



**DREAM. LEARN. ACHIEVE**

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## CHAIRMAN'S MESSAGE

Dear Friends,

Last year's financial crisis and the subsequent slowdown left the world economy gasping for breath. In India we were relatively better off, but did experience some of the financial stress. Thankfully, timely and determined government action is leading us steadily on the path to recovery.

When the economy suffers, society struggles as well. Business forms an integral part of society and both must share a positive correlation, even more so in turbulent times. Bharti believes in the symbiotic relationship between philanthropy and entrepreneurship and as a responsible corporate citizen, we want to give something back to the communities in which we operate. As in our other Bharti Group businesses so in our philanthropic initiative, we aim to pave the way through thought leadership.

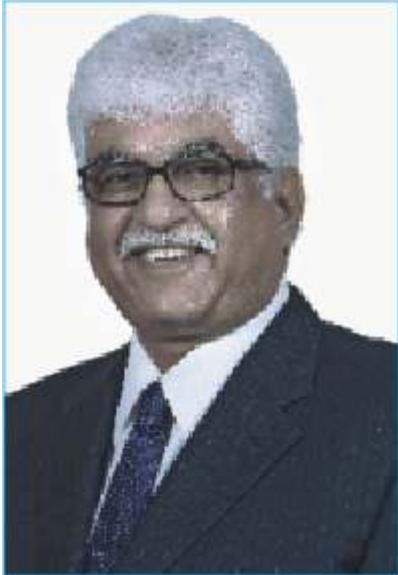
The Bharti Foundation has chosen to focus on education, which to my mind, constitutes one of the critical pillars of nation building. Over the last year the Satya Bharti School Program has scaled up rapidly to emerge as one of the largest corporate-driven mass education programs in the country. The purpose here, as in all our business initiatives, is to achieve scale while ensuring quality. It is our intent to make a transformational impact in villages where quality education is a distant dream.

The right to education has now become a Fundamental Right for children between the ages of six and 14, after the passing of the historic Right to Education Bill 2009. This is a very welcome development. However, for a country of India's size and diversity, the mere existence of an Act and an entirely government-led approach may not be enough. This is where a program such as the Satya Bharti School Program can play an important role in complementing government efforts. I believe this program has the potential to become transformational and contribute significantly to the nation-building imperative before us.

Three years into their existence, the Satya Bharti Schools have already made a discernible impact in the select geographies where they presently operate. As the program matures and grows to the next level, we will have to brace ourselves for more determined action and greater leadership in the days ahead.

A handwritten signature in black ink, reading "Sunil B. Mittal". The signature is written in a cursive style and is underlined.

**Sunil B. Mittal**  
Chairman and Group CEO  
Bharti Enterprises



## CO-CHAIRMAN'S MESSAGE

Dear Friends,

Primary education is as much about reach and accessibility as about quality. Given India's vast geographic spread and demographic diversity, it obviously faces huge challenges on both fronts. Following the passing of the Right to Education Bill 2009, access to education has clearly come under renewed Government focus, but quality may still remain an issue to contend with.

At the Bharti Foundation, quality is non-negotiable and we have remained acutely conscious of this while scaling up the program over the last three years. Today we successfully reach out to over 30,000 students across five states with our 236 schools and more than 1000 teachers. The Satya Bharti School Program is a large-scale initiative undertaken by a Corporate post Independence, on such a scale; it is reaching out to underprivileged children in villages, providing quality education and enhancing learning levels.

Our experience over the years has helped us converge on the critical cornerstone of quality assurance. From the curriculum and Teaching Learning Materials to teacher selection and monitoring, we believe every element has a bearing on the overall success of school education.

The last three years have been enlightening for us in terms of the operational challenges that we faced at the grassroots, while extending the program to new regions. Extensive support from local communities has been a revelation and a distinguishing feature in the journey so far. We have succeeded in overcoming several challenges to achieve our objectives; securing electricity connections in remote villages, providing pure drinking water, creating separate toilets for girls, attracting quality teachers for each school and more.

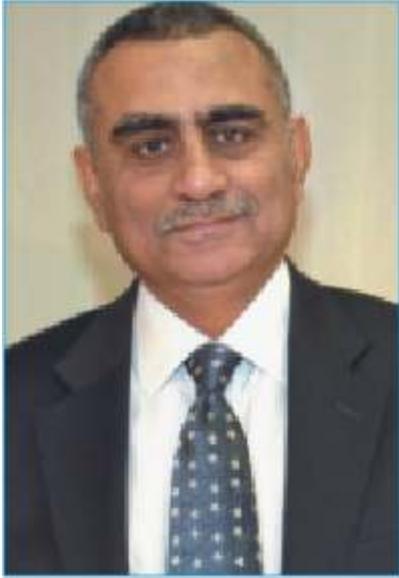
The program is now poised to enter a phase of consolidation, where we will use our learnings from the past to make the project more robust and equip the existing schools to be sustainable in the long term.

As our primary schools mature and become sustainable, the Bharti Foundation will move into the next phase of its journey in this sector and toward the missing link in the school program. The first senior secondary school is expected to come up under the Adarsh Scheme in Amritsar, Punjab. This will be scaled up to 24 Senior Secondary Schools that provide a holistic education to under-privileged children in rural areas. The extension of this program to the secondary level will constitute another high point for us in the days to come.

Warm regards,

A handwritten signature in blue ink, appearing to read 'Rakesh Mittal', written in a cursive style.

**Rakesh Bharti Mittal**  
Co-Chairman  
Bharti Foundation



## CEO'S MESSAGE

Dear Friends,

It gives me immense pleasure to inform you that the Satya Bharti School Program that was launched in May 2006, today stands at 236 Satya Bharti Primary Schools reaching out to approximately 30,000 underprivileged children across five states in rural India.

We are conscious of the excitement our schools have generated among children, and the communities in which we operate. We know that expectations from the Satya Bharti Schools are high and we are committed to delivering the quality we promised. Towards this end, the last year was spent on closely monitoring school operations: classroom practices, teaching quality, teacher training and curriculum processes. We created innovative solutions to take care of the many on-ground challenges that we face regularly.

Ensuring a robust governance mechanism to manage the program was the prime focus last year. The decentralization process has been accelerated by creating a dynamic structure with clear roles, measurable deliverables, appropriate authority, standard operating procedures and policies to ensure that the quality of education in each classroom is given due emphasis. In this entire ecosystem, our teachers play a key role and finding a good teacher is always a challenge in the rural areas where our schools operate. The recruitment process focuses on a holistic assessment of the candidate's personality and creativity with young people. We hire passionate individuals whom we can develop through a rigorous training process, on-going school support and innovative teaching materials.

Children, especially first generation learners joining our schools, posed another challenge as they did not meet the desired threshold of learning levels. A lab-based Remedial Learning Program was launched to instil age appropriate linguistic and mathematical skills in the children. I am happy to report that after a demanding three months, our students have gained a basic clarity in concepts and are able to apply this understanding to their regular curriculum.

We are focused on launching senior secondary schools to take care of the students passing out of the primary schools. Towards this, we have entered into a partnership with the Punjab Government under the Adarsh School Scheme. Additionally, we are examining other partnership models with various state governments.

Our other programs in the area of higher education continue to create an impact, with nearly 150,000 children benefiting from the mid-day meal kitchen at Vrindavan by Akshay Patra, 224 students being supported under the Bharti Scholarship Program, 150 students under the Bharti School of Telecommunication Technology and Management, IIT Delhi and 26 students at the Bharti Centre for Communication, IIT Bombay. The Bharti Computer Centre Program has benefited close to 12,000 children.

This report attempts to cover the highlights of our programs for FY '08-'09. I hope it makes for a joyful experience and an inspirational read.

Kind regards

A handwritten signature in black ink, appearing to read 'Vijay Chadda', written over a thin horizontal line.

**Vijay Chadda**  
CEO  
Bharti Foundation



**THE SATYA BHARTI SCHOOL PROGRAM**  
**A CATALYST OF CHANGE**



The Satya Bharti School Program is the flagship program of Bharti Foundation. With a goal to establish 500 Primary and 50 Senior Secondary Schools reaching out to over 200,000 children, it aims to deliver quality education to underprivileged children across rural India. The promise of this large scale program is to create a replicable, scalable and holistic model of quality education in rural India.

The Satya Bharti School Program currently has two models of implementation. Of the 236 operational Satya Bharti Primary Schools, 187 have been constructed by Bharti Foundation on the land allotted or leased either by the government, panchayats or donors. Additionally, 49 government primary schools have been adopted in Rajasthan.

