharti schooling system. The training focuses on enabling every participant to realign their age old teaching practice of "chalk and talk" methodology, understand the purpose of education in view of the changes in society, acquire new skills and renew their belief systems through introspection and interaction. The Induction Training aims at:

### Objectives of Teacher Training and Coaching

- To align all teachers with the educational philosophy of Bharti Foundation
- To enable teachers to use the methodology as outlined in the philosophy document
- To equip teachers to respond appropriately to the educational needs of the various learners
- To provide exposure to teachers on the various pedagogical best practices with explicit aim to incorporate in the classroom
- To train teachers on new topics such as Life Skills, Continuous Comprehensive Assessment, Physical Education in Curriculum, Theatre in Education, etc



The Satya Bharti School teachers undergo regular process oriented training sessions for their professional and personal growth

- Aligning teachers to Bharti Foundation’s vision, curriculum philosophy, policies and practices
- Inculcating personal effectiveness as a facilitator and their responsibility as a role model
- Building professional competency and pedagogical perspective

## ii. Skill and Level Specific Sessions

Held for eight to ten days per annum for all teachers, these sessions incorporate subject and level specific trainings on understanding pedagogy pertaining to different subjects at different levels by subject experts. Some of these sessions include training on Early Childhood Education, English, Hindi/Punjabi/Bengali/Tamil, Mathematics and EVS for all levels, Theatre, Assessment, Information Technology, Life-skills, etc.



Regular IT training sessions equip teachers with the required skills to conduct computer lessons for students in our schools

## iii. Need-based Training

Need-based Trainings were introduced in FY 2010-11 with the view that teachers often require specific support on

certain aspects of curriculum which may not be covered in the regular scheduled trainings. Such trainings are conducted on the basis of classroom observations by Cluster Co-ordinators or as per requests received from Head Teachers.

## iv. Refresher Training

Special Refresher Trainings are conducted at the Cluster or District level to renew vigour among teachers and help them remain focused on the learnings of previous trainings.

## v. Special Training for Pre-primary Teachers

The Special Training module, introduced in FY 2009-10, equips teachers to address specific academic and non-academic needs of the pre-schooler and helps them build a strong foundation of learning from a very early stage.

## vi. In-school Training, Mentoring and Support

The Cluster Co-ordinators play a key role in the in-school support and double up as mentors and coaches for the teachers, helping them plan lessons, observing the lesson and allowing them to reflect on the success of the lesson. Such sessions allow a teacher to constantly work towards enhancing her classroom strategies as well as help in self improvement.

## vii. Peer Learning Program

The Peer Learning Program was introduced in FY 2010-11 to help teachers learn by observing their counterparts in real-class-time. It also promoted a healthy environment of sharing of ideas and effective methodologies

### Rubrics for Teacher Observation by Cluster Co-ordinators

#### Academic Rubrics:

1. Managing Classroom Environment
2. Organizing Skills and Planning
3. Student Interaction
4. Creativity and Innovation
5. Communication Skills
6. Classroom Practices and Management
7. Use of Teaching Aids
8. Lesson Beginning and Closure

#### Non-Academic Rubrics:

1. Team Spirit and Inter-personal Relations
2. Personal Discipline
3. Parent Engagement
4. Administrative Ability
5. Health and Hygiene Awareness
6. Computer Skills
7. Integrity in Reporting Data



of teaching thereby improving teaching as well as interpersonal skills of teachers.

## II. Head Teacher Mentoring, Empowerment and Leadership Building

In FY 2010-11, a pilot training was conducted in collaboration with Pearson Education to build the capacity of Head Teachers as instructional as well as inspirational leaders. Based on our learnings from this, a special four-day Head Teacher Empowerment Program was introduced in FY 2011-12, to help Head Teachers inculcate skills for the overall management of schools, and empower them with larger leadership roles.

Monthly Head Teacher meetings are also an opportunity for the Cluster Co-ordinators to coach them through a structured mentoring program developed in-house and academic discussions. All Head Teachers have

### Head Teacher Mentoring Program modules led by Cluster Co-ordinators & District Co-ordinators:

- Role and Responsibility of Head Teachers
- Mentoring and Monitoring of Teachers
- Preparing a School Micro Plan
- Data Management and Analysis
- Analysis of Operating Environment
- School Operating Manual
- Communication Skills
- Organizing Abilities
- Asset Management and Documentation
- Financial Accounting
- Monthly School Report (Computerised)

been provided with laptops to not only help them in school administration but also promote the use of computers in classroom interactions.

## III. Training of Cluster Co-ordinators

Cluster Co-ordinators are expected to manage and enhance the pedagogical requirements of the schools. In FY 2011-12, all new Cluster Co-ordinators were put through a nine day Pedagogical Induction Program to align them to the educational philosophy and practices of the program.

## IV. Train the Trainer

Most trainings are imparted by the team of in-house trainers who undergo intensive training to be aware of the latest developments in educational research, policy and best practices. A team of eight trainers were recruited in FY 2007-08 for their experience, creativity and critical thinking, to provide classroom pedagogical support to all schools. The first batch of trainers was put through 300 hours of rigorous training over a two month period.

By FY 2011-12, Bharti Foundation had master trainers and a team of trainers, each with their respective area of specialization. In FY 2011-12, all trainers were put through regular sessions and external trainings with experts. The program at present has one designated trainer for every district of 20-25 schools in Punjab, Rajasthan and Haryana. The states of Tamil Nadu, Uttar Pradesh and West Bengal, with around ten to twelve schools each, have Cluster Co-ordinators who also undertake trainings.

### Annexure B: Training Update for 2009-10, 2010-11, 2011-12

The training programs help our teachers understand the learning capacities of each child and enable them to acquire conceptual clarity and better understanding of lessons





Community involvement and participation in the program not only helps in the setting up of the Satya Bharti Schools but also in their day-to-day functioning



The robust team of trainers conduct ongoing process-oriented training sessions for teachers, enhancing their pedagogical and classroom interaction skills



# THE SATYA BHARTI SCHOOL CURRICULUM

## I. Framing the Satya Bharti School Curriculum

The Satya Bharti School curriculum has been designed to reach out to the learning capabilities of each child, while keeping in mind their context and background, find out what they already know, try to gauge their interests and provide ample learning opportunities in an environment which is experiential and connected to the child's local settings. The curriculum is an amalgamation of best practices in the field of education, elements that have been tried and tested in different contexts and incorporates key learnings from operating in over 250 rural schools in six states of the country.

### The Satya Bharti School Curriculum Helps Children to

- Explore and question
- Express and communicate effectively
- Develop observation, logical thinking and analytical skills
- Acquire social and life skills
- Enhance self learning and problem solving skills
- Connect with the local environment
- Develop values that anchor them in local culture
- Have confidence to face situations in life
- Develop pride in being an Indian

## II. Holistic Development of Children

Focussing on holistic development, the Satya Bharti Schools provide education that is practical and complete - incorporating lessons in life skills, values and ethics. It motivates each child to participate and explore her creativity and at the same time question everything around

### Components of the Satya Bharti School Curriculum

- Focused on holistic child development of children that includes cognitive, personal, social and emotional domains
- Value-based education with Life skills development
- Physical and Health Education
- Spiral learning trajectory
- Connect to the child's environment
- Built-in cross-curricular links
- Address multi-levels in a classroom
- ICT skill development
- Emphasis on communication skills and public speaking

her. Important life-skills such as self-esteem, confidence, positive attitude, time management, critical thinking, problem solving etc. are integrated into the curriculum and ample opportunities for growth are built into the school life.



The Satya Bharti School curriculum focuses on activity based teaching both within and outside the class as well as sports and games

## III. Common Curriculum

The Common Curriculum for all the Satya Bharti Schools was designed to be of high quality and have universal relevance, simplicity in comprehension, ease of use as well as meet the learning needs of children with learners of varying age-groups.

The Satya Bharti School curriculum, framed in FY 2007-08, was based on the National Curriculum Framework 2005 and incorporated the curriculum requirements of all states where we operated along with our guiding principles. It ensured that while the minimum learning levels were addressed, it also allowed ample learning opportunities and exploration. In FY 2011-12, the curriculum was made more comprehensive and complete to match teacher capability and low learning levels of children. The curriculum was mapped to states' syllabi to reduce dependence on additional teaching learning material.

### New Initiatives In Curriculum In FY 2011-2012

- Concept-wise mapping to state board books
- Hot spots highlighted in Mathematics curriculum
- Jolly Phonics incorporated in English curriculum of Classes I & II
- Teacher Resource Books incorporated in curriculum
- Bilingual curriculum with Punjabi/Hindi versions
- Bilingual Learning Steps with Punjabi/Hindi/Tamil/Bengali versions



#### IV. Use of Innovative Teaching Learning Material (TLM)

The Teaching Learning Materials (TLMs), used in the schools, are thoughtfully selected to make learning an engaging experience, are innovative and cost-effective and either created at school or resourced to cater to the diverse learning needs of children.



The use of innovative teaching learning aids make lessons engaging and improve learning at the Satya Bharti Schools

#### Teaching-Learning Aids at Satya Bharti Schools

- Visual Aids: Story books, activity books, flash cards, etc. which are pictorial, colourful and interesting
- Audio/Audio-visual Aids: Technology-aided and multimedia content mapped to the curriculum
- Kinaesthetic Aids: Handpicked toys, puppets, sports kits, Math kit, Science kit, etc. addressing the needs of various types of learners

#### V. Remedial Learning Program

The Remedial Learning Program is an integral element of the curriculum as most children, mainly first generation learners, admitted to the age-appropriate class do not meet the threshold learning levels and are unable to cope with lessons in school. Thus it became imperative that the teaching methodology be structured in accordance with their learning levels.

A baseline assessment for all students was designed and conducted in July 2008 and based on its findings a Remedial Learning Program was launched in August 2008 to help students acquire and display age/grade appropriate linguistic and mathematical skills. The first phase of the Remedial Learning Program was run concurrently across all schools in all classes except pre-primary, whereby the schools conducted remedial lessons for students grouped as per their learning levels. The next step entailed incorporating

the remedial teaching methodology into the regular lesson design to ensure that teacher could address multiple levels within a single classroom at the same time. In FY 2011-12, time-table modifications were made to address such needs and special time was allocated in the regular school hours for remedial work to be done with an individual or a group of students.

#### VI. Annual School Calendar

The Annual School Calendar, developed as a day-wise plan in FY 2009-10, ensures that all schools follow an almost similar calendar with exceptions of region-specific requirements. The calendar maps the academic session with weekly curriculum coverage and all school activities and events. In FY 2011-12, the calendar was restructured to include Saturdays as working days to conduct special activities to support life skills development in children. The school time table also included structured remedial classes for weak students to improve their learning levels, library periods and specialized language classes.

#### VII. Technology in Curriculum

The schools focus on enhancing students' computer skills, as well as work on integrating technology as a teaching-learning tool through Computer Aided Learning (CAL) programs and software developed by Azim Premji Foundation, IBM and Ernst & Young Foundation (Toon Masti).

Each school has been equipped with one/two KIDSMART machines provided by IBM in FY 2008-09. In addition, the schools also use the IBM 'three corner approach' where children are grouped basis their learning levels, allowing a single teacher to efficiently engage them in multifarious tasks. In addition, 140 Head Teachers were provided with laptops, supported by Huawei in FY 2011-12, being used both for administrative and academic work.

Furthermore, CD players are extensively used to enhance language skills and focus on vocabulary development, rhymes and honing of musical talent among students. CDs of rhymes, songs and folk music based on the curriculum were especially recorded in FY 2010-11 to help improve children's pronunciation, expression and intonation besides bringing variation in the classroom.

## VIII. Special Programs to Aid Learning

### a. Physical Education in Curriculum (PEC)

The PEC Program, developed by the Central Board of Secondary Education (CBSE) in collaboration with the British Council, was introduced in the schools in July 2010 to aid the holistic development of children through regular and process-oriented gaming activities, connected to the English, Mathematics and Environmental Studies curriculum.

I had never thought that a games period could be so well organized, PEC has made that possible. Even the kids love it and it is indeed a very good linkage with the curriculum. It is helpful for the teachers to bring the class and outdoor in unison.

Surinder Singh

Head Teacher

Satya Bharti School,  
Chanankhe, Amritsar

### b. Interactive Radio Instruction Program (IRI)

The Interactive Radio Instruction Program is a tool that has helped yield better results in the arena of spoken English empowering not only students but teachers as well.

Nadeep Sharma

Head Teacher

Satya Bharti School,  
Umarpura, Amritsar

Launched as a pilot in approximately 70 schools in FY 2009-10 and extended to all schools in FY 2010-11, the IRI is one of the many ICT-based interventions adopted from the Education Development Centre to improve the quality of English education in the primary classes. 746 teachers were trained in the use of IRI and IT in the classroom in FY 2011-12.

### c. Jolly Phonic Initiative

The Jolly Phonic initiative was adopted for Class I and II in FY 2011-12, with support from ARK Foundation. The program entailed helping children enhance their English pronunciation, facilitated by a kit comprising of flash cards and visually appealing 'Big Books'. ARK Foundation also trained eight Satya Bharti School trainers in the approach, who in turn trained 486 trainers during the year.

## IX. Co-curricular Activities

- 1) **Rang Tarang-** Institutionalized in FY 2009-10 as a drawing competition, the annual Rang Tarang competition, conceptualized by Mrs. Deepika Mittal, now includes an English language quiz competition and is held at the school, cluster and district level.



The Rang Tarang competition held across all Satya Bharti Schools promotes development of co-curricular skills and sense of healthy competition in children

- 2) **Bal Sabhas-** Special assemblies conducted every third Saturday, the Bal Sabhas help students develop public speaking skills, promote exchange of ideas and knowledge through group interaction with peers and inculcates respect for diverse views.
- 3) **House Activities-** Students of each school have been grouped into three houses - namely, Shakti (Strength), Shanti (Peace) and Vaibhav (Prosperity) and regular

### Rang Tarang: Over the Years

Particulars	FY 2011-2012	FY 2010-2011	FY 2009-2010
No. of Participating Schools	231	208	134
Participating Students	6197	4022	2282
Students as Audience	15527	15777	4294
<b>Total Children</b>	<b>21724</b>	<b>19799</b>	<b>6576</b>
Teachers	1104	1001	553
Community Members	4415	6725	2753
<b>Total</b>	<b>27243</b>	<b>27525</b>	<b>9882</b>

## Adolescent Education Program

With the Satya Bharti School Program moving into the elementary and senior secondary phase of schooling, it is now faced with the challenge of dealing with children between the age group of 10 and 19 years, a highly sensitive and pubescent phase of life. There was thus a need to develop an Adolescent Education Program, for both girls and boys, to help them cope better with the physical, social and emotional changes they undergo at this age. Special focus is given to the girl child under this program which has been developed around the following objectives:

- a. To enhance wellness of adolescents in our schooling system
- b. To build resilience and foster strength in adolescents
- c. To ensure continued and regular education of the girl child as they tend to drop out of schools in their senior classes

### X. Community Development Campaigns

In addition to classroom-based learning, it is important that



Community Development Campaigns at our schools encourage students to lead positive social transformation in their villages while building engagement with their communities

our students learn to interact with their surroundings, address issues prevalent in their communities and in turn emerge as socially responsible individuals. Students are therefore encouraged to identify and raise their concerns through

- activities are held among the Houses, engraining in children the spirit of teamwork and healthy competition.
- 4) **Exhibition Weeks-** The Exhibition Weeks, namely the English, Mathematics, Environmental Science and Local Language Weeks, initiated in FY 2011-12, engage students in hands-on learning through projects, posters and various activities related to topics taught in class.
  - 5) **Sports Day-** Sports Day is an annual event held across all Satya Bharti Schools at the school and cluster levels and helps develop team work and spirit of sportsmanship.
  - 6) **Celebration of Important Days-** Special days like Independence Day, Republic Day, Teacher's Day and Children's Day are celebrated across all Satya Bharti Schools. Other important, national and international days are highlighted at morning assemblies and students are informed about the origin and importance of such days.



Important national and international days are highlighted and celebrated in the Satya Bharti Schools which also help build in students' knowledge and general awareness

- 7) **Field Trips-** These trips, often form a part of the Children's Day celebration in schools on November 14 every year, are planned to correspond with the age and learning levels of students. They help root students to their local culture as well as connect them to the outside world.
- 8) **Participation in External Competitions:** Students are encouraged to take part in external competitions to enable them to interact with students from other schools, building in them a sense of pride in their schools and healthy competition.

### Annexure C: List of External Competitions in FY 2011-12

#### Design for Change School Contest (Organised by Riverside School)

Year	No. of Entries (Satya Bharti Schools)	Total Winners	Top 20	Jury Mentlon	Change-makers/Top 66
2011	170	12	3	2	7
2010	94	10	1	1	8
2009	83	9	3	1	5

NOTE: This is an annual contest where thousands of schools across the country participate



Pramerica Spirit of Community Awards  
(Organised by DLF Pramerica Life Insurance)

Year	No. of Entries (Satya Bharti Schools)	Total Winners	Winning Category
2012	26	2	- One awarded as National Honouree - One Runners Up
2011	76	9	- Three students in Top 20 Finalists - Six among 40 Runners Up

Community Development Campaigns, an intrinsic curricular component. Thus while on one hand students help usher in a positive change in their villages, they are also able to closely connect with their teachers, parents and the community at large. Planning and leading Community Development Campaigns have also helped our students develop communication, leadership, planning and analytical skills. Over the years, students have addressed issues like illiteracy, dowry, alcoholism, drug abuse, degradation of environment, child marriage, global warming etc. Our students have also won accolades for such community endeavours at national level student platforms.

Pramerica Spirit of Community  
Awards 2012 – Winners

**National Honoree**

Jyoti Yadav  
Class VII, Satya Bharti Government Upper Primary School in Dabadwas, Rajasthan  
Campaign Upholding the Rights of Widows in Society

**Runners Up**

Pooja Yadav  
Class VIII, Satya Bharti Government Upper Primary School (Girls), Viranwas, Rajasthan  
Campaign Upholding Women Literacy

Jyoti Yadav, a student of Class VII at the Satya Bharti Government Upper Primary School, Dabadwas, Alwar, Rajasthan was recognized as one of the two national honourees at the Pramerica Spirit of Community Awards 2012 for her campaign addressing the issue of Respect for Widows in Society.

After the death of her father, Jyoti realized the humiliation and disrespect that widows face in society. She and her mother, left with no means of livelihood, had to depend on others for donations to sustain themselves. Already traumatized by this, Jyoti also witnessed the discriminatory behaviour her mother faced and decided to fight for the rights of widowed women in the village. Jyoti visited the Sarpanch of the village, Smt. Bhagwati Devi, and requested her support in eliminating this evil from their society. Hearing her plea, Smt. Bhagwati discussed the issue with the Panchayat and the Gram Sabha, urging people to rid their village of this taboo. Jyoti, strengthened with the support of the village administration, went door to door, making people aware of the plight of widows in the village and requesting their support. While she initially faced a lot of resentment and humiliation for daring to take up such a sensitive issue, her efforts finally paid off when she was able to gradually convert staunch conformists from their point of view and start mainstreaming such women into the normal village life. She even convinced the Panchayat to provide widows with jobs so that they do not have to live off donations. With the first to benefit being her mother, Jyoti's mother is now employed as the main in-charge of the Anganwadi's in her village.

Design for Change School Contest 2011 - Winners

**In Top 20**

- Satya Bharti School, Kurria Kalan, Uttar Pradesh – Peace Initiative
- Satya Bharti School, Marena Wangar, Uttar Pradesh – Positive Behavioural Transformation
- Satya Bharti Government Primary School, Labana, Rajasthan – Against Caste Discrimination

**Special Jury Award**

- Satya Bharti School, Belwa Ranaji, Rajasthan - Plantation Drive
- Satya Bharti School, Adhon, Haryana - Adult Literacy Program

**In Top 66**

- Satya Bharti School, Bakali, Haryana – Village Sanitation
- Satya Bharti School, Teek, Haryana – Community Book Club
- Satya Bharti School, Ladhowal, Punjab – Against Child Marriage
- Satya Bharti School, Bawarla, Rajasthan – De-Addiction
- Satya Bharti School, Mohanpur, Haryana – De-Addiction
- Satya Bharti Government Upper Primary School, Basai Bhopal Singh, Rajasthan – Promoting the Use of Toilets
- Satya Bharti School, Balliyewal, Punjab – Girl Child Education



The use of innovative techniques and teaching material provide child-friendly and joyful learning environment



# COMMUNITY ENGAGEMENT

Community involvement, participation and their sustained support towards the Satya Bharti Schools has been a key component of the program over the last six years. Aiming to build the trust and ownership of parents and community members, the program format ensures that there is enough opportunity for the community to understand and be engaged with the schools. Community members regularly come forward and actively engage in the functioning of the school, either through participation in events or contribution of land, time, skills, knowledge, material and funds.

## Community Engagement

- School's Connect with the Community**
  - Regular home visits by teachers
  - Structured Parent-Teacher Meetings
  - Community Development Campaigns
- Community Connecting Schools with Local Culture**
  - Community Volunteering Week
  - Teaching children local history, traditions, art and craft
  - Community participation in school events
- Land, Material and Other Support to Schools by Community**
  - Schools built on donated or leased land
  - Sharing of skills, knowledge, material & financial donations
- Economic Empowerment of Communities by Schools**
  - Recruitment of teaching and non-teaching staff
  - Employing community members, especially mothers as mid day meal vendors
  - Local sourcing of school resources

### I. Connect with the Schools

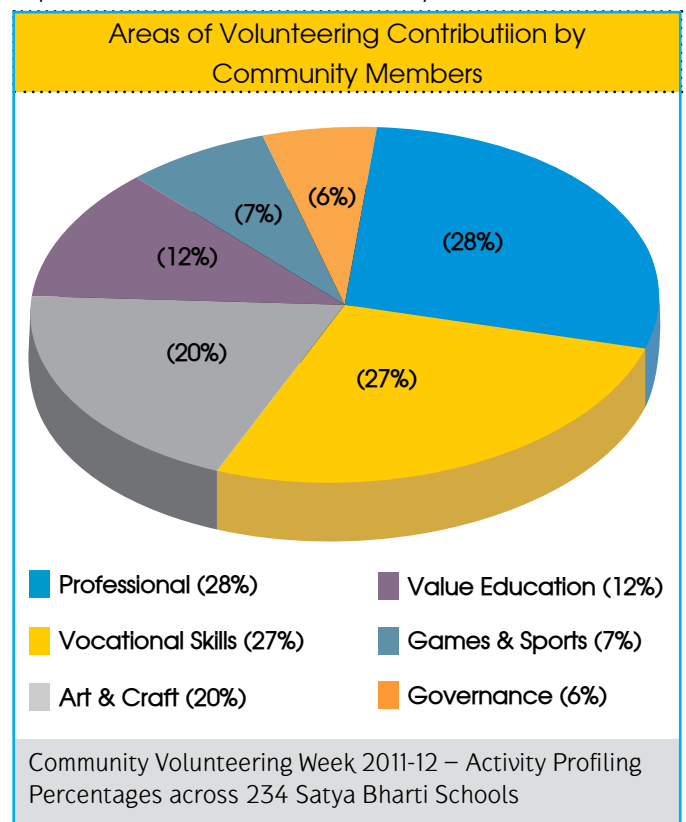
The Satya Bharti School Program follows an activity-based teaching practice in the schools. It is therefore important that parents and community members are aligned to the process and its role in ensuring quality education for children and its impact. By making parents an integral part of the

academic journey of their children, the program aims to help them understand the teaching-learning methodology followed in the schools and also reinforce the importance of conceptual clarity rather than rote learning, values and skills taught in the schools.

### ii. Community Members as Teachers

#### Community Volunteering Week

Focusing on holistic development of students, it is important that students in the Satya Bharti Schools also



#### Activities Covered Under Community Volunteering Week

- Professional Activities** - Agriculture, Electrician, Medical Services, Animal Husbandry, Postal Services, Stone Mining etc.
- Vocational Skills** - Clay Modelling, Mehendi Application, Gardening etc.
- Art & Craft** - Craft Work, Painting, Puppet Making etc.
- Value Education** - Hygiene & Cleanliness, Discipline etc.
- Games & Sports** - Football, Karate, Yoga etc.
- Governance Activities** - Panchayat System, Law & Order, Rural Schemes, Indian Politics etc.



## Community Volunteering Week: Impact Data

Parameters	2011-2012	2010-2011	2009-2010
No. of Days	5	5	12
No. of Schools	234	236	158
No. of Volunteers	1323	800	1400
No. of Students	31729	29823	22700
Average Volunteer Hours (Per Day)	2 hrs.	3 hrs.	3 hrs.
Average Volunteer Numbers (Per School)	6	4	8

learn to understand and interact with their surroundings, communities and local culture engraining in them a sense of belonging and responsibility towards their communities and the society at large.

Introduced in FY 2009-10, the Community Volunteering Week is a part of the regular school calendar wherein the schools are handed over to community members for a week and students are exposed to local art, craft, folklore and music, unique to their own village or community. This also helps develop in children a sense of ownership and anchoring within their communities.



The Community Volunteering Week not only helps children learn local art, craft and vocations but also connects them closely with their community and culture

### III. Land and Material Support

Since the inception of the program, village communities have shown their belief in the program's philosophy by coming forward to help in setting up of our schools. People have contributed by donating or giving land on lease and even offering their homes, free of cost, to run the schools till the school buildings are ready for use. Of the total 193

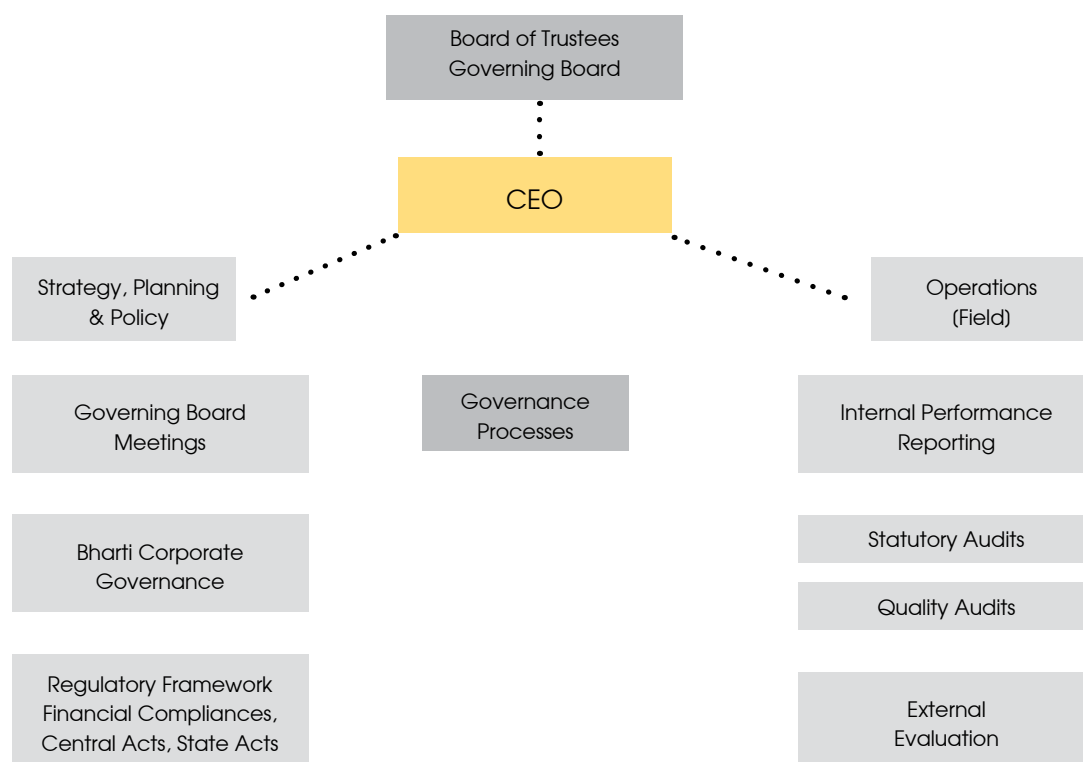
land pieces received from the community, Panchayat, government and individuals, 36 Satya Bharti Schools have been built on land that has been donated by individuals across states in the last few years. Members of the community also make monetary and material contributions and continue to provide labour support to our schools, helping construct boundary walls, pathways, playgrounds etc.

After launching the program in West Bengal, Bharti Foundation team was looking for a temporary space to run the school in Chargachi village, with the school building under construction. It was at this time that Mr. Farooq Abdullah, a teacher at a government school in Murshidabad offered his newly constructed house in the village, free of charge, to run the school, while continuing to live in a rented accommodation himself for another year. While the school has now shifted to its own building, Mr. Abdullah still remains eager to provide any help that the school might need.

### IV. Community Empowerment

Each Satya Bharti School has, directly or indirectly, contributed towards the economic empowerment of the village communities in which it is set up. A significant portion of the operational expenses of the schools are channelized directly into the village through various employment and income generation opportunities, along with the adhoc services that are provided by the community members. The teachers for the Satya Bharti Schools are mostly recruited from the local communities. Along with this, women from the community, especially mothers of students, are employed as mid-day meal vendors for the schools. The program also provides income opportunities to local transportation vendors, builders, tent houses for school events, vegetable vendors, grocers, stationers etc. and contributes to the overall economic empowerment of the village.

## Management and Governance Structure at Bharti Foundation



Bharti Foundation, in addition to being covered under the Bharti Group's governance policies, follows the processes and reporting structures linked to the development sector. While the overall governance of the Foundation is held by its Board of Trustees, it has also constituted a Governing Board which reviews its operational performance, programmatic direction and organizational strategy.

### I. Board of Trustees

The Trustee meetings are held at least three times a year, including the Annual General Meeting (AGM). It exercises appropriate control to ensure that the work of Bharti Foundation is implemented in a manner that complies with the laws of the land and is as per the objectives of the Trust. In addition to the regular agenda, key decisions taken in particular at the AGM are adoption of annual accounts, appointment of statutory auditors, appointment of chairman if necessary, organization annual performance review, annual operating plan and budget sanction, income and expenditure account and compliance certificate.