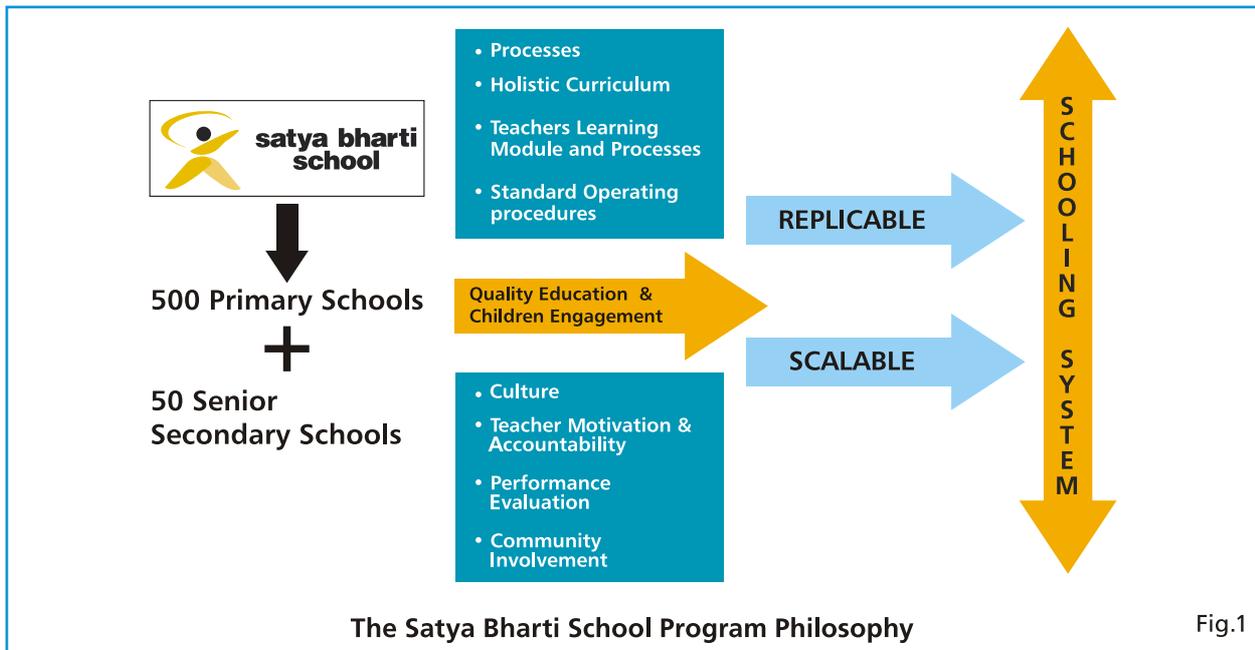


Fig.1



**MODEL 1** : Schools constructed by the Foundation on land allotted or leased by the government or donors.



**MODEL 2** : Adopted government primary schools

The Satya Bharti Schools focus on becoming temples of learning by radiating knowledge and excellence for underprivileged children. The primary school program works to establish a strong academic foundation in children, while the senior secondary school program will aim to provide training to help ease the child into a steady vocation. The overall aim of the program is to develop its students into well rounded personalities, empowered to step in to the world as confident, responsible citizens.

### The Satya Bharti Schools: An Overview

- Work towards educating underprivileged children with special focus on the girl child
- Develop children into being forerunners of change in their community
- Focus not just on literacy but also on readying the children for employment
- Emphasize on fluency in English as a language of study and presentation
- Incorporate technology as a subject as well as a medium of instruction
- Not just literacy but focus on employment



**THE IMPORTANT THING IS NOT SO MUCH  
THAT EVERY CHILD SHOULD BE TAUGHT,  
AS THAT EVERY CHILD SHOULD BE GIVEN  
THE WISH TO LEARN.**

### Satya Bharti Primary Schools

- Classes from pre-primary to class V
- Two-shift schools to ensure optimum use of infrastructure
- Free school uniforms, books, copies and mid-day meals for children, in addition to free education
- A School Guardian and *Didi* to look after the premises and safety of the children
- Cluster Co-ordinators to mentor and coach teachers on the job
- Trainers to provide on-going training to teachers
- Specially designed teacher and children assessment module
- Computers and CD players used as teaching aids
- Active community volunteering

### Satya Bharti Senior Secondary Schools

- One for every 10 primary schools
- Public Private Partnership (PPP) Model
- Vocational training focused on employment

Literacy levels are low and India also faces concerns relating to teacher training, the quality of curriculum, assessment of learning achievements and the efficacy of school management

[www.unicef.org/india/children](http://www.unicef.org/india/children)

Education is one of the key growth triggers for any nation. While the level of literacy may be rising, quality of education remains a challenge, especially across rural India. This is why Bharti Foundation initiated the Satya Bharti School Program in the rural pockets of the country. Lack of proper infrastructure, extremely high proportion of first generation learners and lack of quality teachers makes these areas extremely challenging. The Satya Bharti School Program hopes to identify solutions to overcome these challenges.

## NEGOTIATING CHALLENGES: THE SATYA BHARTI SCHOOL WAY

The Satya Bharti School Program has identified the following three issues around which it would focus its intervention.

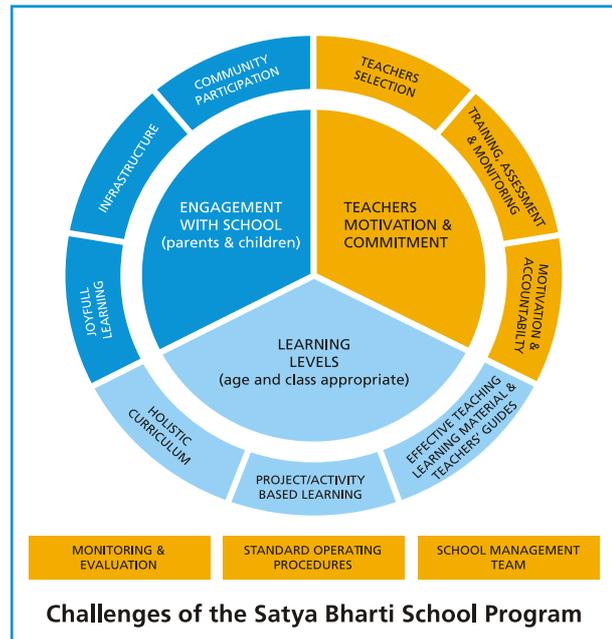


Fig.2

- Low engagement with school
- Lack of teachers' motivation and commitment to deliver quality education
- Slow and inadequate learning in classes

### A) A Conducive Learning Environment

#### Colorful buildings

The colorful and vibrant buildings of Satya Bharti Schools stand as symbols of hope and change agents for the community. The building design allows natural flow of light and air, thereby saving electricity and providing a positive, joyful learning environment to the children.

#### Drinking water and electricity

Lack of drinking water and regular supply of electricity is a huge challenge in remote parts of India. At Satya Bharti Schools various options like bore wells, submersible pumps, private water pipelines and water tankers have been adopted to ensure adequate water supply. Intense dialogue with the government

State	No. of Schools	No. of Schools with Electricity	No. of Schools with Water
Punjab	90	86	90
Rajasthan	78	68	60
Haryana	46	25	35
Uttar Pradesh	12	0	10
Tamil Nadu	10	7	9
TOTAL	236	186	204

Water and Electricity Status at Satya Bharti Schools Data as on July 31, 2009

Fig.3

**236 SATYA BHARTI PRIMARY SCHOOLS  
REACHING OUT TO APPROXIMATELY 30,000 CHILDREN**

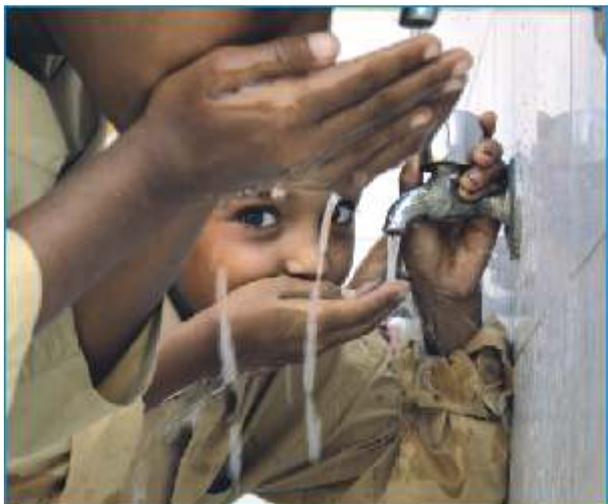


State	No. of Schools	No. of Districts	No. of Students	% of Girls	% of SC/ST/OBC	No. of Teachers	% of Female Teachers
Punjab	90	3	9122	43%	77%	340	83%
Rajasthan	78	3	12179	50%	77%	395	34%
Haryana	46	4	5548	45%	67%	181	57%
Uttar Pradesh	12	2	2724	53%	64%	73	44%
Tamil Nadu	10	1	632	50%	100%	27	93%
<b>TOTAL</b>	<b>236</b>	<b>13</b>	<b>30205</b>	<b>47%</b>	<b>74%</b>	<b>1023</b>	<b>57%</b>

Data as on 31 July, 2009

Fig.4

and the local authorities has resulted in supply of electricity to most of our schools. Additionally, use of inverters and alternate sources of power are also being explored for schools where the provision of electricity is an impossibility in the near future.