### II. Governing Board

The Governing Board, headed by the Chairman, has a current membership of 16 members, comprising eminent professionals and academicians, with a deep commitment and understanding of business, education and development sector in India. The calendar for the Board Meetings is fixed in advance. Agenda papers are circulated seven days prior to the Board Meeting comprising of:

- Annual operating plans, capital budgets and updates therein
- Minutes of Meetings of the Board and resolutions passed by circulation
- Details of key partnerships
- Human resource updates and strategies
- Quarterly compliance certificates with the 'Exceptions Reports' which includes non-compliance of any regulatory, statutory nature
- Proposals requiring strategic guidance and approval of the Board
- Related party transactions

- Regular operational updates
- Report on action taken on last Board Meeting decisions

Post the meetings, Minutes of the Meeting are circulated within a stipulated period.

### III. Organization Structure

The organization structure is headed by the CEO who has direct responsibility for operations of the organization. The CEO is responsible for the overall performance, management and expansion of the program. He is also responsible for employee engagement, quality of education, cost efficiencies, quality initiatives and the internal control metrics.

To ensure adequate and efficient staff, given its scale of work and expectations around quality and speed of delivery, the organization structure ensures that the teams

In the initial years of the program, all operational Satya Bharti Schools were divided in clusters of 10 schools and were mentored by an Academic Co-ordinator, who was responsible for all academic requirements of the school, alongside a School Co-ordinator, responsible for management, school administration and community relations.

at the grassroots levels are fully empowered and equipped. The Head Office, led by the Chief Executive Officer, plays the role of a mentor by leading organizational and programmatic strategy, policies, processes and providing support for implementation as required. Functions at the Head Office to support the CEO are Program, Training & Curriculum, Quality, Communication, Partnerships, Construction, Human Resources, Finance, Supply Chain and Legal.

Operations at the ground level are led by the Regional Heads who are supported by representatives of all critical functions such as Finance, Human Resources, Training, Quality, Procurement etc. to provide support at the school level. District Heads are operationally accountable for all the schools in a district. Seven to eight schools form a cluster

and all Head Teachers of a cluster report into a Cluster Coordinator

### IV. Management Policies and Processes

Bharti Enterprises firmly believes in the principles of Corporate Governance and is committed to compliance to the highest governance standard, backed by an independent and fully informed board, comprehensive processes, policies and communication. Some of the Bharti Group policies applicable to Bharti Foundation are:

#### A. Ombudsperson Policy

The Office of the Ombudsperson is an independent forum for employees and external stakeholders of the company to raise concerns and complaints about improper practices which are in breach of the Bharti Code of Conduct. Any stakeholder (employee, associate, strategic partner, vendor) who observes unprofessional behaviour can approach the Ombudsperson to voice his or her concerns. The Office aims to provide a fair and equitable redressal mechanism.

#### B. Bharti Code of Conduct

The Bharti Code of Conduct, outlined by the Bharti values of Empowerment, Flexibility, Entrepreneurship, Transparency and Impact, ensures that the workplace culture inculcates trust, mutual respect and personal growth for all, with no room for improper conduct or unethical behaviour. Supported by the Ombudsman Policy, the Code of Conduct aims to build a foundation for the organization that can withstand any challenge.

### V. Annual Operating Plan

The Plan lays out the objectives of the year, planned activities and corresponding financial and non financial resources for a fiscal year. The strategic plan (STRAP) looks at next three years from a long-term direction point of view.

### VI. Other Policies and Processes

Bharti Foundation has put in place an entire structure of organizational policies for both its teaching and non-teaching staff. These policies aim to make the workplace conducive and encouraging for all employees.



# MONITORING AND IMPACT ASSESSMENTS

The monitoring and impact assessment processes of the program revolve around four key pillars: students, teachers, schools and parents & community. Monitoring is driven by process control and audits, monthly reporting system and special assessments to monitor impact. A School Operating Manual was first created in FY 2007-08 to facilitate consistency of operations and maintain quality standards in each school by presenting school-based policies and processes in a structured and simple manner. This process manual ensures optimum uniform standards and processes across all our schools and forms the basis for all evaluations.

## 1. Monitoring Students' Learning

Student assessment is an on-going process to monitor learning levels and development of skills among children.

### Tools for Student Assessment

- **Questioning Techniques** at the end of lessons
- **Peer and Self Assessment Techniques** by students
- **Classroom Assessment Techniques** as per the school calendar

## A. Internal Assessments

### a. Baseline Test

A baseline test is conducted for every new student joiner to assess the child's current learning level. The test has both written and oral components, allowing the teacher

Ongoing student assessments help gauge student learning and holistic development levels as well as help identifying gaps and improving curriculum interventions



to construct a child's pen-picture and if need be, take through a well structured remedial learning program.

### b. Continuous Comprehensive Evaluation (CCE)

The program has adopted the NCERT recommended Continuous Comprehensive Evaluation (CCE) and accordingly the academic calendar has been divided into two terms (six months each) having three cycles of assessments per term. The Cycle Tests are a combination of both formative and summative assessments. While the formative tests are written tests, students are graded basis pen-paper tests as well as teacher observations in the summative assessments. Further, to facilitate the process of observation and simplify recording of each child's development, an ongoing Assessment Chart, marked with specific skill areas is displayed in each class.

### c. Assessment of Holistic Development

Students are also graded on their cognitive, emotional and psychomotor domains of growth, once per term, basis students' participation and performance in class as well as in external projects and activities. A well defined rubric both for scholastic and co-scholastic domains exist to support teachers.

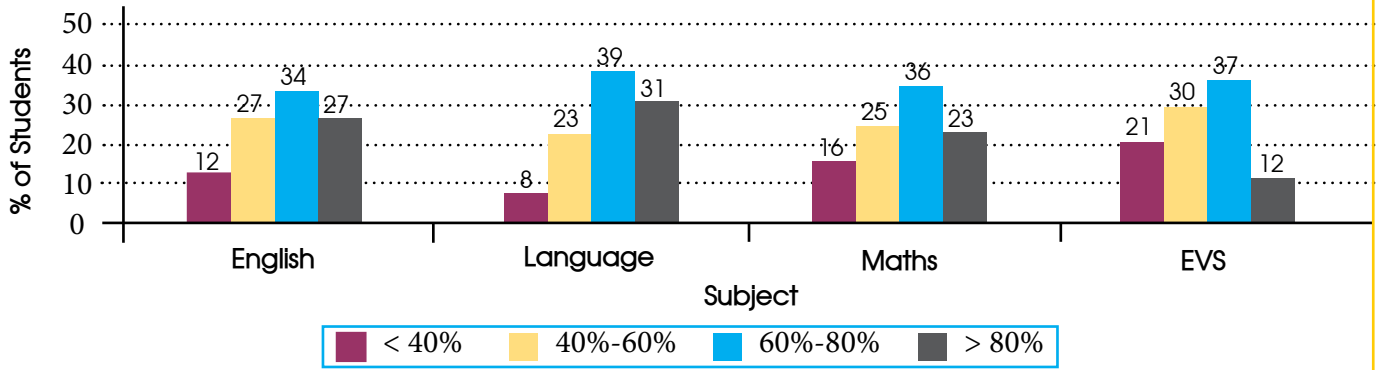
## B. External Assessments

For the last two years, student learning levels have been validated by external evaluations. The first external evaluation was undertaken by Indus Learning Solutions and supported by the World Bank in FY 2010-11 and by Educational Initiatives in FY 2011-12. The external assessors have provided valuable insights on students' performance, improvements needed in our training as well as curriculum interventions.

### Main Findings of External Assessment FY 2011-12

- 3319 students across 101 Satya Bharti Schools were evaluated on learning levels for Class II, III & IV
- Overall performance ranged from 66.8-74.0% in Language, 50.2-70.1% in Maths, 58.8 - 76.5% in English and 53.7-63.1% in Environmental Science for classes II to IV
- 60% students have scored over 60% marks
- Students have performed well in English - 61% students scored more than or equal to 60%

### Student Learning Level External Assessment 2011-2012



## 2. Monitoring Teaching Processes and Quality

To ensure good quality of teaching in our schools, teachers' training as well as ongoing mentoring is provided to the teachers. They are regularly assessed on their teaching skills by their mentors with a view to help them improve their teaching capacities.

### a. Teacher Observation Report

The Teacher Observation Report acts as a tool to record teachers' performance by the Cluster Co-ordinators during their visits to the schools. The lesson observation scores, on predefined parameters, are analyzed to identify gaps and design mentorship as well as central training plans.

### b. Teacher Subject Knowledge Test (TSKT)

The Teacher Subject Knowledge Test, introduced in

FY 2009-10, is used to gauge teachers on their subject specific knowledge, enabling them to reflect upon their weak points and undertake self directed learning. It also helps identify conceptual training needs and facilitates designing suitable trainings for teachers.



The TSKT helps teachers identify their subject-specific understanding gaps and undertake self directed learning

#### Parameters of Teacher Observation

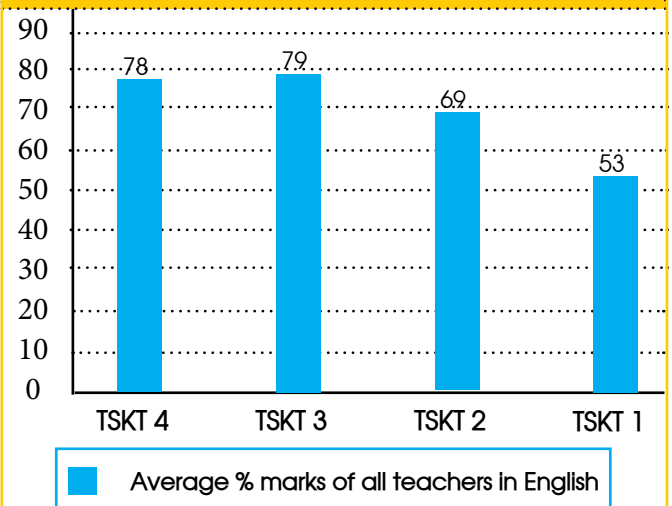
##### In Class:

- Managing Classroom Environment
- Organizing Skills / Planning
- Student Interaction
- Creativity and Innovation
- Communication Skills
- Classroom Practices and Management
- Use Of Teaching Aids
- Beginning and Closure Of Lesson

##### Outside Class:

- Team Spirit and Interpersonal Relations
- Personal Discipline
- Values
- Parent Management
- Administrative Ability
- Awareness of Health and Hygiene
- Computer Skills

#### English Average % Marks



Comparison of average percentage marks in English scored by teachers since TSKT started in FY 2009-10

1199 teachers across the Satya Bharti Schools appeared for the Teacher Subject Knowledge Test IV in August 2011. Of these, more than 25% teachers scored above 66% marks in the test with 86.7% marks being the highest score.

### 3. Monitoring School Performance

#### a. Monthly School Report

The Monthly School Report (MSR) was launched in FY 2008-09 as a comprehensive tool to measure the performance of schools with an easy to fill excel-based school-level database. It captures essential performance indicators such as student enrolment, attendance, dropouts, girl-boy ratio, learning levels of students and holistic development scores, teacher quality, socio-economic status of students/teachers etc. These indicators are also monitored at cluster, district and regional as well as program level to monitor overall performance.

#### Technology as an Enabler

Bharti Foundation is in the process of developing a software for its Management Information System, to empower each school, cluster and district with dashboards and reports outlining performance.

#### b. School Report Card

The School Report Card was introduced in FY 2009-10 to give an overall grade to a school based on its performance on various inputs, processes and output parameters. The school gradings enable Cluster Co-ordinators to monitor the progress of their schools on a regular basis and create a performance improvement plan.

#### Parameters for School Grade

1. Student Enrollment
2. Student Dropout
3. Transition Dropout
4. Student Attendance
5. Teacher Attendance
6. Regularity & Quality of School Program Assessment
7. Learning Levels (Cycle 3)
8. Learning Levels (Cycle 6)
9. Teacher Assessment
10. Teacher Subject Knowledge Test
11. Head Teacher Assessment
12. Holistic Development of Students (Scholastic)
13. Holistic Development of Students (Co-Scholastic)

#### School Grades as per School Report Card

Grade	No. of Schools		
	2011-2012	2010-2011	2009-2010
A	47	29	9
B	166	188	173
C	32	17	54
D	0	0	0
Total	245*	234	236

\*Excludes, 5 senior secondary schools and 3 schools in West Bengal

#### Results of Process Audits

Audit Year	FY 2011-2012		FY 2010-2011	
	No of Schools	Grade %	No of Schools	Grade %
A	58	66%	98	70%
B	28	32%	42	30%
C	2	2%	0	0%
D	0	0%	0	0%
Total	88	100%	140	100%

#### c. Process Audits

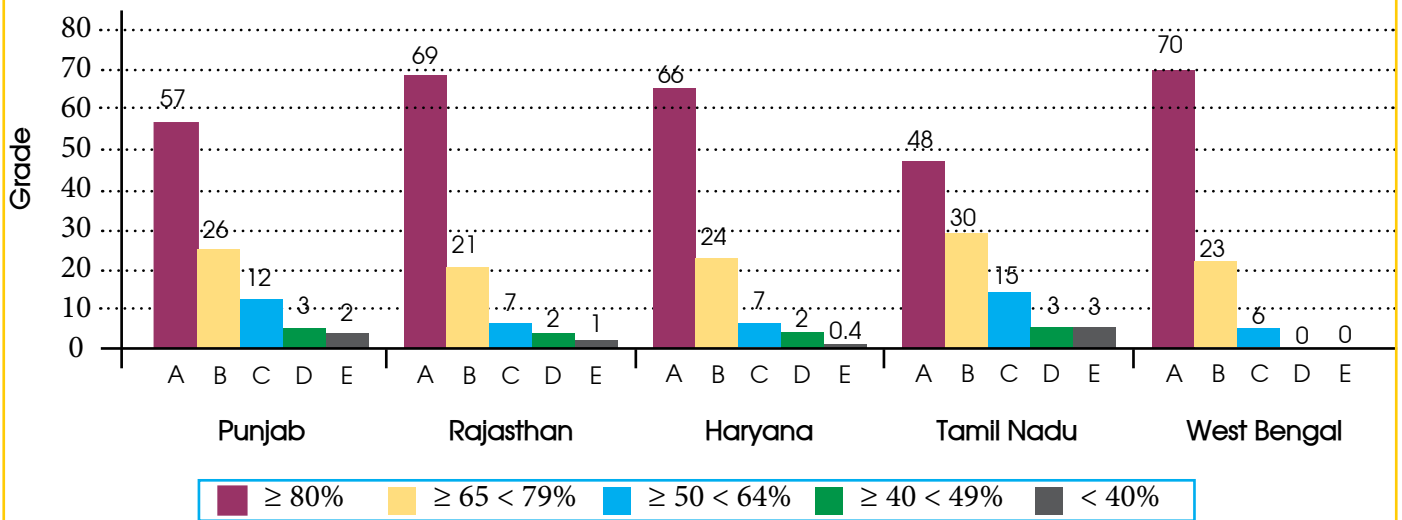
Process based audits are conducted by the Quality team at individual schools to identify process gaps, on the basis of standard School Operating Manual. Corrective action and periodic reviews are conducted on the basis of audit results. Audits were conducted for 140 schools in FY 2010-11 and 88 schools were covered in FY 2011-12. The six processes covered were MSR, mid-day meal, school safety, curriculum implementation, building maintenance and 5S. Schools were graded as per the internal audit scores.



Regular process audits at individual schools help identify gaps and undertake effective corrective measures

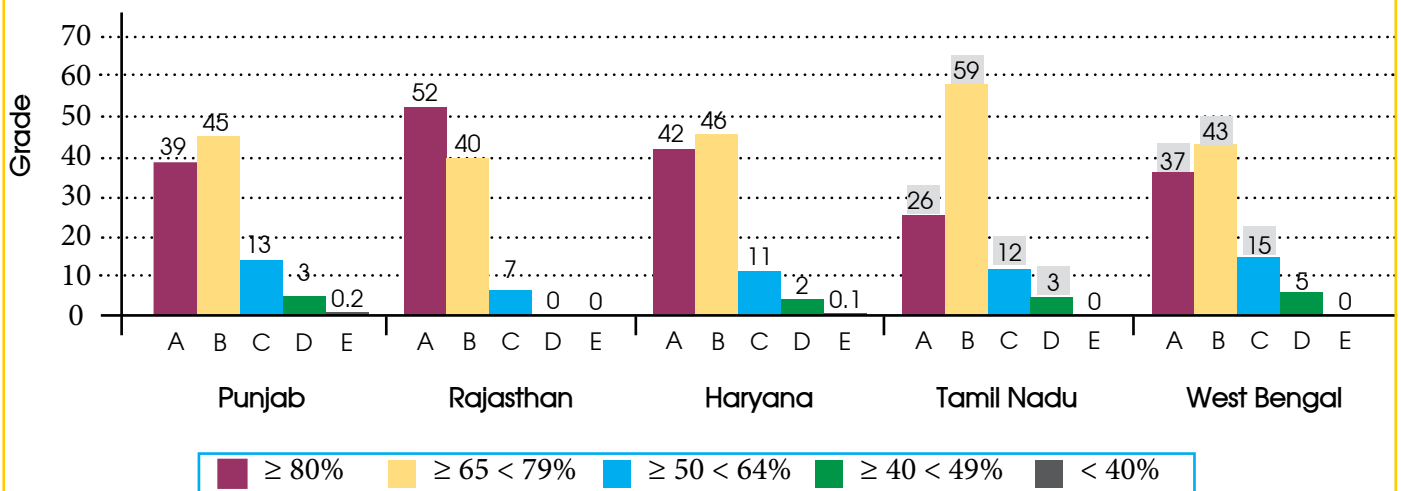


### Scholastic Skills



NOTE: Scholastic Development Grades for Uttar Pradesh not included

### Co-Scholastic Skills



NOTE: Co-Scholastic Development Grades for Uttar Pradesh not included



Computer lessons help develop 21st century skills in students, facilitating their future employability

# SUSTAINABILITY OF THE PROGRAM

Sustainability of the program not only depends on financial aspects, cost consciousness but also on the longevity incorporated by bringing in knowledge sharing partners and communities to ensure a much larger platform by building on the strengths of all stakeholders.

## I. Financial Sustainability

### a. Bharti Group Companies

The program, set up with the initial endowments from promoters and associates, is geared towards building and sustaining the corpus to meet future fund requirements. A large part of Bharti Foundation's corpus and operational costs is currently met by the Group Companies.

### b. Corporate Partnerships

Over the years, Bharti Foundation has proactively explored partnerships with organizations wanting to participate in the development programs in the country. The Satya Bharti School Program has emerged as a credible platform for investment by companies in context of their own CSR goals and funds. The program receives financial support in the form of corpus grants, underwriting of operational and infrastructure expenses of the schools like teacher training, mid-day meals etc. and school materials. 46 Satya Bharti Schools have

Since 2010, Deutsche Bank has had the privilege of supporting Satya Bharti Schools. I have personally witnessed the change amongst the children during my visit to the Satya Bharti School in Ludhiana. Young children could not only read and write in English but also consistently scored good grades in Maths and Science. Education changes a child and the family's future in a seminal yet tangible way – and this is the transformation Satya Bharti schools are bringing about across rural India through sheer dedication and perseverance. I firmly believe that this is an outstanding example of public-private partnership in the education sector.

Mr. Gunit Chadha  
Co-CEO, Asia Pacific &  
Member of the Group  
Executive Committee  
Deutsche Bank

## Monetary Partners of the Program

Year	No. of Corporate Partners
FY 2011-12	25
FY 2010-11	19
FY 2009-10	22
FY 2008-09	28
FY 2007-08	18
FY 2006-07	7
FY 2005-06	2

been adopted by various partners, including Deutsche Bank, DLF Ltd., SPMCIL etc. Google India also entered into a strategic partnership to provide financial support for the upgradation of 50 primary schools to the elementary level.

## Annexure D: List of Partners - FY 2009-10 to 2011-12

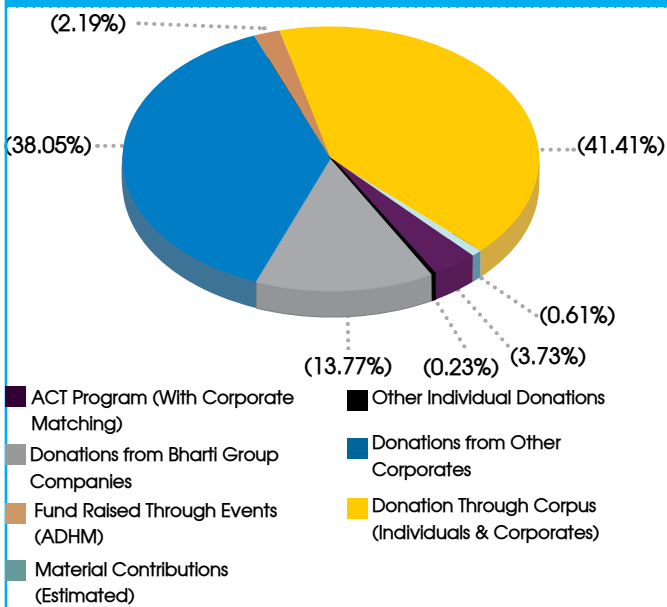


Many of our corporate partners, like Deutsche Bank, have adopted Satya Bharti Schools and are proactively involved in their functioning

### c. Individual Partnerships

Many individuals, who get to know about our program through media, the website or presentations in various forums, have come forward to support our schools within the context of their life. Individuals like Ms. Kalpana Morparia, Mr. Chapman Taylor, Mr. Oliver Harmaan etc. have adopted our schools for life by making donations towards the corpus. A retired professor, Dr. R. R. Saxena provides dictionaries to all the girl achievers across 253 schools every year.

#### Funds generated through various sources in FY 2011-12



#### d. Partnerships with Government

Bharti Foundation has adopted 49 government schools in Rajasthan and five senior secondary schools in Punjab are run under the Public Private Partnership Model. While the Punjab government provides 50% of CAPEX and 70% of OPEX costs, the state government of Rajasthan has extended existing government schemes like mid-day meals, school development grants etc. to the adopted schools.

#### e. Technical Partnerships

Bharti Foundation works with organizations to leverage their expertise in our program. In the initial years of the program, organizations like Azim Premji Foundation, Pratham and IBM provided us content for computer-based education in our schools. In FY 2011-12 Bharti

Foundation partnered with organizations like Ark India, iDiscoveri etc. to further enhance the program. Microsoft has supported our program with the OS and MS Office over the last five years.

#### ADHM Over the Years

Year	No. of Corporate Teams	Amount Generated (Rs. in millions)
FY 2011-12	30	9.4
FY 2010-11	24	6.2
FY 2009-10	17	3.0
FY 2008-09	11	3.4

Mr. Sanjay Kapoor, CEO - Bharti Airtel Ltd., India & South Asia ran the Airtel Delhi Half Marathon 2011 as a 'Dream Challenger' and raised the maximum funds collected so far by an individual runner towards the Satya Bharti School Program. Supported by his colleagues Angelika and Saurabh, he collected approximately INR 17.8 lakhs through his network of colleagues and peers. Mr. Kapoor has also adopted the Satya Bharti School in Fatehpura, Neemrana.

#### f. Airtel Delhi Half Marathon (ADHM)

Bharti Foundation has been an active participant of the Airtel Delhi Half Marathon since FY 2008-09, generating awareness on 'quality education for the underprivileged' and bringing together corporates and individuals to raise funds towards the Satya Bharti School Program. In ADHM 2011, the Foundation upheld its student change-makers who are leading positive change in their villages through a specially designed 'Superheroes of Change' theme. Approximately 30 corporate teams, senior management of Bharti Group, individuals and employees across the Bharti Group ran in support of these students.



Every year, corporate teams along with the Bharti Group employees, run the Airtel Delhi Half Marathon in support of Satya Bharti Schools



## ACT – Over the Years

	FY 2011-2012	FY 2010-2011	FY 2009-2010	FY 2008-09
Total No. of Donors	6033	6694	5372	3034
Employee Participation (%)	30%	24%	17%	8%
Total Funds Raised (in million)*	16.6	19	14.5	11
% Funds towards Bharti Foundation	95%	94%	87%	85%

\*The amounts mentioned in the table are the total of employee donations along with matching contributions made by the respective Group Companies

## II. Employee Engagement

### a. ACT

ACT – A Caring Touch, is an employee payroll giving program of Bharti Group of Companies. Initiated in August 2006, the program encourages the culture to 'give back to society' and includes employee contributions in terms of money (matched by the respective company), time, skills or knowledge to the Satya Bharti School Program or any of the six charities enrolled under ACT. The ACT program has grown substantially over the last few years, with an average of 30% employee participation across Group Companies and 95% of donations being made towards the Satya Bharti School Program as of March 2012.

Partnership with Bharti Airtel has always been a delight & valuable for us; whether it's business of IP win and getting honoured with Strategic Partnership Award as Joint Venture or supporting Satya Bharti School Program under Bharti Foundation in ADHM. Supporting a cause or helping towards a charity increases motivation for running and knowing that you are running for a good cause is always a satisfying feeling. By providing free quality education to underprivileged children across rural pockets and laying special emphasis for a girl child is a wonderful initiative by the Bharti Foundation and we will be supporting this mission by all means."

Mr. Rakesh Malik,  
Director Sales (Key Accounts)  
Alcatel Lucent India



The Annual Changemaker Awards seek to felicitate Bharti Group Companies and their employees for undertaking substantial initiatives towards social welfare

### Annual Changemaker Awards- Comprising of the Corporate Responsibility and the ACT Ambassador Awards

#### i. Corporate Responsibility Awards

The awards recognize efforts of Group Companies to integrate CSR with their respective businesses. While the group companies contribute towards 'education' through the Satya Bharti School Program, measures towards transparent stakeholder engagement, environment conservation, social & community initiatives, disaster relief, innovative use of business products & services etc. are also considered under this award.

#### ii. ACT Ambassadors Awards

The success and growth of the ACT initiative has been primarily due to the efforts of the ACT Ambassadors- representatives of ACT program in different Group Companies, who motivate employees to be a part of and contribute towards social causes. The Awards, launched in 2009, felicitates such endeavours made by ACT Ambassadors.

### b. Employee Volunteering

Employee Volunteering Program, a part of the ACT initiative, encourages the Bharti Group employees to volunteer with a charity of their choice, contributing their skills and knowledge. In FY 2011-12, 120 employees volunteered across 12 Satya Bharti Schools, assisting teachers in their delivery of lessons and in conducting school activities and events. Hundreds of employees give their time to local NGOs of their choice.

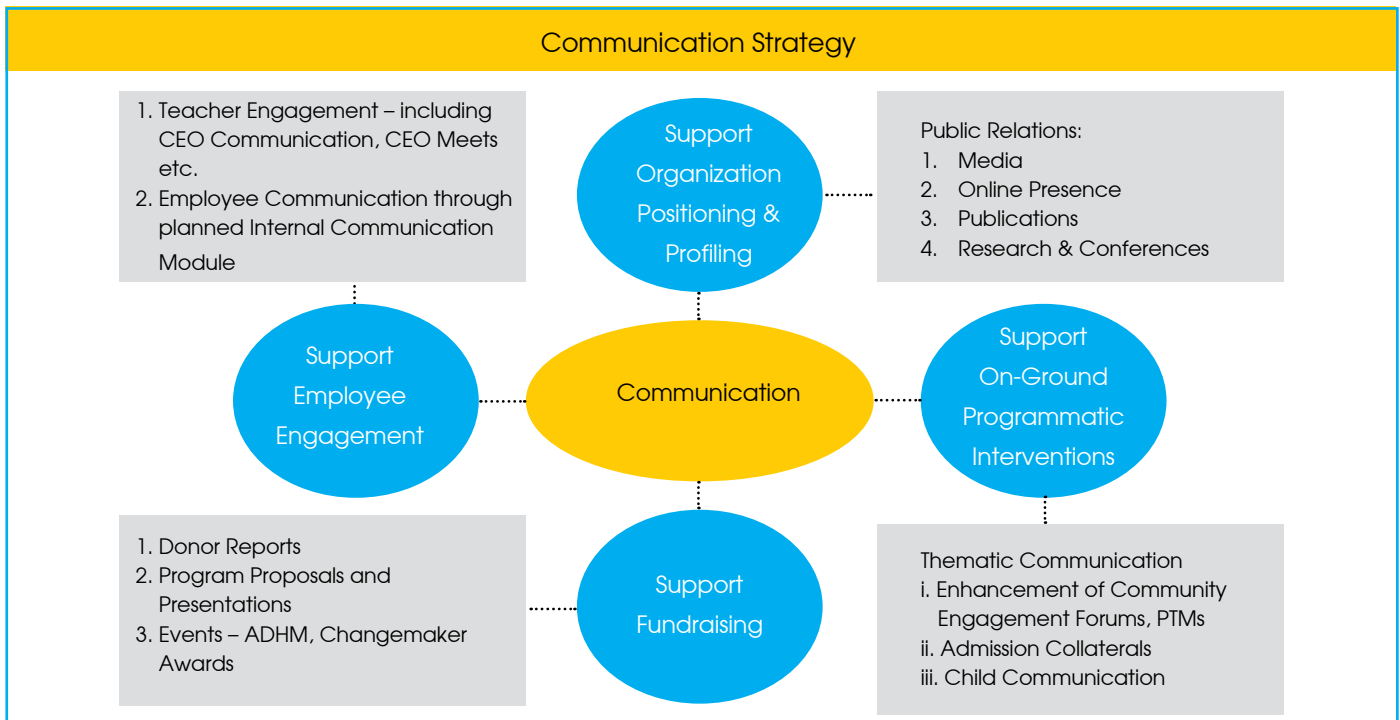
### c. Young Leader Program

The Young Leader Program, a part of the corporate induction schedule at Bharti Airtel Ltd., is a two week program where the new recruits of Bharti Airtel volunteer on location at the Satya Bharti Schools. In FY 2011-12, 74 Young Leaders volunteered for 15 days at Satya Bharti Schools in Punjab and Haryana.



Regular school visits by senior management of the Bharti Group builds a sense of connect with the students, schools and field teams





The basic premise of communication at Bharti Foundation is divided into four main objectives:

- Support on-ground programmatic interventions to help position the Satya Bharti School as the “school of choice providing quality education” among parents and community members and create a sense of pride among students and teachers
- Build sense of ownership and commitment towards the program among employees, especially teachers and as among employees of the Group Companies
- Support partnership building initiatives of the Foundation
- Build visibility among external stakeholders- government, bureaucrats, corporate donors, media, other NGOs etc.