### Separate toilets for girls

Lack of separate, safe and clean toilets is a key reason for low enrollment and attendance and high dropout rate of girl students. We have, through a focused intervention, ensured hygienic and separate toilets for girl students in all our schools.

#### INFRASTRUCTURE IN THE 49 ADOPTED GOVERNMENT SCHOOLS

- All 49 schools now have electricity, compared to just 3 schools before adoption
- All 49 schools now have drinking water
- All 49 schools now have separate toilets for boys and girls
- All schools with electricity have computers with Internet facility

### Equipping the school for holistic development of a child

Use of technology is an integral part of the teaching and learning process in our schools. All schools have been provided with Kid Smart Computers from IBM as well as CD cum cassette players. In addition, schools have well stocked libraries and playgrounds with swings and slides. Sports equipment for cricket, football and volleyball has also been provided. These initiatives enable students to hone their skills, both inside and outside the classroom.

## B) High Teacher Performance and Accountability

"I feel proud to be a teacher at a Satya Bharti School. I know that the curriculum we follow in this school helps a child not only achieve cognitive development but also lays equal stress on holistic personality development of individuals."

Surendra Singh Bhatti,  
Teacher, Satya Bharti Primary School,  
Belwa Ranaji, Jodhpur

The Satya Bharti Schools are temples of learning, hoping to achieve much more than just academic excellence for the children. We work towards shaping their minds to help them step out in the world as ready, confident and conscientious citizens. Our teachers are the most important conduit in this process and we remain committed to their growth with training programs, in-school support and innovative teaching methods and curriculum. Each of our teachers is expected to be a role model for the children, besides imparting subject knowledge.

### Recruiting from local villages

Recruiting quality teachers for village-based schools remains a challenge for us. Thus the recruitment process looks at hiring young and dynamic individuals who have a passion for teaching. Recruitment drives are carried out at the local cluster levels to enable maximum number of people to appear for the selection process. Ten major recruitment drives were carried out during the last year at different locations. More than 500 teachers were recruited for the new academic session starting April 2010. Additionally, these drives also helped generate a database of approximately 800 potential candidates.

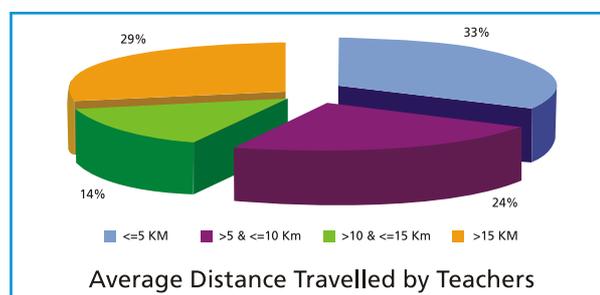
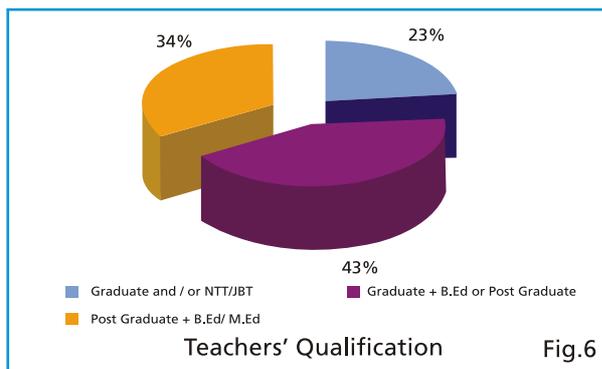


Fig.5

## Well structured recruitment process

The recruitment process has been reviewed and restructured based on the experience of recruiters last year. Moving away from just written tests and technical interview sessions, the process now encompasses a more robust approach to recruitment. It focuses on the holistic assessment of teachers' personality and dynamism as individuals. Mock teaching sessions are used to assess teaching skills as well as attributes such as classroom management, interaction with children, confidence, energy and motivation levels. Candidates are also put through a process of group exercises to review their communication and presentation skills, team work and leadership skills. They are selected not only for the qualities they possess but also for their potential to adopt the teaching methodologies practiced at Satya Bharti Schools.

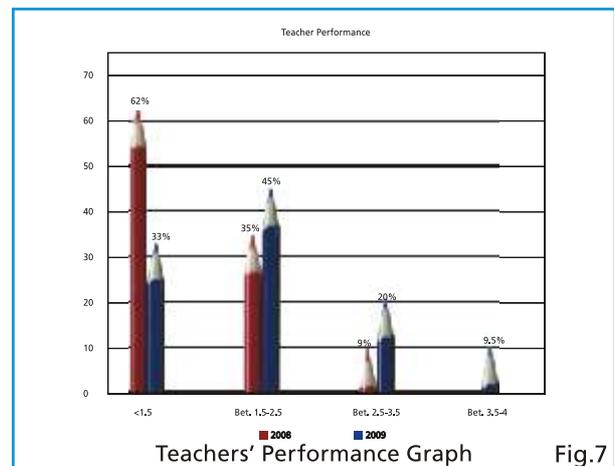


## Robust training and re-training facilitated by an in-house training team

*New teachers take minimum of 6 months to reflect desirable change*

The teachers' training is one of the most important constituents of the Satya Bharti School Program. Every teacher undergoes a basic foundation course of 12 days of pedagogical training before her first day at school. This is followed by another 12 days of training through the year and 10 days of classroom-based pedagogical support. The training modules are designed to equip teachers with the required skills and enhance teaching quality. It also enables them to hone higher order thinking and communication skills in children through the use of innovative pedagogy. The new teachers are initially trained in basic levels of performance and undergo advanced training in the modules that follow thereafter. Their performance is measured against a set of parameters by a field team that identifies strengths and areas of improvement. Teacher performance is also benchmarked against the

holistic quality improvement levels of the students.



Performance Assessment Reports are used to identify gaps in teacher performance and the special training needs of every teacher are mapped accordingly. It is on this basis that individual assessment that need-based training modules are prepared. The teachers are then put through additional training cycles that aim at closing the gaps in capabilities and help them innovate and instil new practices.

## Teacher Evaluation Parameters

- Subject Knowledge (through test)
- Managing Classroom Environment
- Organizing and Planning Skills
- Student Interaction
- Creativity and Innovation
- Communication Skills
- Classroom Practices and Management
- Use of Teaching Aids
- Beginning and Closure of Lessons
- Team Spirit and Interpersonal Relations
- Personal Discipline
- Moral Values
- Parent Management
- Administrative Ability
- Awareness of Health and Hygiene
- Computer Skills

## Enhancing accountability by rewarding performance

To ensure year-round quality education in every classroom at the Satya Bharti Schools, it is important

that our teachers are self-motivated and high-performing individuals. We have created a 'Reward and Recognition Policy' that enables, recognizes and charts a clear growth path for our teachers. Supported by well established performance monitoring, coaching, training and HR systems, our teachers are constantly motivated to excel.

### Empower, Reward, Recognize and Grow

- **The Best Teacher as the Head Teacher** - A resource pool of future Head Teachers has been created among existing high performing teachers. These teachers will be groomed to take positions of Head Teachers in future.
- **From a Teacher to a Manager** - Head Teachers or teachers who have managerial and administrative potential have been promoted to the position of Cluster Coordinators and are now responsible for supervising 6-7 schools.
- **Skill Development Aids** - Teachers can also avail of professional upgradation policies and undertake professional courses during their tenure, to improve their knowledge and skills.
- **Performance Bonus Program** - It has been introduced to recognize consistent performance of teachers. A bonus is also given at the end of each year, as a part of the program.
- **Performance Improvement Plan (PIP)** - This Program is for under-performing teachers with potential to improve. As part of this program, areas of improvement are identified and a development plan is prepared and reviewed at periodic intervals.
- **Awards** - Various schemes such as Spot the Hero, Gold/Silver/Platinum Awards for Best School and School Excellence Awards have been initiated. In addition, teachers' birthdays and anniversaries are also celebrated at the schools.
- **Pedagogical Competitions** - These encourage teachers to show their skills through internal competitions.

KPIs	2008-2009	Current*
Number of Teachers	942	1098
Male & Female Ratio	44:56	43:57
PTR	1:31	1:31

Teachers' Profile-Data as on July 31, 2009 Fig.8



### C) Improving Enrollment and Learning Levels

#### Community based enrollment drives

The Satya Bharti School Program operates on the belief that "No child to be out of school in a village which has a Satya Bharti School". To ensure this various initiatives have been undertaken to maximize enrollment. Regular enrollment drives, community sensitization activities and parent education are the key channels to achieve this goal. These initiatives have been built into the annual school calendar.

#### Introduction of pre-primary classes

We learnt that older children are unable to attend school because they need to take care of their younger siblings. The Satya Bharti Schools have provided for a pre-primary section. These classes not only start age appropriate education for young children, but also get them into a school attending habit early.

#### Healthy nutritious meals

The mid-day meal is an important constituent of the Satya Bharti School Program. While it works towards providing students with wholesome nutritious meals on a daily basis, it also acts as a boost to increase enrollment and attendance of children at the schools.



**IN MANY PARTS OF INDIA, WHAT A  
GIRL WANTS MOST DEARLY IS  
TO PROVE TO HER FAMILY THAT SHE  
TOO IS SPECIAL.**

## Encouraging the girl child to step forward and onwards

### A CASE IN POINT

Ekta is an eight year old girl studying in class II at the Satya Bharti Government Primary School, Madhosinghpura. She is the youngest of three sisters. Her father is a daily wage labour and her mother is a housewife. Regretting the lack of a male child in his family, Ekta's father neglected the girls and constantly nagged his wife. Recently, however, during a public event, Ekta was appreciated for scoring the highest marks in the last examination and for an outstanding all round performance through the last year. This recognition changed the rigid mindset of her father. In his own words, "*Mujhe nahin lagta hain ki, mujhe ab ladko ki jarurat hai. Meri ladkiyaan hi ladke se badkar hain. Woh aaj mera naam roshan kar rahi hain.*"

(Now I don't feel the need for a son. My daughters are more than sons. They make me so proud.)

The Satya Bharti School Program has a very keen focus on educating the girl child. Numerous interactive sessions have been organized with community members to change their mindset about sending their daughters to school. This has also led to an



- Separate toilets for girls have been provided
- There is a special focus on women teachers for the primary schools. Currently 57% of our teachers are women
- All the attending maids (1 per school) are women
- Women-centric themes are built in to the curriculum and school programs such as 'Bal Sabhas' and 'Khas Batein'
- Special quarterly campaigns are conducted to gather data on the number of girls who are not enrolled in schools. This is followed by devising a strategy to enroll them with immediate effect
- Special recognition campaigns are held for girl achievers
- Special sessions are conducted with parents during parent-teacher meetings to ensure they understand the significance of regularity and completion of education for girls
- Community campaigns are led by our girl students, encouraging girl child education
- Gender issues and issues concerning women health form an important part of our Health and Hygiene Campaigns.

overall increase in enrollment of students. Special enrollment drives have been conducted by teachers and non-teaching staff to raise awareness about education.

Through an in-built strategy, the program attempts to overcome the challenges that prevent girls from coming to school.

**The Boy:Girl ratio at Satya Bharti Schools is 53:47 (National Boy: Girl Ratio is 53:47\*)**

### Curriculum focused on holistic development

The curriculum has been designed to provide children with opportunities to explore and learn about all facets of life. Teachers are trained to conduct engaging, child-centric activities which help students obtain an authentic understanding of concepts. Multi-media technology like computers and audio-visual aids are used to complement textbook-based learning. Students are also engaged in outdoor activities, with more than 50% of classroom activities being held outdoors. The classrooms are also designed as child-friendly spaces filled with innovative teaching and learning materials and colorful charts and displays

\*National Average derived from the Selected Educational Statistics 2006-07, published by the Govt. of India

“Mujhe bahut khushi hoti he jab meri beti ghar me English ke shabd proyog karti hai. Usse bahut saari kavitayen aati hain, uska result achcha raha hai, main yahan ki padai se santusht hoon.” (I am very satisfied with the education being delivered at Satya Bharti School. I feel very happy when my daughter speaks in English. She has also learnt a lot of poems and is also achieving good academic results at school.)

Ram Diya, Father of Annu, Student of Satya Bharti School, Std 1, Khedi Ghulam Ali, Haryana.

to stimulate a child’s mind and inculcate a love for learning.

We encourage our teachers to

- Build in participation of children in activities, group work and provide opportunities to speak in class
- Inculcate higher order thinking in children
- Connect textbooks to real life
- Adopt a curriculum which teaches life skills and focuses on building
  - Communication skills
  - Group work skills
  - Decision making skills
  - Problem solving skills
  - Values

Components such as ‘Bal Sabhas’, ‘Khas Batein’, story time, Saturday theme activities, facilitate the above.

#### ADDITIONS TO THE CURRICULUM IN THE LAST YEAR

- Integration of Computer-enabled lessons using multimedia content
- Use of cassette players to enhance listening skills, energize lessons and facilitate language learning
- Integration of “Bharti Udayan Care Curriculum on Health, Hygiene & Life Skills”
- Saturdays planned as theme and activity days
  - Themes built around health and hygiene topics
  - A life skills theme allotted every two months e.g. disease prevention, environmental health
  - Competitions based on skill of the month e.g. debates, role-plays, skits etc. for communication skills.

## Remedial Learning Program

A baseline study of the children enrolled in our schools indicated that most of them did not meet the desired threshold learning levels. With this information and the background that most of these children are first generation learners with no academic support at home, we introduced the Remedial Learning Program (RLP) in August 2008. It was launched to ensure that all children acquire and display linguistic and mathematical skills, appropriate to their age and class.

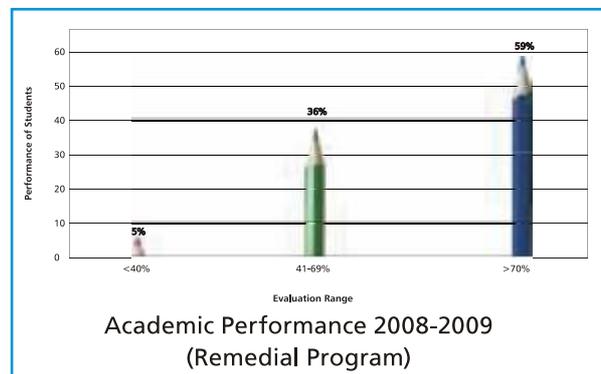


Fig.9

#### THE REMEDIAL LEARNING PROGRAM METHODOLOGY

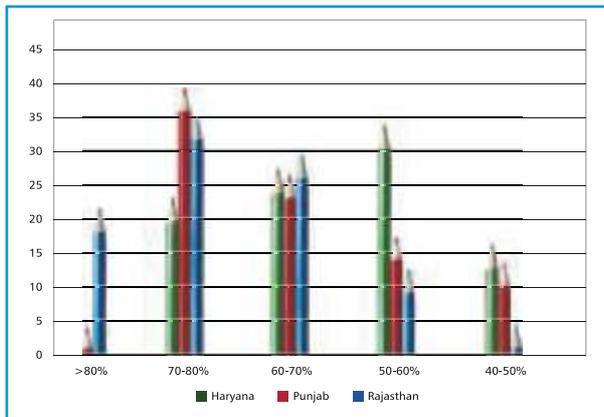
- Program is based on well tested models of lab approach teaching
- Children are grouped in batches basis their learning levels
- Teachers are trained in teaching-learning modules
- Children are taught through computers, group studies, interactive sessions and specialized reading and learning campaigns
- The program includes involvement of parents through regular Parent-Teacher Meetings and sharing of student’s progress.

**At the beginning of the Remedial Learning Program all students were below 40% of their threshold learning levels.**

The first phase of the Remedial Learning Program was conducted from September- December 2008. The impact of the program was phenomenally positive.

- While more than 80% students were categorized in the < 40% level before the program, a mere 5% students remained in the <40% category post the implementation of the program
- 36% students were in the 40%-70% category while 59% students shifted to the > 70% category
- Students fared the best in Math, across all levels and states
- Students gained basic clarity in concepts according

to expected targets and were able to apply their understanding to subjects better than before.



Class V Result - State Board Examinations Fig.10

Targeted Learning Level 2009 - 10					
	>80%	70-80%	60-70%	50-60%	40-50%
Haryana	5	30	35	25	5
Punjab	10	45	30	10	5
Rajasthan	30	40	25	5	0

Year-round schools Fig.11

The Satya Bharti Schools are run as year-round schools with shorter breaks during the summer and winter season. This is done with the intention to reduce drop-outs, which is typical post a long school break in rural settings. Additionally, since these children are mostly first generation learners, they tend to show a decline in their learning levels after a long school vacation.

## D) State Management and Governance

### A robust organization structure

At the onset of the Satya Bharti School Program, the organizational structure was fairly linear and comprised of the Head Office, State Offices and District Offices under whom School and Academic Coordinators supervised administrative and pedagogical aspects respectively.