## I. Communication with Beneficiaries

While strategic programmatic interventions have been launched over the last few years to create awareness about the program, there was a need to support these with robust communication material during various interaction forums like the Parent Teacher Meetings, school inaugurations, celebration of important days etc. The “Ashaon Ki Udaan-Flights of Hope” campaign was launched in FY 2010-11 as an integrated communication module to encourage parents to send their children to school. This was fortified in FY 2011-12 with the “My School, My Pride” initiative where the communication inculcated a pride of association with the program in the minds of students, teachers and parents.

Regular forums like Parent Teacher Meetings, School Assemblies etc. were also redesigned to include new initiatives like the Abhibhavak Sammelan wherein parents of students were invited to talk about the program, thereby building ownership of the program among the community at large.

## II. Communicating with Stakeholders

A structured communication plan ensures timely, consistent and relevant dissemination of information to all its stakeholders. All donors and partners are sent specially made reports as per agreed frequency. In addition, periodic information capsules are sent for regular update.

## III. Sharing Best Practices

Bharti Foundation has been invited, over the years, by various national and international organizations to talk about the Satya Bharti School Program and its best practices. While this has increased visibility of the program, it has also helped the Foundation forge long term partnerships. The program is also used as a case study by various academicians, organizations like the CII and World Bank and students of business schools in India like IMT, Ghaziabad and those abroad in the areas of rural education, public private partnerships in education, best practices in education etc. Bharti Foundation has also been invited to share its learning and processes with the government.



**Invitation to Bharti Foundation to Share its Program and Good Practices  
(List of Conferences)**

Conference	Organized By	Month
International Conference on Improving the Quality of Secondary Education	The World Bank	May 2011
Edu Summit' 11	Confederation of Indian Industry	June 2011
Orientation programme- IIMT	Umak Business School	July 2011
Corporate Social Responsibility in India	Confederation of Indian Industry	August 2011
CSR & Social Development	Bharatiya Vidya Bhavan's Usha & Lakshmi Mittal Institute of Management	August 2011
Seminar on Corporate Social Responsibility: Experience Sharing	Confederation of Indian Industry	December 2011
National Conference on Quality Education	Education Initiatives	December 2011
Panel discussion on "Should Corporate reinvent the wheel -the value of corporate foundations?"	South Asian Fund Raising Group	December 2011
National Quality Summit 2011- Creating Brand India through Quality	Confederation of Indian Industry	December 2011
Corporate Social Responsibility Conclave – Private Sector Perspective	Indian Institute of Corporate Affairs	January 2011
Workshop on Corporate Social Responsibility for Public Sector Enterprises for Western Region	The World Bank	February 2011
CSR Live Week	Edubition	March 2011

Year	Number of Opportunities to Share our Program
2011-12	12
2010-11	10
2009-10	5

#### IV. Generating Awareness

##### a. Organizational Publications

Bharti Foundation publishes an Annual Report providing details of the functioning of the program. Additionally, the quarterly newsletter, Voice of Change, highlights various themes connected to the program. These publications, disseminated to stakeholders, partners and external bodies also serve as resource material for organizations working in the field of education.



## b. Media Coverage

Bharti Foundation ensures that relevant and important information gets communicated to the public through various media such as newspapers, publications – local and national, television etc.

### Prominent Media Coverage in 2011-12

Month	Story	Publication
April 2011	Coverage of Bharti Foundation winning 'Indian Education Awards 2011'	Multiple Publications
May 2011	Interview of Mr. Rakesh Bharti Mittal on Satya Bharti School Program	Hindustan Times
May 2011	Interview of Mr. Vijay Chadda on Satya Bharti School Program	Pioneer
June 2011	'Class Apart' - Coverage of Satya Bharti Schools	Business Standard (Weekend)
June 2011	Coverage of Kiran Bai, Satya Bharti School Student and winner of Special Recognition Award at Pramerica Spirit of Community Awards 2011	Hindustan (Patna Edition)
July 2011	Coverage of Bharti Foundation winning 'World Education Awards 2011'	Multiple Publications
September 2011	Coverage of Pranab Mukherjee, then Hon'ble Union Minister of Finance, inaugurating the Satya Bharti School Program in West Bengal	Multiple Publications
October 2011	Interview of Ms. Kalpana Morparia on her association with the Satya Bharti School Program	Mint
February 2012	Coverage of Bharti Foundation winning 'Global CSR Awards 2012'	Multiple Publications
April 2012	Coverage of Inauguration of Satya Bharti School in West Bengal in partnership with SPMCIL	Indian Express
April 2012	Coverage of Jyoti Yadav, Student of Satya Bharti School and Winner of National Honoree Award at Pramerica Spirit of Community Awards 2012	Multiple Publications

Number of National Media Releases in 2011-12: 16

Number of Regional Media Releases in 2011-12: 122

## c. Social Media

The Bharti Foundation website has emerged as an effective online communication tool, enabling individuals and corporates to connect with our schools and also donate generously towards their functioning. During FY 2011-12, there has been a 40% increase in the number of visitors to the site and approximately INR 90,000 was generated through online donations. Along with this, the Foundation is also present on various other online social media platforms, like Facebook since March 2010 with a fan base of approximately 5000 people.



## FY 2006-07

- Golden Peacock Award for Corporate Social Responsibility – NGO Category

## FY 2008-2009

- Asian CSR Award, 2008 for Support and Improvement in Education- Awarded by the Centre for Corporate Social Responsibility, Intel Corporation and the Asian Institute of Management
- Social and Corporate Governance Award, 2008 for Best CSR Practice - Awarded by the Bombay Stock Exchange, NASSCOM Foundation and Times Foundation
- Indian NGO Award, 2008- Joint Regional Finalists, Large Category (North) - Awarded by Resource Alliance and The Nand and Jeet Khemka Foundation

## FY 2010-2011

- Economic Times Corporate Citizen of the Year 2010- Awarded by the Economic Times
- Indian Education Awards 2011 - Best NGO for Excellent Work in Elementary Education - Awarded by Franchise

India and Zee Business in association with KPMG, Knowledge Partner

- World Education Award 2011- Best Public Choice Award for Innovative Practices in Education – Awarded by Indira Gandhi National Open University, Centre for Science Development & Media Studies and Elets Technomedia

## FY 2011-2012

- Global CSR Award 2012- Corporate Social Responsibility – Education – Awarded by the World CSR Day, in association with Star News and Blue Dart
- Best NGO for Excellence in Education at Concern 2012- Awarded by The Associated Chambers of Commerce and Industry of India and Bal Bharti Academy

## FY 2012-2013

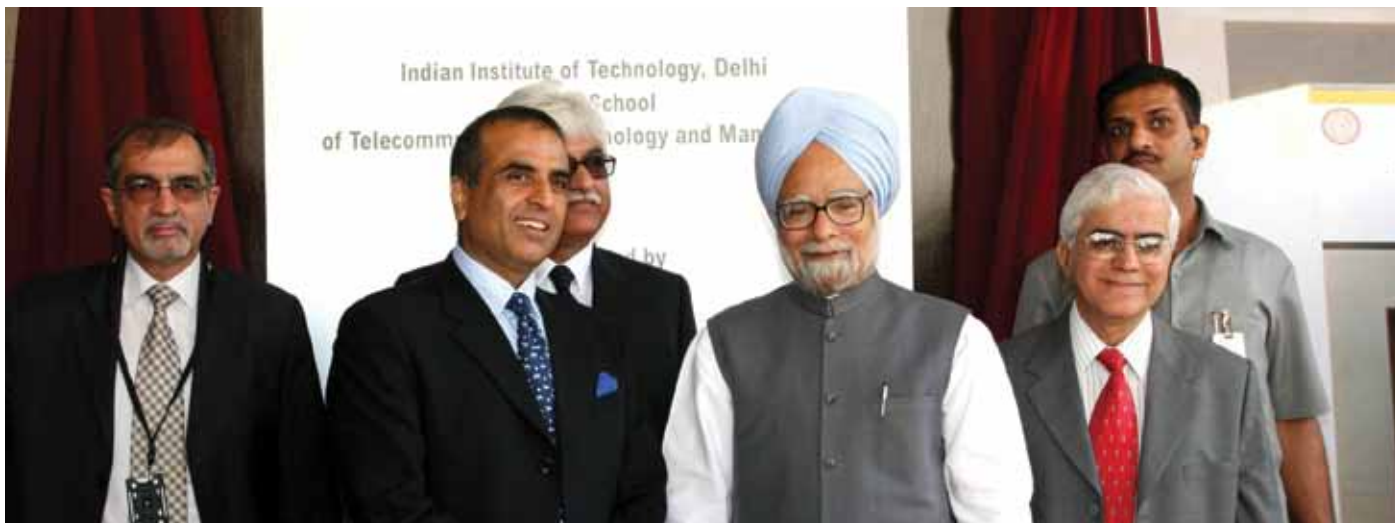
- Inclusive India Award - Best Work in Elementary Education under corporate category - Awarded by ICICI Foundation and CNBC - TV18



Bharti Foundation was recently felicitated at the ICICI Foundation & CNBC TV 18 Inclusive India Award 2012 for its exemplary work in elementary education



## OTHER PROGRAMS OF BHARTI FOUNDATION



The Bharti School of Telecom at IIT Delhi, inaugurated by the Hon'ble Prime Minister of India, Dr. Manmohan Singh, promotes study and research in telecommunications

Bharti Foundation has, over the years, partnered with various educational institutions and organizations for programs supporting the underprivileged sections of society.

### Annexure E: Beneficiaries of programs under Bharti Foundation till FY 2011-12

#### A. Bharti School of Telecommunication Technology and Management, IIT Delhi

The Bharti School of Telecommunication Technology and Management was set up in FY 2000-01 in partnership with the Indian Institute of Technology (IIT), Delhi. The School, formally inaugurated in March 2006 by the Hon'ble Prime

#### Activities in School

- Airtel Lecture Series: Initiated in July 2007, wherein senior Bharti Group professionals interact with students on facets of telecom and management. More than 25 Lecture Series have been held till now, of which two took place in FY 2011-12.
- Bharti Lecture Series: 18 Lecture Series and one Talk Session were organized in FY 2011-12, wherein eminent professionals from the field of telecom and management interacted with students. Mr. Sunil Bharti Mittal delivered a lecture titled 'Dare to Dream' at a special Lecture Series session during the Golden Jubilee celebrations of IIT Delhi in April 2011.
- Bharti Merit Awards: Constituted in FY 2002-03 to felicitate top MBA and M. Tech. performers in an academic year.

Minister of India, Dr. Manmohan Singh, offers MBA, M. Tech., MS and PhD courses in Telecommunications and provides state-of-the-art infrastructural and research facilities. Currently 160 students are enrolled at the School.

#### Airtel IIT Delhi Centre of Excellence in Telecommunications (AICET)

The AICET was jointly set up by the Department of Telecommunication, Government of India; IIT Delhi and Bharti Airtel Ltd. in December 2007. Various existing and emerging technologies, growth prediction and technology adaptation in Indian context, application development using multiple technologies etc. form the broad spectrum of activities of the centre.

#### B. Bharti Centre for Communication, IIT Bombay

#### Activities at the Centre

- Tutorials on the Frontiers of Communications Research provides easy and time saving access to leading themes in research as and when they develop. Six tutorials have been held till now.
- Bharti Talk Series involves talks by students and faculty from both within and outside the Department. 12 talks in this Series have been held till now.
- Results Seminar Series allows faculty and students to present the results of their researches that have either been accepted or recently submitted for publication. Three such seminar series have been conducted so far.

The Centre was set up in association with the Indian Institute of Technology (IIT), Bombay to promote education and research in communication technology. Currently, 25 students conduct research at the Centre. The Centre also offers financial support to students and faculty for attending international and national conferences, research publications in international journals and research workshops.

### C. Bharti Institute of Public Policy, Indian School of Business, Mohali

The Indian School of Business (ISB), Mohali was established with the support of the State Government of Punjab and

of 309 scholars across 41 institutes being supported since FY 2006-07. In FY 2011-12, 62 scholars across 21 institutes in India were benefitted under it. A structured mentoring system has also been put in place where senior employees of the Bharti Group mentor the young scholars enabling them to decide on their future. While Bharti Foundation implements the program, many Bharti Group Companies and other corporates provide financial as well as mentoring support.

Bharti Foundation partnered with the NGO Udayan Care in FY 2007-08 to support the Udayan Shalini Fellowship Program, which supported the higher education of academically bright girl students from underprivileged families.

#### Highlights of FY 2011-12

- India Leadership Workshop for Members of Legislative Assembly (MLAs) is conducted by ISB in association with PRS Legislative Research. So far, three workshops have been held, attended by more than 105 MLAs from 18 states.
- In December 2011, the institute with the Fletcher School organized a Symposium on 'Indian Ocean' in New Delhi.
- A two-day long Conference on 'Law and Business' was jointly organized by BIPP Mohali, NALSAR Hyderabad and the Vanderbilt Law School, USA between May 30-31, 2012.
- Bharti Institute Speaker Series, launched in June 2012, invites eminent media professionals to interact with students on issues of common social concern.

premier corporates, namely, Bharti Enterprises, Hero Group, Max India Group and Punj Lloyd. The Bharti School of Public Policy (BIPP) was set up by ISB in partnership with Bharti Enterprises through an MoU with the Fletcher School of Law and Diplomacy, Tufts University (USA) in December 2010 to promote research and study in public policy to develop students into able national policy formulators.

### D. Bharti Scholarship and Mentorship Program

The Bharti Scholarship and Mentorship Program, included by Bharti Foundation in its portfolio of programs in FY 2001-02 after initial incubation by Bharti Enterprises, supports academically bright students from financially weaker families in their pursuit of higher/professional education. The program supported over 100 scholars in its initial years of operations, with a total

Scholarships in FY 2011-12	
Company	No. of Scholars Supported
Beetel Teletech Ltd.	3
Bharti Airtel Ltd.	12
Bharti Foundation	12
Bharti Walmart India Pvt. Ltd.	3
Centum Learning Ltd.	8
Comviva Technologies Ltd.	9
Ericsson India Pvt. Ltd.	11
FieldFresh Foods Pvt. Ltd.	4
<b>Total Number of Scholars</b>	<b>62</b>



The Bharti Scholarship and Mentorship Program enables academically bright students from financially weak families pursue higher education

# CORPORATE SOCIAL RESPONSIBILITY AT BHARTI GROUP COMPANIES

Bharti Group of Companies are governed under the Bharti Group CSR policy which states that "Bharti is committed to its stakeholders – government, shareholders, customers, local communities, employees and their families – to conduct its business in a responsible manner that creates a sustained positive impact." Given below are brief overviews of CSR initiatives by our Group Companies with details available on their respective websites.

## Activities undertaken towards the Satya Bharti School Program in FY 2011-12

- Rajasthan Circle launched a Girl Child Campaign along with Bharti Foundation to promote education for girls in rural Rajasthan
- Uttar Pradesh and Uttarakhand (UPU) Circles raised money through 'ACT' in the last two years towards the Satya Bharti School in Gurgawan, Uttar Pradesh and donated towards a library for the school
- The Rajasthan Team organizes felicitation ceremonies for teachers of the Satya Bharti Schools in Rajasthan each year
- Airtel WBO organized a Mobile Service Camp and a Free Health Check-Up Camp in December 2011

### I. Bharti Airtel Ltd.

#### A. Education

##### a. Support to Satya Bharti School Program

Employees of Bharti Airtel contribute towards the Satya

*"In a world where we run just to be ahead,  
no stone left unturned, no path untread,  
on our way to the front of the line,  
we've forgotten what it means to truly shine  
and its only when you go and watch these kids,  
and the home where each kid lives,  
and the life they go through and the struggle  
they fight,  
yet they always smile through their plight  
and they know the truth of life so simple and plain,  
that a good deed done is never in vain,  
so they are warm and caring and have genuine care,  
with you cups of chai anyone will gladly share,  
living in penury resources they lack,  
yet to get ahead they'll never pull anyone else back,  
the people, the kids, the Satya Bharti School,  
I salute you all- you're too cool!"  
Adhiraj Singh (Young Leader)*

Bharti School Program every year through 'ACT'. In FY 2011-12, the total contribution from employees amounted to approximately INR 8.8 million.

##### b. Young Leader Program

The Young Leader Program is a special two week phase of the corporate induction schedule at Bharti Airtel, wherein new recruits volunteer on location at the Satya Bharti Schools. Young Leaders (YLS) spend the fortnight sharing their knowledge and experience, actively participating in the operational aspects at the schools and enhancing existing processes. In FY 2011-12, 74 Young Leaders volunteered for 15 days across 74

## Various Energy Conservation Initiatives

### 1. Energy Conservation and Efficiency:

Bharti Airtel consistently works with partners and vendors to reduce the consumption of energy at its sites and to build the network using power efficient electronic systems

### 2. Passive Infrastructure Sharing:

68% of incremental sites have been built in partnership with other tower companies to reduce carbon footprint

### 3. Use of Renewable Energy:

Project "P7" launched with Bharti Infratel, under which a cumulative 1300 sites in Bihar adopted technological interventions to reduce the diesel footprint at the network sites

### 4. Managed Energy Services:

Associated with Wipro EcoEnergy to monitor live energy consumption pattern, identify and implement energy-saving measures

### 5. E - Waste Management

Secured disposal ensured that the e-waste generated does not cause environmental harm

Satya Bharti Schools in Punjab and Haryana. The YLS also doubled up as mentors to the teachers.

#### B. Environment

Bharti Airtel has adopted energy initiatives as corporate social responsibility with a goal to reduce consumption of energy resources and carbon foot print across all areas of operations.



## II. Airtel Africa

Airtel Africa has been actively involved in social welfare initiatives across the 17 countries in Africa where it operates, working primarily in the field of education.

### A. 'Our School' Program

Airtel Africa's 'Our School' Program, started in 2009, is a school-adoption initiative under which 20 rural primary schools have been adopted in 17 African countries. Airtel Africa works towards improving the quality of education, especially the underprivileged in these schools and currently caters to over 11,500 children. In addition, the program also works towards building community and employee engagement with the adopted schools.

#### Support provided by Airtel Africa under 'Our School Program'

- Infrastructure refurbishment, including furniture for schools
- Books and teaching aids
- ICT and broadband connectivity
- Provision of school uniforms

## B. Providing Technological Support

### a. Educational Videos to Schools

Airtel Africa has partnered with Nokia in their ICT based initiative, 'Nokia Education Delivery' (NED), to provide broadband connectivity to 30 schools in remote areas of Nigeria. Under this program, mobile technology is used to make available educational content for both students and teachers in these schools.

### b. Providing Telecommunication Services to Millennium Villages

Airtel Africa has partnered with the Earth Institute, a non-profit organization in Africa, to provide telecommunication services to eight villages in six African countries. Known as Millennium Villages, these rural pockets are provided with internet connections for the people, cellular phone connections for community health workers and free of cost local helpline numbers, which the company is responsible for operating and maintaining.

## III. FieldFresh Foods Pvt. Ltd.

### A. Practicing Sustainable Agriculture

Working in the area of fresh and packaged food, FieldFresh Foods focuses on practicing sustainable agriculture and enabling creation of export supply chains of fresh produce.

"We at FieldFresh Foods are fortunate that our business allows us to work closely with thousands of small and marginal farmers and their communities and contribute towards improving their quality of life by enhancing their agricultural productivity and resultant farm earnings in a 'sustainable' & environmentally responsible manner."

Mr. Sanjay Nandrajog, CEO,  
FieldFresh Foods Pvt. Ltd.

### B. Education

FieldFresh has adopted two Satya Bharti Schools in Ladhawal (Punjab) and Kali Pahari (Rajasthan), the Zilla Parishad Prathmik Schools in Karad and Nashik (Maharashtra) and NGOs Arushi, Gurgaon and Nirmal Bal Vikas Sansthan in Pune. The employees of FieldFresh contributed INR 11.7 lakhs towards the Satya Bharti School Program through ACT, with more than 74% employee participation.

#### Significant measures undertaken towards sustainable agriculture

- Works with over 4500 farmers in Punjab and Maharashtra for improved productivity and enhanced income levels
- Linking small and marginal producers in Thane district of Maharashtra to markets and creating best practices in the Agri-Value Chain through 'Project Jawahar AgriNext'
- Introducing ICT in farming in partnership with CropIn Technologies and counseling farmers on improved agricultural practices in partnership with IFFCO Kisan Sanchar Ltd. (IKSL)
- Conducting experiments with Columbia Water Centre, Columbia University to reduce water consumption in Baby Corn

#### IV. Bharti Infratel Ltd.

"We, at Bharti Infratel have a clearly defined Corporate Responsibility Vision statement: 'Be an ethical corporate citizen committed to adopting business practices that are environment friendly and integrated with our company vision of being the best and most innovative passive communications infrastructure provider globally'.  
Mr. D.S Rawat, CEO,  
Bharti Infratel Ltd.

##### A. Environment Friendliness

The core CSR vision of Bharti Infratel is to be a 'Green Company' by adopting environment friendly measures in its operations and finding effective solutions to environmental issues. Some of the initiatives undertaken towards achieving its CSR objective include:

- Pioneering GreenTowers P7 initiative as an energy efficient and alternate energy program
- Running 1,200 of its sites on solar hybrid power
- Knowledge sharing by publishing white papers on 'Green Energy and Tower Operations Centre'

##### B. Education

In FY 2011-12, while 21% of employees donated approximately INR 5.6 lakhs towards the Satya Bharti Schools under ACT, six visits to the schools were also conducted. Additionally, Infratel set up solar panels in two schools and also donated computers, sports equipment and books.

#### V. Comviva Technologies Ltd.

"Comviva will strive towards meaningful concerted efforts that promote education amongst underprivileged, and support sustainable environment conservation; besides making regular contributions to topical initiatives that adversely impact cross-sections of our society."

Mr. Manoranjan Mahapatra, CEO  
Comviva Technologies Ltd.

##### A. Education

In FY 2011-12, 47% of its employees contributed INR 17.6 lakhs towards the Satya Bharti School Program through ACT. Employees recorded audio-books for visually impaired children and donated books and play materials for underprivileged children.

##### B. Safeguarding Environment

Comviva regularly conducts tree plantation drives and save paper campaigns and has also adopted stretches of public roads for building sustainable green-belt.

#### VI. Bharti Realty Ltd.

"We continue to sharpen and deepen our environmental and sustainability focus - as Green Champions, linking that with the social responsibility to the communities where we do business."  
Mr. David Rebello, CEO  
Bharti Realty Ltd.

##### A. Green Buildings

Bharti Realty is committed to build structures that have a positive impact on the world and the pledge to "champion environment friendly developments" forms an integral part of the company's CSR vision. Bharti Realty also undertakes various labour welfare initiatives at its construction sites.

Some efforts undertaken to minimize environmental impacts arising out of the use of its products/services are

- Use of fly ash in concrete in structural works
- Rainwater harvesting
- Sewage treatment plant to accumulate waste and remove contaminants that toxify water
- Use of eco friendly refrigerant in chillers
- Use of acoustically enclosed DG sets to reduce noise and air pollution
- Donation of top soil for usage in nurseries and agriculture

##### B. Education

In FY 2011-12, while 15 employees volunteered at one Satya Bharti School each in Neemrana, Rewari and Haryana, 88% of the employees contributed INR 2.1 lakhs to the program under ACT.

#### VII. Bharti AXA Life Insurance Company Ltd.

"Corporate responsibility is about changing the way we do our business, aimed at making responsibility a key long term competitive advantage for Bharti AXA Life."

Mr. Sandeep Ghosh, CEO  
Bharti AXA Life Insurance Company Ltd.

##### A. Risk Research and Education

Working in the field of catering to specific insurance and wealth management needs of people, Bharti AXA's CSR policy is focused on educating its employees and clients on the importance of risk management and has also partnered with various NGOs and organizations for the same.

## B. Education

In FY 2011-12, the employees of Bharti AXA contributed approximately INR 6.5 lakhs towards the Satya Bharti School Program through ACT and also donated more than 1700 books to Satya Bharti School, Sherpur Kalan in Ludhiana (Punjab).

## VIII. Bharti AXA General Insurance Company Ltd.

"Insurance provides an intangible benefit and creation of trust is a critical success factor for any insurance organization. Thus, CSR gains significant importance for us as it gives the right platform to connect with the society we live in to build trust. We look forward to creating a platform where in we become the Preferred General Insurance organization for the society we live through our innovative way of approach CSR."

Dr. Amarnath Ananthanarayanan, CEO & MD  
Bharti AXA General Insurance Company Ltd.

## A. Women Empowerment

In FY 2011-12, Bharti AXA's CSR goals were targeted at the upliftment and empowerment of women, both at the workplace and outside. The company adopted women friendly measures including flexi-work hours, work from home options and conducted special mentorship programs for women.

Some initiatives undertaken during the year include:

- Introduction of a double benefit plan for women 'Mahila Kavach' to ensure financial protection in case of a major accident or illness
- Conducting an education program for slum dwelling women on day-to-day risks
- Raising over INR 4 lakhs through the Global Challenge Walk towards risk education programs for women
- Raising funds towards treatment and rehabilitation of burnt women in Bengaluru, Karnataka in association with Concern India Foundation

## B. Education

Bharti AXA carried out two campaigns during June-July 2011 highlighting girl child education and launched the

'Charity Begins at Home' program to raise funds towards education for the children of the housekeeping staff in the organization. Employees also donated books and contributed approximately INR 5.1 lakhs towards the program through ACT.

## IX. Bharti Walmart Ltd.

At Bharti Walmart, we strive to improve the quality of life for our Associates, Customers and Communities through our philanthropic programs and partnerships. We are proud of the work we do in India and are humbled by the positive impact we have on the communities we engage with. Some of our work includes Direct Farm program, Store of the Community, education support for under-privileged children in 50 Schools and providing free-of-cost skills training in retail at the Bharti Walmart Training Centres."

Mr. Raj Jain, CEO  
Bharti Walmart Ltd.

## A. Community Empowerment

CSR at Bharti Walmart is aimed at empowering the community and fostering inclusive growth. Bharti Walmart's 'Store of the Community' program engages employees and customers in voluntary activities around health, environment, education and community development.

## B. Education

Bharti Walmart has collaborated with Bharti Foundation and Hope Foundation to improve the quality of education in government and NGO run schools, with an emphasis on the girl child.

## C. Skills Training

Bharti Walmart has formed Public Private Partnerships to bridge the shortage of skilled workers for cash-and-carry and organized retail and has set up Training Centres in eight cities for suitable employment opportunities.

## D. Women Empowerment

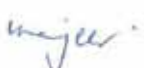

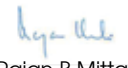


Bharti Walmart launched the 'Women's Economic Empowerment Initiative' to support and create employment opportunities for women, especially the economically weak.





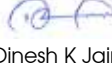


# List of Schools

## Satya Bharti School Program

Year	State	Number of Schools Opened	Locations
2006-2007	Punjab	7	Ladowal, Jattapura, Ramgarh Sivian, Bagga Khurd, Balliyewal, Satiana, Khanpur
2007-2008	Punjab	22	Tunga Heri, Fatehgarh Channa, Rauni, Jogi Majra, Ghungrali Rajputana, Pamal, Pirthipur, Akoi Sahib, Hario Kalan, Gobindpura, Sirhala, Ramgarh, Lakhawal, Mahewal, Jhaneri, Dyalgarh, Laddi, Panwan, Cheema, Lalori Kalan, Hamampura, Ballial
	Rajasthan	42	Joliyali, Dholeriya Jagir, Tena, Belwa Ranajji, Sopra, Lordi Dejgara, Bawarla, Pipli, Kollia, Anhi, Salgawali, Balya Kalan, Syari Balak, Nangla, Viranwas (Boys), Dhani Nangla, Dhani Dabadwas, Sangawala, Rodwal, Kaysa, Doomroli, Dausod, Dhani Minan, Khundrod (Boys), Sultangarh, Majra, Banyawala, Dhani Pipaliyan, Bodiya ki Dhanik, Kanya Achrol, Kalwad Kalan, Chappar ka Bas, Bodhani, Adarsh Achrol, Labana, Kali Pahari, Balwali Talai, Harvar, Harvar ki Dhani, Bomiyaji ka Mandir, Bagaron ki Dhani, Bas ki Dhani
	Uttar Pradesh	2	Bichola, Anupshahar
2008-2009	Punjab	42	Madpur, Raqba, Mohie, Sudhar, Sohian, Hussainpura, Fatehpur, Goslan, Chapda, Malikpur, Buzarg, Hambran, Chimna, Bhaini Ariyan, Sherpur Kalan, Behlolpur, Kamalpura, Hathur, Abdal, Chawinda Devi, Chanan Ke, Bhatti Ke, Bohlian, Gujjapir, Nassar, Bath, Jijjeani, Safipur Kalan, Jallaldiwal, Khurani, Bishanpur, Kandhargarh, Bakhtari, Kanjhli, Phagguwala, Pona, Meemsa, Gursiyan Makhn, Kamalpur, Kaheru, Kila Hakima, Sangatpura
	Haryana	14	Budha Khera, Ahmedpur, Rasina, Sanch, Sheru Khedi, Teek, Barsana, Karora, Sair, Saungri, Sotha, Khurana, Kheri Ghulam Ali, Chakku Ladana
	Rajasthan	33	Bolyawala, Dhani Maliyan, Dabadwas, Khundrod (Girls), Vijay Singh Pura, Banthala, Basai Bhopal Singh, Gunavata, Dhikwad, Viranwas (Girls), Nareda Khurd, Rewana, Fatehpura, Madho Singh Pura, Manihari, Tulesar, Ram Nagar, Surani, Hari Nagar, Panditon ka Was, Kanasar, Balu Khumbaniya, Rajgarh, Shergarh, Bhom Sagar, Ghumansingh Pura, Himmatpura, Jati Bandhu, Ramsar Kalao, Devrajgarh, Lordta Haridasota, Sadul Nagar, Gilakor
	Uttar Pradesh	10	Bari Khas, Majhila, Jindpura, Bhojpur, Bamanua, Ramnagar Bhainsi, Kurrian Kalan, Gurgawan, Marena Wangar, Gadhiya Rangin
2009-2010	Punjab	19	Udhoke Kalan, Waryam Nangal, Bagga, Khiduwali, Purana Tanel, Dhulka, BhiLOWal Kakejani, Chak Misri Khan, Sialka, Kakad Tarin, Lodhi Gujjar, Bhangali Kalan, Umerpura, Mardi Kalan, Dakha, Goora Hoor, Talwara, Malsian Bajan, Bhamabadhi
	Haryana	32	Kohrar, Surakhpur, Nangal, Bhala, Mandiya Khurd, Babroli, Tehna, Balawas, Nogaon, Sunderheti, Bithla, Gahra, Talwana, Kharkarawas, Bhookeri, Beer Kalwa, Sunerian, Dhanaura Jattan, Bakali, Baraundi, Mohanpur, Bachini, Meghanwas, Gomla, Kalwadi, Khairana, Modi, Gorkha, Sudhpur, Udarsi, Adhon, Ajran Kalan
	Rajasthan	3	Dasaniya, Judia, Solankia Tala
	Tamil Nadu	10	Managiri, Thenkarai, Satharasanpatti, Panangudi, Alampattu, Vadakudi, Petachikudiruppu, Pethanandal, Pudhu Kandapur, Papaakudi
2010-2011	Punjab	1	Chogawan
	West Bengal	6	Amritakunda, Chanak, Chargachi, Patkeldanga, Noapara, Dhalsa
2011-2012	Punjab	4	Sherpur Kalan, Fatubhilla, Jhaneri, Rauni
	Uttar Pradesh	3	Jyouna, Sikanderpur Mahmood, Sultanganj Kharenta
	West Bengal	3	Bundaidanga, Pomia, Dhamua
Total		253	