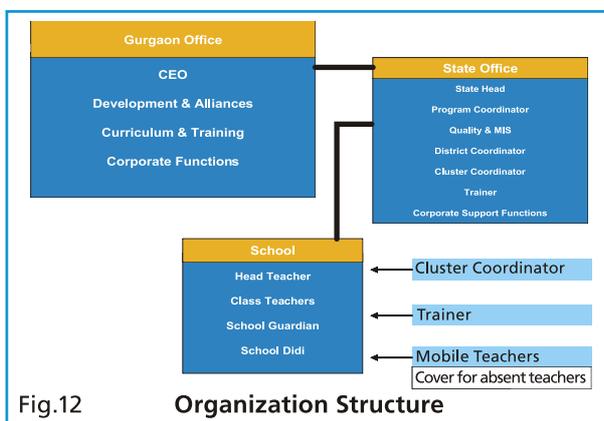


Fig.12 Organization Structure



With the expansion of the program over the last year, the organizational structure of Bharti Foundation has been modified. This has been done to ensure that teams at the grassroots are fully empowered and equipped to ensure quality education to the children studying in our schools under the overall guidance of the Head Office.

**At School Level** - Each school has a Head Teacher and a class teacher for each class. Schools also have School Guardians who look after the security and safety of both the school and the children.

**At Cluster Level** - Each cluster of schools is headed by a Cluster Co-ordinator, who is responsible for the quality of education and overall functioning of the schools under his supervision. He is supported by a team of Mobile Teachers who act as substitutes and attend to weaker students in the cluster.

**At State and District Level** - The State Office is headed by a State Head. He represents all the critical functions such as Finance, HR, Training and Quality and provides support at the implementation level. The State Team, consisting of State Heads, Program Co-ordinators, District Co-ordinators and Cluster Co-ordinators directly deal with day to day operational implementation of the program. In order to ensure single ownership in the monitoring of school progress, the roles of School Co-ordinator and Academic Co-ordinator have been merged into the role of a Cluster Co-ordinator, with emphasis on pedagogical monitoring.

### Use of technology for effective management

The Satya Bharti Schools make extensive use of technology for both administrative purposes and classroom interactions. With an aim to streamline and consolidate school administration, a web-based Management Information System is being implemented to connect all the schools.



**ENCOURAGING CHILDREN  
TO STEP FORWARD AND ONWARDS**



## E) Ensuring Quality

The area of crucial importance at Bharti Foundation is assuring consistent quality in every classroom of the 236 operational schools. In order to ensure uniformity of operations and quality standards in each school, a Standard Operating Procedures Manual is being created where each school-based policy and process has been presented in a structured and simple manner. Teachers and field staff have been extensively trained on these processes and uniformity of application is being ensured through regular supervision.

### Internal process check

Process checks are a critical function to ensure constant and enduring quality in processes. Audit checklists are created to carry out comprehensive process audits. The results of these are then disseminated as advisory for all schools to use as a guideline for improvement. Audit reports are also given to the process owners in order to strengthen their efficiency.

## F) Active Community Participation

"I gave nothing to Bharti Foundation, but what Bharti Foundation has given me and my village is the way towards prosperity and development and this is indispensable."

Mr. Shankarlal Pathak, donated land for the Satya Bharti School, Bari Khas , Shahjahanpur

Built on the community partnership philosophy, the Satya Bharti Schools integrate community participation with the entire administrative process involved in running the schools.

The community has contributed more than Rs. 30 lakh in the last year, in the form of material and monetary donations to the schools.

### THE PROGRAM INVITES ACTIVE COMMUNITY INVOLVEMENT

- Participation in school activities by planting trees, cleaning the school and helping in construction
- Donation of materials to the school
- Helping preserve linkages with local culture, arts and craft
- Giving feedback on the school
- Providing land free of cost for setting up the school



### Financial Support

Mid-day meals  
Construction of roads and school boundary walls  
Transportation for children



### Skill and Labour Support

Shramdaan at schools  
Plantation drives  
Labour for school construction



### Material Support

Water tanks  
Utensils for mid-day meals  
Stationery, books and bags for children  
Clothes for children

### A CASE IN POINT

The Satya Bharti School Program has brought to life numerous examples of community support. During a survey conducted by the Satya Bharti School teachers in Nogawan village in Jhajjar, Haryana, they learnt that transportation posed a major problem for students travelling to school from the nearby villages of Rudiawas and Neemli. To resolve this problem a meeting was called with the community members to discuss the alternatives. At this meeting Mr. Chand Singh, the father of one student, volunteered to purchase a small vehicle to transport the students from these nearby villages. Inspired by his gesture, other parents also agreed to provide support by paying Mr. Singh Rs. 200 per child per month towards fuel expenses. As a result, there was a 40% increase in enrollment at the school.

### Community Volunteering Program

To encourage and foster a feeling of community commitment and belonging to the Satya Bharti Schools, community members are invited to be a part of school activities on a daily basis. Recently a community volunteer drive was conducted by six Young Leaders from Bharti Retail, a Bharti Group Company. More than 1,600 volunteers signed up to take classes at schools during the summer camp in June 2009. The community volunteers took sessions with the children in local arts, crafts, storytelling and music.

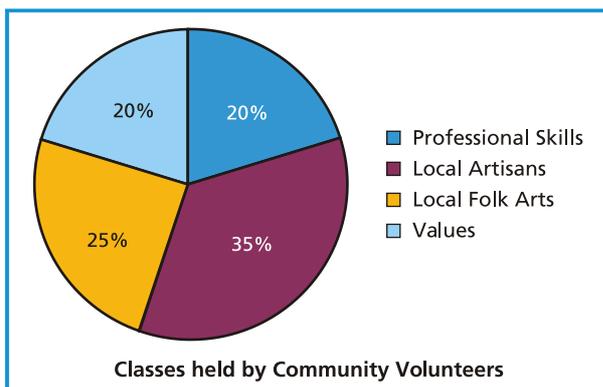


Fig.13

### Objectives:

- To make sure our students aren't just confined to regular curriculum or vocational studies.



- To engage the community more actively with the school and inculcate the learnings from this exposure in our curriculum.

### Community Awareness

Students and teachers across our Satya Bharti Schools also undertake a lot of community awareness programs to sensitize community members on various issues like child marriage, the importance of education for girls, banning female foeticide.



**MILLIONS SAW THE APPLE FALL,  
BUT NEWTON ASKED WHY.**

## STUDENT ACHIEVEMENTS

The students of Satya Bharti Schools have made their presence felt in various community events like state level examinations, sports competitions, poetry recitations, Airtel events for children etc.

Listed below is a collation of the various events in which our students have participated in the last academic session of 2008-09:

State	Village & Dist.	Type of Event	Number of Students Participated	Position/Prize
Punjab	Hathur (Ludh)	Skit Competition	4	1st position
	Gosal (Ludh)	Sports Competition	6	1st position
	Khanpur (Ludh)	Debate Competition	2	Medal, trophy and cash prize
	Chimna (Ludh)	Sports Competition (Kabaddi)		Cash prize and memento
	Sohian (Ludh)	Religious Function	8	1st position
Uttar Pradesh	Bamnua (Shahjahanpur)	Airtel Employee Contact Forum, Lucknow	5	Participants
	Kurria Kalan (Shahjahanpur)	Airtel Employee Contact Forum, Lucknow	5	Participants
Haryana	Barsana (Kaithal)	Republic Day Event	7	1st position
Rajasthan	Doomroli (Neemrana)	Sports Competition (Kabaddi & Long Jump)	10	1st position (Kabaddi) & 2nd position (Long Jump)
	Majra (Neemrana)	Sports Competition (Kho-Kho)	9	1st position
	Dhani Nangal (Neemrana)	Sports Competition (Kabaddi & Long Jump)	11	1st position (Kabaddi) & 2nd position (Long Jump)
	Nangal (Neemrana)	Sports Competition (Kabaddi)	7	1st position

Fig.14

## EVENTS

"The impact of the Satya Bharti School has been far beyond expectations. The environment of the school is totally different from other schools in the area. There has also been a tremendous change in the behaviour of the students. Such dedication among the teachers is really exemplary. Because of these reasons, visiting the school is always a pleasure."

Tara Kanwar, Sarpanch, Joliyali, Jodhpur

### • Launch of the Satya Bharti School Program in Punjab

The Satya Bharti School Program was launched in Punjab on 15 April, 2008 with the inauguration of Satya Bharti School in Ladhawal, Ludhiana by Sardar Parkash Singh Badal, Honorable Chief Minister of Punjab. Mr. Rakesh Bharti Mittal, Co-Chairman, Bharti Foundation and Mr. Rajan Bharti Mittal, Vice-Chairman and Managing Director, Bharti Enterprises, also graced the event.

### • Launch of the Satya Bharti School Program in Rajasthan

In Rajasthan, the Satya Bharti School Program was

launched by Smt. Pratibha Patil, President of India on 21 June, 2008 at the Satya Bharti School in Lordi Dejgara, Jodhpur. Mr. Rajan Bharti Mittal, Vice-Chairman and Managing Director, Bharti Enterprises and Dr. Abhishek Manu Singhvi, Member of Parliament, Rajya Sabha, were also present at the event.

### • Launch of the Satya Bharti School Program in Haryana

Shri Bhupinder Singh Hooda, the Honorable Chief Minister of Haryana inaugurated the Satya Bharti School at Sotha, Kaithal on 12 July, 2008. Also present at the occasion were Mr. Rakesh Bharti Mittal, Co-Chairman, Bharti Foundation, Mr. Badri Agarwal, Former President, Bharti Foundation and Shri Naveen Jindal, MP, Kurukshetra.

### • Launch of the Satya Bharti School Program in Tamil Nadu

The Satya Bharti School Program was launched in Tamil Nadu by Thiru P. Chidambaram, Union Minister of Home Affairs, on 7 February, 2009 at the Satya Bharti School in Siruvayal, Sivaganga. Mr. Sunil B. Mittal, Chairman and Group CEO, Bharti Enterprises and Mr. Vijay Chadda, CEO, Bharti Foundation were also present at the event.





**IN TEACHING YOU CANNOT SEE THE  
FRUIT OF A DAY'S WORK.**

**IT IS INVISIBLE AND REMAINS SO,  
MAY BE FOR TWENTY YEARS.**

## THE SATYA BHARTI SENIOR SECONDARY SCHOOL PROGRAM

### The Philosophy

Aimed at producing a generation of employable citizens, the Satya Bharti Senior Secondary Schools share their vision with Bharti Foundation. This

and community to ensure participation, long term sustainability and a sense of belonging for all partners in the Senior Secondary School Program. Bharti Foundation's onus would be to bring in excellence in project management, expertise in curriculum development and its implementation, superior teacher training and to ensure project

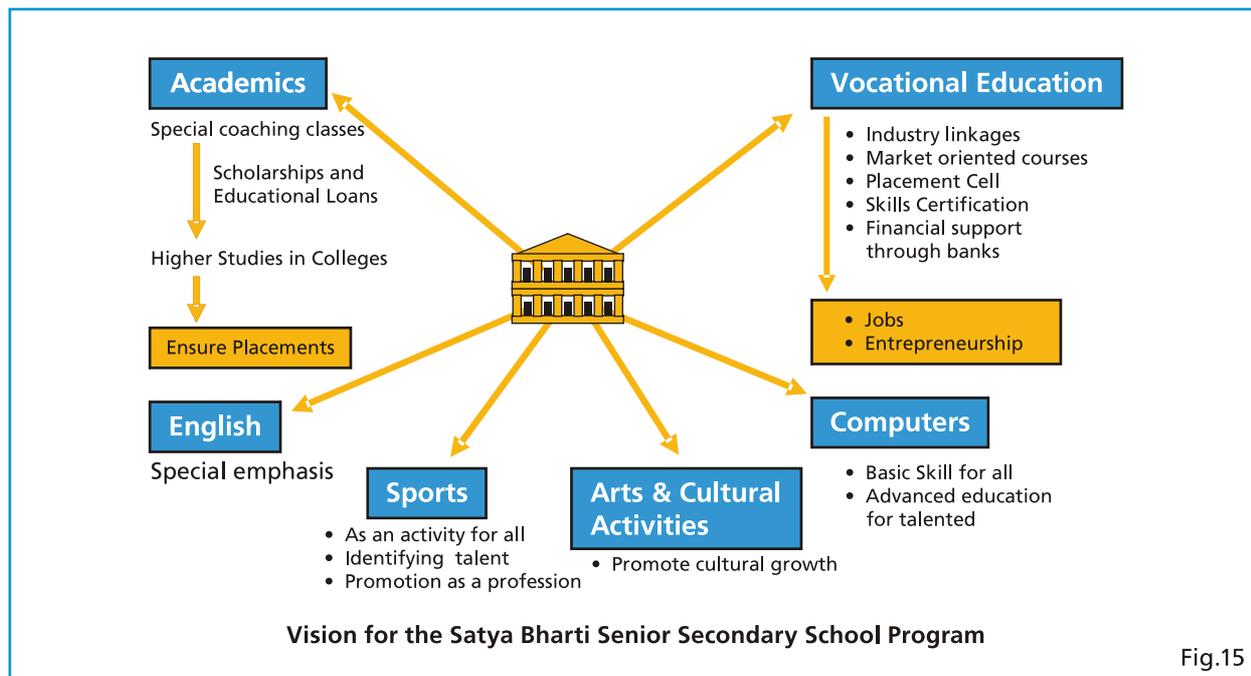


Fig.15

program focuses on all-round development of the students – enabling them with knowledge, skills, values, physical health and social and cultural development.

### The Plan

Bharti Foundation aims to open one centrally located senior secondary school within a cluster of ten primary schools. Thus, there will be 50 Satya Bharti Senior Secondary Schools for 500 Satya Bharti Primary Schools. The primary schools will act as a feeder to their senior counterparts which will be from class VI to class XII. This way, each senior secondary school will start with 10 sections of Class VI. The school will grow one class every year till it reaches class XII. Each section will have 40 students, which will make the full strength of about 3000 students in each senior school.

The first phase of operations aims at 24 Satya Bharti Senior Secondary Schools to support 236 Satya Bharti Primary Schools.

The Foundation plans to partner with government

quality. Partnerships with the state governments for both financial and non-financial support are critical to the Senior Secondary School Program.

“The Satya Bharti School Program is a model for excellence in primary education. I am impressed with the innovative curriculum and the infrastructure at the schools, the commitment of the teachers and the overall happy atmosphere. I have personally visited the Satya Bharti Schools and interacted with the students and teachers. The happy faces and the enthusiasm of students and teachers alike is testimony to the quality of education being delivered there. I am sure that the Satya Bharti School Program will grow bigger with every passing year and will impact thousands of children. Programs like this will have a large positive impact on the quality of education in the country and bring forth a new generation of responsible citizens with a deep commitment to society.”

Bikramjit Singh Majithia  
Ex-Cabinet Minister



## USHERING IN A BRIGHTER FUTURE



## PAST PROGRAMS OF BHARTI FOUNDATION

### Bharti Computer Centres

The Bharti Computer Centres (BCC) were set up in 2004 in association with organizations like Pratham, Infotech, Kalakar Trust and Adarshila. 26 BCCs were set up across Delhi, Gujarat, Rajasthan, Punjab, Uttar Pradesh and Maharashtra.

### Bharti Library and Activity Centres

The Bharti Library and Activity Centres (BLACs) launched in 2005 are self sustained library units, set up to help inculcate in children the ability to read, write and enjoy learning through reading. Set up in partnership with organizations like Pratham, Kalakar Trust and Shanti Sadhna Ashram, 104 BLACs are operational across 11 states in the country.

### Mid-Day Meal

Bharti Foundation partnered with Akshaya Patra Foundation in 2003 to set up a state-of-the-art kitchen in Vrindavan to provide mid-day meals to underprivileged children in government schools.

## HIGHER EDUCATION

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

The Bharti School of Telecommunication Technology and Management, IIT Delhi has been set up to develop telecom leaders through excellence in education and research. Offering programs in M.Tech, MBA,

M.S.(Research) and Ph.D. in Telecommunications, the School supports 200 students each year.

“The lecture series is a good and useful platform for knowing practical usage, issues and technology.”

Sonali Chauhan  
Ph.D. student

### The Airtel Lecture Series

The Airtel Lecture Series, held at the Bharti School, aims to provide its students with an environment where they can learn from industry leaders. Distinguished speakers from the field of telecom and management and senior executives from the Bharti Group of Companies are invited to address the students as a part of the series. The lectures provide the students with an opportunity to interact with the experts in the business, learn from them and also get an insight into the national and international practices of the telecom industry. Each lecture is followed by a question-answer session which are very popular with the students. Seven lectures were held in the last year.

#### A CASE IN POINT

Airtel IIT Delhi Centre of Excellence in Telecommunications (AICET) is an integral part of the Bharti School of Telecom. It focuses on Telecom Technology and Management to build excellence which is at par with world standards.

Speakers	Lecture Theme
<b>Mr. Shyam Prabhakar Mardikar</b> V.P. Network Services, Bharti Airtel	Growth Potential of Telecom Industry for the Next Two Decades: VAS Issues and Predicaments
<b>Mr. T.V. Sriram</b> V.P. New Product Development, Bharti Airtel	Next Generation Networks
<b>Mr. Randeep Singh Sekhon</b> V.P. Network Planning, Bharti Airtel	GSM and CDMA Technology, 3G Technologies
<b>Mr. Abhay Savargoankar</b> Sr. V.P. 3G & Network Quality, Bharti Airtel	Business Strategies for 3G and 4G Services
<b>Dr. Jai Menon</b> Director, Bharti Airtel, Group CIO, Bharti Enterprises	Evolution of Technology and Customer Service at Airtel
<b>Mr. Sanjeev Duggal</b> CEO & Executive Director, Bharti Learning Systems	Creating Sustainable Differentiation in the Telecom Market Using Learning and Development
<b>Mr. Sunil K Goyal</b> CEO, Bharti Teletech Limited	Strategies Adopted by Bharti for Operational Excellence

## Bharti Merit Awards

The Bharti Merit Awards are given to the top three students of M.Tech and MBA at the Bharti School. In addition to the awards, the top five performers of MBA are also provided fellowships for a period of ten months. Last year the awards were presented by Prof. Surendra Prasad, Director, IIT Delhi and Mr. Badri Agarwal, Former President, Bharti Foundation.