Category	Schedule	As on March 31, 2012 (Rs.)	As on March 31, 2011 (Rs.)
<b>Sources of Funds</b>			
Corpus Fund	A	2,032,331,798	1,856,344,694
Deferred Grant (Refer Note A(5) on Schedule L)		201,893,057	166,098,074
Reserves and Surplus		443,553,734	350,573,080
<b>Total</b>		<b>2,677,778,589</b>	<b>2,373,015,848</b>
<b>Application of Funds</b>			
<b>Fixed Assets</b>			
Gross Block	B	594,813,549	514,800,726
Less: Accumulated Depreciation		153,001,675	105,676,523
Net Block		<b>441,811,874</b>	<b>409,124,203</b>
Add: Capital Work-in-Progress		79,131,425	3,009,966
		<b>520,943,299</b>	<b>412,134,169</b>
<b>Investments</b>			
	C	50,000	
<b>Current Assets, Loans and Advances</b>			
Cash and Bank Balances	D	2,125,919,470	1,984,802,683
Loans and Advances	E	83,505,431	20,038,633
		<b>2,209,424,901</b>	<b>2,004,841,316</b>
<b>Less: Current Liabilities and Provisions</b>			
Current Liabilities	F	44,200,319	36,510,289
Provisions	G	8,439,292	7,449,348
		<b>52,639,611</b>	<b>43,959,637</b>
<b>Net Current Assets</b>		<b>2,156,785,290</b>	<b>1,960,881,679</b>
<b>Total</b>		<b>2,677,778,589</b>	<b>2,373,015,848</b>
Significant Accounting Policies and Notes to Accounts	L		
<p>This is the Balance Sheet referred to in our report of even date</p> <p>For Price Waterhouse Firm Registration Number: 301112E Chartered Accountants</p>  <p>Usha Rajeev Partner Membership No. F- 87191</p> <p>Place: Gurgaon Date : July 14, 2012</p>		<p>The Schedules referred to above form an integral part of the Balance sheet</p> <p>For and on behalf of the Board</p>  <p>Rakesh B Mittal Trustee</p>  <p>Rajan B Mittal Trustee</p>  <p>Vijay Chadda CEO</p>  <p>Dinesh K Jain CFO</p>	

Category	Schedule	Year Ended March 31, 2012 (Rs.)	Year Ended March 31, 2011 (Rs.)
<b>Income</b>			
Donations Received		264,011,313	109,337,315
Interest Income		197,065,644	135,140,665
Other Income		1,809,478	2,739,746
<b>Total</b>		<b>462,886,435</b>	<b>247,217,726</b>
<b>Expenditure</b>			
Donations and Scholarships Paid	H	7,176,100	8,234,563
Personnel Expenses	I	206,230,541	183,653,944
Operational Expenses - Schools	J	87,529,888	77,093,563
Administration Expenses	K	21,601,093	18,245,467
Depreciation	B	47,368,159	41,340,689
<b>Total</b>		<b>369,905,781</b>	<b>328,568,226</b>
Excess of Income over Expenditure/(Expenditure over Income)		92,980,654	(81,350,500)
Add: Excess of Income over Expenditure brought forward from last year		350,573,080	431,923,580
<b>Balance Excess of Income over Expenditure transferred to the Balance Sheet</b>		<b>443,553,734</b>	<b>350,573,080</b>
Significant Accounting Policies and Notes to Accounts	L		
This is the Income and Expenditure Account referred to in our report of even date		The Schedules referred to above form an integral part of the Income and Expenditure Account	
For Price Waterhouse Firm Registration Number: 301112E Chartered Accountants		For and on behalf of the Board	
 Usha Rajeev Partner Membership No. F- 87191		 Rakesh B Mittal Trustee	
		 Rajan B Mittal Trustee	
		 Vijay Chadda CEO	
		 Dinesh K Jain CFO	
Place: Gurgaon			
Date : July 14, 2012			



## Significant Accounting Policies & Notes to Accounts

### A. Significant Accounting Policies

#### 1. Basis of Accounting

These financial statements are prepared under the historical cost convention in accordance with the Generally Accepted Accounting Principles (GAAP) and in all material aspects comply with the mandatory Accounting Standards issued by The Institute of Chartered Accountants of India.

#### 2. Fixed Assets

Fixed assets are stated at cost less accumulated depreciation. Cost is inclusive of freight, duties, levies and any directly attributable cost of bringing the assets to their working condition for intended use.

#### 3. Depreciation

Depreciation on Fixed Assets is provided on written down value method in accordance with the rates prescribed in the Income tax Rules, 1962.

#### 4. Income

Donations received are recognized as income on the date on which the donation is received by the trust.

Donations received in kind are not valued or accounted for in the books of account except for donations which are capital in nature, which are capitalized as Re.1.

#### 5. Grants Received

Grants received and related to Long term assets are credited to Deferred Grants. These grants are treated as deferred income and recognized in the Income & Expenditure Account over the useful life of assets in the proportion in which depreciation on related assets is charged.

#### 6. Employee Benefits

The Trust's contribution to the provident fund is charged to revenue in the year in which it is incurred.

The Trust provides for long term defined benefit schemes of gratuity and leave encashment on the basis of actuarial valuation on the Balance Sheet date based on Projected Unit Credit (PUC) Method. The actuarial valuation of the liability towards Gratuity and Leave Encashment is made on the basis of assumptions with respect to the variable elements affecting the computation including Discount rate, future salary increases. The Trust has taken Group Gratuity Cash Accumulation Scheme with the Life Insurance Corporation of India (LIC) to cover its liabilities towards the Gratuity. Under the scheme, contributions are made by the Trust on periodic basis and interest is credited by the LIC.

#### 7. Foreign Currency Transactions

Transactions in foreign currency are accounted for at the rate prevailing on the date of the transactions. Gain/loss arising out of fluctuation in the rate between the transaction date and settlement date are recognized in the Profit and Loss Account.

#### 8. Expenditure

Teaching and learning materials purchased are charged to the Income and Expenditure Account in the year of purchase.

#### 9. Provisions

Provisions are recognized when the Trust has a present obligation as a result of past event and it is more likely than not that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated. These are reviewed at each balance sheet date and adjusted to reflect the current best estimates.

#### 10. Investment

Long term investments are valued at cost. Provision is made for diminution in value to recognize a decline, if any, other than that of a temporary nature.

Current investments are valued at lower of cost and fair market value.

### B. Notes to Accounts

1. Bharti Foundation is an organization established under the Laws of India with charitable status pursuant to a "Deed of Trust" dated August 7 2000, registered at New Delhi on August 25, 2000 under the Registration Act 1908. Bharti Foundation is also registered under section 12A read with Section 12 AA of the Income Tax Act 1961 and accordingly exempt from paying income taxes on excess of income over expenditure.

2. The trust has during the current financial year received a notice of demand under Section 156 of the Income Tax Act, 1961 against the Order issued under section 143(3) dated November 21, 2011 relevant to the Assessment Year 2009-10 for disallowance of certain capital assets written off during the year 2008-09. The trust has paid the entire amount of demand under protest amounting to Rs. 1,511,044 and has filed an appeal under Section 246A of the Act on January 3, 2012 against the Order.

The management is of the opinion that the outcome of the above contingency will be favorable and that a loss is not probable, accordingly no provision has been made in the books.

3. Amount due to micro and small enterprises under Micro, Small and Medium Enterprises Development Act., 2006 aggregate to Rs. 996,916 (March 31, 2011 – Rs. Nil) based on the information available with the Trust till the year end.

S. No.	Particulars	March 31, 2012 (Rs.)	March 31, 2011 (Rs.)
1	The principal amount and interest due thereon Rs. 996,916 (Previous Year Rs. Nil) remaining unpaid to any supplier as at the end of each accounting year.	996,916	Nil
2	The amount of interest paid by the buyer in terms of Section 16 of the Micro Small and Medium Enterprises Development Act, 2006 alongwith the amounts of payment made to the supplier beyond the appointed day during each accounting year.	Nil	Nil
3	The amount of interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under Micro, Small and Medium Enterprise Development Act, 2006.	Nil	Nil
4	The amount of interest accrued and remaining unpaid at the end of each accounting year.	Nil	Nil
5	The amount of further interest remaining due and payable even on the succeeding years, until such date when the interest dues as above are actually paid to the small enterprise for the purpose of disallowance as a deductible expenditure under section 23 of the Micro Small and Medium Enterprise Development Act, 2006.	Nil	Nil

4. Previous year's figures have been regrouped/ reclassified wherever necessary to make them comparable to current year's figures.

5. Provision for Gratuity is net of the investment in LIC Group Gratuity Cash Accumulation Scheme amounting Rs. 8,080,927 (Previous Year Rs. 7,526,693).

6. Financial statements have been prepared in accordance with the accounting standards issued by the Institute of Chartered Accountants of India as applicable to Level -III Non-corporate entity.

## Auditor's Report of the Board of Trustees of Bharti foundation

1. We have audited the attached Balance Sheet of Bharti Foundation (the "Trust") as at March 31,2012 and the related Income and Expenditure Account for the year ended on that date annexed thereto, Which we have signed under reference to this report. These financial statements are the responsibility of the Trust's Management. Our responsibility is to express and opinion on these financial statements based on our audit.
2. We conducted our audit n accordance with the auditing standards generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. Ann audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by Management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.
3. We report that:
  - (a) We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purposes of our audit;
  - (b) In our opinion, proper books of account as required by bye-laws of the Trust have been kept by the Trust so far as appears from our examination of those books;
  - (c) The Balance Sheet and Income and Expenditure Account dealt with by this report are in agreement with the books of account;
  - (d) In our opinion and to the best of our information and according to the explanations given to us, the said financial statements together with the notes thereon and attached thereto, give a true and fair view in conformity with the accounting principles generally accepted in India:
    - (i) In the case of Balance Sheet, of the state of affairs of the Trust as at March 31,2012;
    - (ii) In the case of the Income and Expenditure Account, of the excess of income over expenditure for the year ended on that date.

For Price Waterhouse  
Firm Registration Number: 301112E  
Chartered Accountants



Usha Rajeev  
Partner  
Membership Number: F-87191

Place : Gurgaon  
Date : July 14, 2012

## Bharti Foundation Milestones

### FY 2000-01

- Bharti School of Telecommunication Technology and Management set up in partnership with the Indian Institute of Technology, Delhi
- Sponsorship to visually impaired children through the National Association for the Blind (NAB)

### FY 2001-02

- Support to school run by Kalakar Trust for education, computer centre and mid-day meal
- Launch of the book 'Going To School in India' by Lisa Heydlauff, highlighting how children in India continue going to school in spite of facing great challenges
- Support to Rajiv Gandhi Foundation for one Motorized Triwheelers (MTW) for orthopedically impaired people
- Monetary donation towards the infrastructural costs of Vishwambar Dispensary, providing free homeopathic treatment and medicines to patients
- Support to Udayan Care, an NGO working with orphaned, abandoned and abused children
- Adopted the Bharti Scholarship Scheme, being run by Bharti Enterprises, to enable meritorious but financially weak students to pursue and complete higher education

### FY 2002-03

- Bharti Centre for Entrepreneurial Initiatives (EDI, Ahmedabad) established jointly by Bharti Foundation and Entrepreneurship Development Institute of India to encourage and facilitate the youth to become entrepreneurs
- Establishment of a "Bharti Chair in telecommunication" at the Institute of Engineering and Technology, Punjab University, in memory of Late Shri Sat Paul Mittal
- Support to Nari Niketan Trust for orphaned children and destitute women
- Support towards the setting up of the Bharti Library at the Institution of Electronics and Telecommunication Engineers (IETE), Delhi
- Support towards the construction of a classroom at the Satish Chandra Dhawan Government College, Ludhiana

### FY 2003-04

- Mid Day Meal Program initiated in Vrindavan, Uttar Pradesh along with Akshaya Patra Foundation, currently catering to 171,624 children
- Support to Literacy India's 'Pathshala' initiative, providing education to out-of-school and weak school going children
- Sponsorship for the education of 10 slum children for one year through the Projectaid Welfare Society

- Support to Information Technology Institute for the Tribes of India (ITITI), an institute working with tribal children in Dehradun to help them set up a computer centre
- Made a donation for two scholarships in perpetuity to Him Jyoti Foundation, the scholarship being awarded each year to two deserving students from economically weak families
- Support to cancer patients through the Cancer Patient Aid Association
- Support to Sanjivini, a non-profit voluntary organization working in the field of mental health
- Contributions towards Sapnaa, a social voluntary organization to provide computer training to the destitute and disabled
- Support to set up the Chintan-Bharti Waste Resource Centre, in partnership with Chintan, a leading NGO in waste management

### FY 2004-05

- Partnership with NGOs Pratham, Kalakar Trust and Adarshila to set up Bharti Computer Centres in 26 schools across Delhi, Gujarat, Rajasthan, Punjab, Uttar Pradesh and Maharashtra
- Support to Nehru Sidhant Kender Trust (NSKT) for construction of the Sat Paul Mittal School in Ludhiana, Punjab and the Bharti Centre for Learning, a computer centre in the school and ongoing support to the Sat Paul Mittal Award
- Funded the construction of the Bharti Auditorium in Arya College in Ludhiana, Punjab
- Partnered with Goonj, an NGO to launch the Sparsh Campaign to provide relief to flood victims
- Support to Xavier Institute of Social Service to set up six one-room schools in villages
- Set up the first 12 Bharti Library and Activity Centres in Patna, Bihar, in partnership with Pratham
- Support to one student for four years for the Fellowship Program in Management (FPM) at the Indian Institute of Management, Lucknow
- Sponsored Mr. Y. Chakrapani from Andhra Pradesh for a training program at the Commonwealth Bank Cricket Academy in Australia
- The CII – Bharti Woman Exemplar Award introduced in collaboration with the Confederation of Indian Industry (CII) to recognize the extraordinary efforts made by women community workers
- Sponsorship for medicines, salaries and other expenses of the Health Clinic in South Delhi run by Rotary Club of Delhi Midtown and also the Mobile Dental Clinic
- Sponsored the construction of a new building for the Association for Social Health in India (ASHI), an NGO dedicated to eradicate the exploitation of women and children