## Bharti Centre for Communication, IIT Mumbai

**The Bharti Centre for Communication, set up in partnership, between Bharti Foundation and Indian Institute of Technology (IIT), Mumbai, was inaugurated on 23 January 2009 by Mr. Rakesh Bharti Mittal, Co-Chairman, Bharti Foundation. The Centre has been set up to promote research in communication theory and systems and foster technical collaboration between the research and user groups.**



“We are delighted to partner IIT Mumbai, to set up the Bharti Centre for Communication which attracts some of the best talent in the area of technical research. We also look forward to this Centre becoming a resource for quality talent in the country.”

Rakesh Bharti Mittal  
Co-Chairman, Bharti Foundation

The Centre encompasses communication theory, practice and applications under a single umbrella. It houses state-of-the-art laboratories and infrastructure that enables a rich research environment and attracts the best faculty and students. Most of the research work by students of Electrical Engineering is now conducted under the aegis of the Centre. The Centre will also provide fellowships and scholarships to deserving students.

## Bharti Centre for Entrepreneurial Initiatives

The Bharti Centre for Entrepreneurial Initiatives (BCEI) is a joint initiative of Bharti Foundation and Entrepreneurship Development Institute of India (EDI). It was set up in the year 2002 to promote entrepreneurship. The Centre takes up a host of activities to develop, facilitate and motivate entrepreneurs. The aim is to sensitize the society at large and the youth in particular to become entrepreneurs.



Every year the Centre presents the **Bharti Student of the Year Award** and the **Bharti Entrepreneur of the Year Award**. While the Student of the Year Award recognizes overall academic performance, the Entrepreneur of the Year Award recognizes the significance of entrepreneurship training in creating entrepreneurs. Two Bharti Fellowships were also awarded by the Centre to motivate students to pursue entrepreneurship training despite financial hindrance.

### A CASE IN POINT

#### Bharti Student of the Year Award, 2008

The Bharti Student of the Year 2008 was presented to Sumit Sontake, student of Post-Graduate Diploma in Business Entrepreneurship and Management, with specialization in New Enterprise Creation.

#### Bharti Entrepreneur of the Year Award, 2008

The Bharti Entrepreneur of the Year 2008 was awarded to Mr. Prakash Dasanur, Managing Director, Dasanur Agro Industries.

### OTHER HIGHLIGHTS

The 4th EDI-Bharti Annual Lecture was delivered by Mr. Pradeep Mallick, well known strategic advisor, mentor and former Chairman CII (WR)



**LEARNING IS A TREASURE  
THAT WILL FOLLOW ITS OWNER  
EVERYWHERE.**



**Giving once is charity.**

**Giving forever is character.**

**Pledge your monthly**

As a Bharat Group employee, I pledge my support and commitment to the Satya Bharat Group and its mission. I will contribute my share towards the welfare of the underprivileged children and the society at large. Contact us for more details.

**WE ARE HONORED TO HAVE PARTNERS WHO COMMITTED TO OUR CAUSE**

*Primary and senior secondary education*



*Free education for underprivileged children in rural India with special focus on the girl child*



*Employment center*



*236 operational schools reaching out to 30,000 plus children*

## Bharti Scholarship and Mentorship Program

Instituted in 2006-07, the Bharti Scholarship and Mentorship Program enables academically bright students from financially weak families to complete their higher education. Currently the program supports 224 scholars across the country and covers courses in Management, Engineering and Agriculture.

<b>Number of scholars supported</b>	<b>224</b>
<b>Total financial commitment</b>	<b>Rs. 292 lakh</b>
<b>Funds disbursed (March 31, 2009)</b>	<b>Rs. 123 lakh</b>

In an effort to make the Bharti Scholarship Program sustainable, various Bharti Group Companies and corporate partners like Ericsson have come forward in the last year to support and partner the program. While the companies will sponsor the scholars, Bharti Foundation shall continue to manage, administer and implement the program.

Company Name	No. of Scholars Supported
Bharti Teletech Ltd. (Beetel)	8
Bharti Airtel Ltd.	55
FieldFresh Foods Pvt. Ltd.	12
Comviva Technologies Ltd.	30
Bharti Wal-Mart Pvt. Ltd.	12
Bharti Realty Ltd.	10
Bharti Infratel Ltd.	40
Bharti AXA Life Insurance Co. Ltd.	12
Bharti Retail Ltd.	8
Ericsson India Pvt. Ltd.	16

Fig.16

### Mentorship

Mentorship is an integral component of the Bharti Scholarship Program. Involving senior executives from the Bharti Group of Companies, the Mentorship Program looks at providing each scholar with a mentor who can help them make the right career choice, provide relevant exposure and guide them in decisions which will shape their future. Today, 105 senior executives from Bharti Group of Companies are involved in the mentoring program.

The Mentorship Program is aimed at

- Enabling holistic personality development of Bharti scholars
- Establishing continuous contact between a Bharti representative and the scholar
- Ensuring that the resources expended are being utilized optimally

**Career Orientation**

Academic  
Preparedness



Personality  
Development

**3 Fold Objective of Mentorship**

Fig.17

“The mentoring program has helped me in adding value to myself too by learning and re-looking at some experiences from another, younger, fresher point of views. Especially in case of mentoring Bharti Scholar’s despite them having economical or other constraints, as a person I see the importance of human sprit in adversity.”  
 Aparna Kaul, Divisional Manager, Enterprise Business Solutions, Centum Learning

## ACT-EMPLOYEE PHILANTHROPY PROGRAM

ACT - A Caring Touch is a Bharti Group Employee Philanthropy Program which encourages employees as well as their families to donate their time, skills, knowledge, materials and money to either Bharti Foundation or other charities empanelled under the ACT Program. All monetary donations are matched by the Company. The initiatives also include two other group policies: the Bharti Philanthropy Policy and the Bharti Volunteering Policy.

“Beetel is privileged to participate in CSR activities under the aegis of Bharti Foundation. Under ACT, Beetel employees regularly make donations for various Bharti Foundation drives like education, mid-day meal scheme, flood relief and also enthusiastically participate in volunteering activities.

Participation in ACT and volunteering has enabled Beetel employees to connect to Bharti Foundation’s objectives of serving the cause of education for the children in rural areas. We hope Bharti Foundation will continue to touch the life of many underprivileged children in the coming years. The entire Beetel team has declared that they would love to be part of this activity again and again.”

Sunil K Goyal  
CEO, Bharti Teletech Ltd.

Launched in 2006, the ACT Program has grown at a remarkable pace in the year 2008-09. Scaling up from a mere 540 donors in April 2008 to 3034 donors in March 2009, the ACT Program has seen a tremendous growth of over 400% in just one year. The monetary contribution has also increased two- fold. 80% of the total contributions made by employees under the ACT Program were generated towards the Satya Bharti School Program of Bharti Foundation.



- 'Freedom to Learn' campaign was launched on Independence Day to encourage employees to get involved in the Satya Bharti School Program.
- 'Pledge A Smile Campaign' was led by Mr. Sunil B. Mittal across all Bharti Group of Companies to mark Children's Day.
- 'IT Campaign' was launched to raise funds for the IT education of children at Satya Bharti Schools.

### ACT Ambassador Awards

Instituted in 2009, the ACT Ambassador Awards recognized the unconditional efforts and commitment of employees. The way they went that extra mile, the way they steered it in their own special way across their respective companies and circles. The presentation ceremony was held in New Delhi in May 2009 with Mr. Rakesh Bharti Mittal as the Chief Guest.



Group Company Name	Total Employees (as of March 2009)	Donor Enrollment (%)
Bharti Realty Ltd.	37	100%
Field Fresh Foods Pvt. Ltd.	146	44%
Bharti AXA Investment Managers	76	38%
Bharti Holding	7	29%
Bharti Airtel Ltd.	10,500	19%
Bharti Teletel (Beetel)	261	16%
Bharti AXA General Insurance Co. Ltd.	878	15%
Bharti Foundation	135	12%
Comviva Technologies Ltd.	1,008	11%
Centum Learning Ltd.	472	11%
Bharti Infratel Ltd.	750	4%
Bharti Airtel Services Ltd.	13,000	3%
Bharti Retail Ltd.	1,046	2%
Bharti AXA Life Insurance Co. Ltd.	8,287	1%
Bharti Walmart Pvt. Ltd.	300	0.3%
	<b>36,903</b>	<b>8%</b>

Donor Enrollment as on March 31, 2009.