## Bharti Foundation Milestones

### FY 2005-06

- Formal inauguration of the Bharti School of Telecommunication Technology and Management, IIT Delhi by the Hon'ble Prime Minister of India, Dr. Manmohan Singh, offering M. Tech., MBA, MS (Research) and PhD courses
- Additional 92, taking the total to 104, Bharti Library and Activity Centres functional across 11 states in partnership with Pratham, Kalakar Trust and Shanti Sadhna Ashram, in government schools or government recognized schools and schools run by NGOs
- Support and corpus donation to The India Music Therapy Trust, Mumbai that enables autistic people to express themselves

### FY 2006-07

- Launch of the flagship initiative, the Satya Bharti School Program
- Launch of the Employee Philanthropy Initiative 'ACT – A Caring Touch'

- Bharti Scholarship and Mentorship Program relaunched at a larger scale in 30 premier higher education institutes in India to support and mentor academically bright students unable to continue education due to financial constraints

### FY 2007-08

- Partnership with Udayan Care to support the Udayan Shalini Fellowship Program to provide scholarships to 50 deserving girls from underprivileged backgrounds

### FY 2008-09

- The Bharti Centre of Communication set up in association with the Indian Institute of Technology, Bombay to promote education and research in communication technology

### FY 2011-12

- Set up the Bharti Institute of Public Policy at the Mohali campus of Indian School of Business (ISB) to support students in high quality education and research in the field of policy formulation and implementation

## Annexure B

### Satya Bharti School Program - Teacher Innovation Award Winners 2011-12

S. No.	Category	Winning Practice	Winner
1	Academic Implementation: TLM Preparation & Utilization/ Activity-based	Creating learning environment and use of courtesy words	All teachers of Satya Bharti School, Kanasar, Jodhpur, Rajasthan
		Creating interest in the teaching learning process of Punjabi language through a playboard	Sukhveer Kaur, Teacher, Satya Bharti School, Phagguwala, Sangrur, Punjab
		Unique method of teaching sounding words	All teachers of Satya Bharti School, Majhila, Shahjahanpur, Uttar Pradesh. Led by Rashid, Teacher
2	Co-curricular Activities: Campaign Implementation & Saturday Activities	Innovative use of waste material in the classrooms	All teachers of Satya Bharti School, Gorkha, Kurukshetra, Haryana. Led by Mamta Rani, Head Teacher
3	Special Jury Award	Making new classrooms through community support	All teachers of Satya Bharti Government Primary School, Salgawali, Amer, Rajasthan

## Annexure B (Continued)

### Satya Bharti School Program - Top 10 Best Practice Winners 2011-12

S. No.	Winning Practice	Details
1	Children's Participation – Student Management Committee	Inculcate leadership spirit among students, making them responsible and generating sense of ownership with the school
2	Kitchen Garden	Impart knowledge of farming techniques among students; also generated some income, used further for school welfare
3	Teachers' Self Improvement	Self analysis to overcome hurdles/barriers for creating a better learning environment and emerging as a true role model for students
4	Self Attendance by Students	Inculcate sense of responsibility and inspire students to maintain their attendance, helping enhance their learning levels
5	Use of IT Tool "Way2SMS"	Use technology tools in education; creating a better connect with the parents & community
6	Minimizing Children Drop-out	Retain overall enrollment, minimize chances of drop-outs and increase learning level of students
7	Learning Train	Creating interactive TLM for pre-primary class to make learning more effective and showcase students' work to parents
8*	Maintenance of Kitchen Garden & Integration with Curriculum	Belief in practical experience for teaching colors, parts of plants, effects of environment, group work, sense of responsibility etc. to students
	Children's Fair	Introducing food varieties among students and developing sense of hygiene during cooking
9	Fraction on Floor	Playway activity for easy understanding of mathematical fractions and other simple calculations
10	G.K. Passport	Improving the writing skills of students, developing the habit of reading the newspaper and listening to news

\* Eighth position shared by two Satya Bharti Schools.

Training Update						
Training Module	2011-2012		2010-2011		2009-2010	
	No. of Days	No of Trainees	No. of Days	No of Trainees	No. of Days	No of Trainees
Pedagogical Foundation for all Teachers	5	604	14	310	12	700
<b>Skills Up-gradation of Teachers</b>						
Primary- Early Childhood Development	3	238	3	118	3	200
Level and Subject Specific Training for Teachers (Primary and Senior Secondary)	6	1477	0	0	0	0
Hindi	2	374	3	173	3	400
English (Level 1&2)	2/3	742	3	573	0	0
Math (Level 1&2)	2/3	414	3	123	3	400
Punjabi	2	173	3	175	0	0
Environmental Science	2	93	3	291	0	0
IRI- Interactive Audio Instructions	1	746	2	216	2	156
Theatre	0	0	2	360	0	0
PEC (Physical Education in Curriculum)	0	0	2	946	0	0
Pedagogical Refresher	2	463	2	450	0	0
Volunteers	4	274	4	102	0	0
Upper Primary (Science, Math, Hindi & Subject Specific Training)	4	44	2	44	0	0
Senior Secondary Teachers- Induction on Foundation of Pedagogy	5	6	10	70	0	0
In school Support/ Training	NA	NA	512	2559	85	425
<b>Training of Head Teachers</b>						
Head Teacher Leadership Training	7	274	8	180	3	236
<b>Training of Non Teaching Staff</b>						
<b>Cluster Coordinators/Trainers</b>						
Cluster Co-ordinator - Skills Upgradation (subject specific, coaching and mentoring, assessments)	11	41	10 to 15	39	9	30
Trainer - Skills Upgradation (Multiple Intelligence, Physical Education in Curriculum, Continuous Comprehensive Evaluation, English Grammar, Creative Thinking)	9	11	6	10	21	7
Induction for new Trainers & Cluster Co-ordinators	9	13	10	20	11	27
District Co-ordinator/Program Co-ordinator	4	13	0	0	0	0



## List of External Competitions 2011-12

S. No.	State	Name of Competition/Event & Organiser	Participation Details
1	Rajasthan	Student competition on English spelling, Hindi word making, Hindi reading, General Knowledge & Math quiz, music & dance, calligraphy and Antakshari competition as part of Government Aao Dekho Seekho Competition, organised by the Block Education Officer	Students from Satya Bharti Schools, Jodhpur and Amer participated in different competitions. 31 students won prizes in various categories
		Government Vetankendra Sports Competition organized by Block Education Officer at the Satya Bharti Government Primary and Upper Primary Schools at Amer, Japiur	A team of boys and girls participated in the Kabaddi and Kho-kho competition and obtained 1st Runner Up positions, individual students also participated and won 1st position in long jump and high jump.
2	Haryana	State Level Open Karate Championship organized by Saini Dharmshala Campus at Panipat	Nine students from Satya Bharti School, Kiathal participated in the championship, seven students won prizes in different categories at the sub-junior level
		Fancy dress, solo & group dance, poster making competition at Bal Mahotsav 2011, organized by- District Child Welfare Department, Rewari (Haryana)	63 students of Satya Bharti Schools, Haryana participated. Eight students won prizes in various categories
		Newspaper making and brain hunt competitions at Haryana, organised by Dainik Bhaskar	54 students of Satya Bharti Schools, Haryana participated in the competitions. Results awaited
		Block and District level sports, drawing and group song competitions organized by Nehru Yuva Kendra, Haryana Olympic Association, Government of Haryana and Sarva Shiksha Abhiyan	85 students of Satya Bharti Schools, Haryana participated in the competitions. Nine students won awards at junior level
3	Uttar Pradesh	Independence Day function organized by Yuvak Biradari Sanstha at Gandhi Hall, Shahjahanpur	Eight students of Satya Bharti School, Ram Nagar, Shajahnapur, Uttar Pradesh presented a Group Dance at the event and won trophies and certificates
		Education Fair by Dainik Jagran, held at Shajahanpur	Eight students of Satya Bharti School, Ram Nagar, Shajahnapur, Uttar Pradesh presented a role play at the event
4	Punjab	Block level role play, slogan writing and painting competition organized by Nehru Yuva Kendra	Five Students from Satya Bharti School, Bhaini Ariyan, Ludhiana participated and got first prize in role play
		Nukkad natak and painting competition organized at block level in Raikot	Four students of Satya Bharti School, Bhaini Ariyan, Ludhiana got first prize in nukkad natak and third prize in painting

## Beneficiaries of Programs Under Bharti Foundation till FY 2011-12

**DIRECT BENEFICIARIES TILL (2011-12)**

## Satya Bharti School Program\*:

Total number of students impacted from 2006-07 till March 31, 2012 :	63,202
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**Notes\*:**

1. Admissions in progress for 2012-13 at the time of printing.
2. The above figure includes Class V and VIII pass outs and children who transferred to other schools after studying in our school for a year atleast.

In addition to the Satya Bharti School Program, Bharti Foundation's impact through other projects & NGOs is given below:

Projet/Organization	Number of Direct Beneficiaries (2011-12)
Akshay Patra	171,624
Kalakar Trust	360
Bharti Scholarship Scheme	62
Bharti School of Telecommunication Technology and Management at IIT, Delhi	160
DAV Police Public School	600
Vidya Bharti Shaikshinik Mandal	120
Rajiv Gandhi Foundation (Disabled people)	8
DLF Foundation (Teachers training)	22
<b>Sub-Total</b>	<b>172,956</b>
<b>Past Projects*</b>	
Bharti Library and Activity Centers	27022
Bharti Computer Centers	7139
Earlier Scholarships	309
<b>Sub-Total</b>	<b>34,470</b>

\* Numbers as per last data available with Bharti Foundation

**INDIRECT BENEFICIARIES:**

Number of villages: 750

- Sensitization through Community Development Campaigns
- Awareness on importance of quality education
- Economic empowerment of local community through
  - Mothers of students employed as Mid Day Meal vendors
  - Teachers mostly recruited from local communities
  - Income opportunities to local vendors- transport, construction, tent houses etc.

## List of Partners - FY 2009-10 to FY 2011-12

Category	Partners
Airtel Delhi Half Marathon Partners	Acision India Information Technology Pvt. Ltd., Airtel Enterprise Services, AEGIS Ltd., Agility Logistics Pvt. Ltd., Alcatel Lucent India Ltd., Avaya India Pvt. Ltd., Bharti Infratel Ltd., Bharti Realty Ltd., Bharti Walmart Ltd., Canon India Pvt. Ltd., Centum Learning Ltd., Comverse Network Systems India Pvt. Ltd., Comviva Technologies Ltd., Corning India Ltd., ECI Telecom India Pvt. Ltd., Ericsson India Pvt. Ltd., FieldFresh Foods Pvt. Ltd., F-Secure Pvt. Ltd., Gemalto India Pvt. Ltd., Gilat Satellite Networks India Pvt. Ltd., HTMT Global Solutions, Huawei Telecommunications (I) Co. Pvt. Ltd., IBM India Pvt. Ltd., IFCIL Ltd., IMRB International, Indus Towers Ltd., Madison Communications Pvt. Ltd., Magus Customer Dialogue Pvt. Ltd., NDS Services Pay TV Technology Pvt. Ltd., Om Logistics Ltd., RAD India, Pace Electricals, Schmid Telecom India Pvt. Ltd., Spice Digital Ltd., Sterlite Technologies Ltd., Symbiotic Infotech Pvt. Ltd., Tejas Networks Ltd., Tekelec Systems India Pvt. Ltd., Teleperformance India Pvt. Ltd., UT Starcom India Telecom Ltd., Ajay Chitkara, David Rebello, Himmat Rana, Raghav Gandhi, Sanjay Kapoor, Sanjay Nandrajog, Sanjeev Duggal, Sarvjit Singh Dhillon, Sunil Kumar Goyal
Alternate Power Solutions Partners	KDDI Corporation, GAIA Initiative, Monsanto Fund
Corpus Partners	Essar Investment Ltd., OKS SPANTECH, Vodafone Foundation, Warburg Pincus Inc., Tides Foundation (Google), Bharti Overseas, Bharti Airtel Ltd., Kalpana Morparia, Morgan Stanley, DLF Ltd.
Consulting Partners	Ernst & Young Pvt. Ltd., J C Bhalla & Co., Pricewaterhouse Coopers
General Partners	Minnie Grants, Trees for Life
Individual Partners	Sunil Bharti Mittal, Rakesh Bharti Mittal, Deepika Mittal, Kalpana Morparia, Akhil Gupta, Badri Agarwal, Vijay Chadda, Oliver Haarmann, B S Shantharaju, R R Saxena, Saurabh Anand Prakash, Deepa Budhwar, Padam Budhwar, Devendar Kumar Sood, Pankaj Bansal, Hawli Ram Bansi Lal, Ajay Lal, Ian Wright, Nils Teufel, Sonia Kochher, Amar Sarin, Abhishek Vats, Rajiv Keshri, Parveen Dalal, Sadaf Naz Sayed, Varun Jain, Amit Sikdar, Neeraj Bodra, Anil Kukreti, Harjot Sandhu, Sridar R, Sudhir Kumar Agrawal, Shantha Raju, Sanjeev Khanna, Ranga Kota, Amit Chandra, Manoj Kumar
IT Support Partners	IBM India Pvt. Ltd., PCS Technology, HCL Technologies, Huawei Telecommunications (I) Co. Pvt. Ltd.
Material Partners	Axis Bank, JHS Svendgaard Laboratories Ltd., Mahindra and Mahindra Ltd., Team Supplier Development, Tomoyasu Kokuyo (notebooks), Flag Foundation, Luxor, Moser Baer India Ltd., Cosco India Ltd.
Monetary Partners	AXIND, Ganges International Pvt. Ltd., Johnson and Johnson Ltd., Kleeto, Korean Embassy, MCKS Foods For Hungry Foundation, Morgan Stanley, Mukul Consultants I Pvt. Ltd., OKS SPANTECH, Procter and Gamble Home Products, SPA Capital Services Ltd., The British Asian Trust, Tides Foundation (Google), JP Morgan Cyber Grants, Vidya Foundation, Winkisan, Nokia India, Nokia Siemens Networks, Oracle Corporation, Polycorn, Bharti Airtel Ltd.
Research and Assessment Partners	World Bank
School Adoption Partners	Deutsche Bank, DLF Ltd., Dura-Line India Pvt. Ltd., FC Sondhi Co India Pvt. Ltd., Security Printing and Minting Corporation of India Ltd., UBS Securities India Pvt. Ltd., Kalpana Morparia, Chapman Taylor and Family, Chip Kaye and Family, Warburg Pincus Inc., The Worshipful Company of Chartered Accountants in England and Wales Charitable Trust, FieldFresh Foods Pvt. Ltd., Bharti Walmart Ltd., Beetel Teletech Ltd., Tides Foundation (Google)
Scholarship Partners	Beetel Teletech Ltd., Bharti Airtel Ltd., Bharti Walmart India Pvt. Ltd., Centum Learning Ltd., Comviva Technologies Ltd., Ericsson India Pvt. Ltd., FieldFresh Foods Pvt. Ltd.
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Bharti Foundation  
Plot No. 16, Airtel NCR Campus,  
'B' Wing (1st Floor), Udyog Vihar, Phase IV, Gurgaon – 122015, Haryana.  
Ph: +91-124-4079983 | Email: [bharti.foundation@bhartifoundation.org](mailto:bharti.foundation@bhartifoundation.org) | Website: [www.bhartifoundation.org](http://www.bhartifoundation.org)