Fig.18

## Employee Volunteering

Employee volunteering is an important part of the ACT Program. Employees across the Bharti Group are encouraged to visit any charity of their choice and spend a day away from rigorous office schedules and deadlines. The program has been set up to inspire people to volunteer for charitable causes. It also helps to create opportunities among employees to support a cause by donating their time, skills, knowledge and money. A Bharti Volunteering Policy has also been put in place, where employees can avail an additional day's paid leave to volunteer with a charity.

### Volunteering Activities Through The Year

- Six Young Leaders (YL) from Bharti Retail spent three weeks of their corporate internship with the children at Satya Bharti Schools, across Punjab, Haryana and Rajasthan.
- 175 employees from Bharti Teletech (Beetel) volunteered and participated in different activities in the last year. 122 of them visited 14 Satya Bharti Schools in Neemrana, Rajasthan. The rest of the employees participated in conducting audits of Bharti Computer Centres and Bharti Library and Activity Centres along with visits to the local NGOs.
- The Executive Committee members of Bharti Telesoft (Comviva) visited the Satya Bharti School in Neemrana, Rajasthan to teach and spend time with the school children.
- Bharti Infratel employees visited Satya Bharti Schools in Amer and Neemrana in Rajasthan and Kaithal in Haryana. The employees participated in a community awareness program to promote education for the girl child.
- Some employees of Bharti Airtel Ltd. visited six Satya Bharti Schools in Neemrana, Rajasthan. In addition to this, the Punjab Circle employees of Bharti Airtel Ltd. visited and conducted an audit in nine Satya Bharti Schools in Punjab, under their Sankalp initiative.
- Members from the Bharti Learning Systems (Centum Learning) also gave some of their valuable time to the Satya Bharti students at Neemrana, Rajasthan.
- Bharti Realty employees volunteered at two Satya Bharti Schools in Neemrana, Rajasthan. They distributed stationery items and actively took part in the Saturday activities at the school.

## PARTNERSHIPS

At Bharti Enterprises, we understand that a movement alone is not sufficient to cause any real impact. It takes a revolution, and somebody to lead it. To sustain the revolution it is essential that all stakeholders break the barriers of indifference and embrace togetherness. Partnerships and alliances thus form an intrinsic part of the Bharti Foundation projects. Bharti Foundation works in close collaboration and partnership with various corporate foundations. These include NGOs and organizations working in the field of education. These associations help us adopt the best practices and build capacity.

“The partnership with Bharti Foundation in its Satya Bharti School Program has given Dura-Line and its employees a feeling of immense pride and close attachment with the villagers. This has also resulted in an increased bonding and sharing within the families of Dura-Line employees.”

Mr. Anil Pande  
Senior Vice-President and Head,  
Telecom Marketing, Duraline India Pvt. Ltd.

### MONETARY PARTNERSHIPS BHARTI GROUP OF COMPANIES

Field Fresh Foods Pvt. Ltd.  
Bharti Teletech (Beetel)  
Bharti Airtel Ltd.  
Bharti Telemedia  
Comviva Technologies Ltd.  
Bharti Walmart Pvt. Ltd.

### EXTERNAL MONETARY PARTNERS

Duraline India Pvt. Ltd.  
Ericsson India Pvt. Ltd.  
Ganges Internationale Pvt. Ltd.  
Paruthi Engineers (P) Ltd.  
ECI Telecom India Pvt. Ltd.  
IBM India Pvt. Ltd.  
Madison Communications Pvt. Ltd.  
Aegis Ltd.  
Alcatel - Lucent India Pvt. Ltd.  
Hinduja Global Solutions Ltd.  
UTStarcom India Telecom Pvt. Ltd.  
Mphasis Ltd.  
Jindal Steel and Power Ltd.  
Phosphate Enterprises Ltd.  
Polycom (UK) Ltd.

F.C.Sondhi & Co. (India) Pvt. Ltd.  
AXA Investment  
Managers (Paris)  
Triveni Electroplast Pvt. Ltd.

### MATERIAL PARTNERSHIPS

Luxor Writing Instruments  
Pvt. Ltd.  
Hero Cycles Ltd.  
Moser Baer India Ltd.  
JHS Svendgaard  
Laboratories Ltd.  
Max Healthcare Ltd.  
F.C.Sondhi & Co.  
(India) Pvt. Ltd.  
Liberty Shoes Ltd.  
DIEM INDIA Pvt. Ltd.  
Aero Exports  
Philips Electronics India Ltd.  
Colgate - Palmolive  
(India) Ltd.  
ITC Ltd. Biscuits  
Mahavir Dal  
Rotary Club, Kaithal  
Transcend

Partnerships as on March 31, 2009



#### **Airtel Delhi Half Marathon, 2008**

Bharti Foundation participated in the Airtel Delhi Half Marathon (ADHM) held in New Delhi on 9 November, 2008. More than 500 people ran to support the Foundation. These included corporate partners of the Foundation and other Bharti Group Companies. Senior officials, employees across Bharti Group as well as urban school children (running in support of their rural counterparts at Satya Bharti Schools). Our teachers from schools in Punjab, Rajasthan, Haryana and Uttar Pradesh joined in too. Raising more than Rs. 20 lakh for its programs, the ADHM proved to be a great platform to bring together people from different walks of life for a single cause.

## **AWARDS WON BY BHARTI FOUNDATION**

- **Asian CSR Award for Support and Improvement in Education, 2008** - Awarded by the Centre for Corporate Social Responsibility, Intel Corporation and Asian Institute of Management.
- **The Social and Corporate Governance Award for Best Corporate Social Responsibility Practice 2008** - Awarded by Bombay Stock Exchange, Nasscom Foundation and Times Foundation.
- **Indian NGO Awards 2008 - Joint Regional Finalists - Large Category, North** - Awarded by Resource Alliance and the Nand and Jeet Khemka Foundation.
- **Highest Pledge Raising NGO - Airtel Delhi Half Marathon 2008** - Awarded by Procarn International and Concern India Foundation



## GOVERNING BOARD

*Mr. Sunil Bharti Mittal, Mr. Rakesh Bharti Mittal and Mr. Rajan Bharti Mittal are the trustees of Bharti Foundation*

### Chairman:

Mr. Sunil Bharti Mittal                      Chairman and Group CEO, Bharti Enterprises

### Co-Chairman:

Mr. Rakesh Bharti Mittal                      Vice-Chairman and Managing Director, Bharti Enterprises

Mr. Rajan Bharti Mittal                      Vice-Chairman and Managing Director, Bharti Enterprises

Mr. Analjit Singh                              Chairman, Max India Group

Mr. Anil Kumar                                Chairman, McKinsey Asia Centre, USA

Mr. Anil Nayar                                Managing Director, Prerna Centre for Learning and Development Pvt. Ltd.

Mr. Badri Agarwal                            Former President, Bharti Foundation

Mr. K.N. Memani                              Chairman, KNM Advisory Pvt. Ltd.  
(Former Chairman and CEO Ernst & Young, India)

Mrs. Manju Bharat Ram                      Chairperson, The Shri Ram School

Mr. Niranjan Ajwani                        Group Leader, Ajwani Group of Companies

Mr. Sunil Kant Munjal                        Chairman, Hero Corporate Service Ltd.

Mrs. Syeda Imam                            Executive Vice-President, Creative, Contract Advertising (India) Pvt. Ltd.

Mr. Vinod Dhall                                Head, Dhall Law Chambers and Former Secretary, Govt. of India

Prof. V. S. Raju                                Former Director, IIT Delhi and Prof. IIT Madras

Mr. V. V. Ranganathan                      Founder and Chairman, Pinnacle Opportunities (Formerly Senior Partner,  
Country Head, Strategic Growth Markets – Ernst & Young, India)

Chief Executive Officer, Bharti Foundation — Mr. Vijay Chadda

\* No Governing Board Member is paid any remuneration or honorarium for their services



BHARTI FOUNDATION Balance Sheet as at 31 March, 2009		
	As at 31 March, 2009 Total (Rs.)	As at 31 March, 2008 Total (Rs.)
<b>SOURCES OF FUNDS</b>		
Corpus Fund	1,343,734,500	1,246,234,500
Reserves and Surplus	378,987,848	387,003,512
<b>Total</b>	<b>1,722,722,348</b>	<b>1,633,238,012</b>
<b>APPLICATION OF FUNDS</b>		
Fixed Assets		
Gross Block	263,377,615	5,473,966
Less: Depreciation	27,085,357	3,293,795
Net Block	236,292,258	2,180,171
Add: Capital Work in progress	51,997,099	98,119,710
<b>Total</b>	<b>288,289,357</b>	<b>100,299,881</b>
Current Assets, Loans and Advances		
Cash and Bank Balances	1,447,141,150	1,537,525,141
Loans and Advances	38,040,617	19,828,892
	1,485,181,767	1,557,354,033
Less: Current Liabilities and Provisions		
Current Liabilities	45,312,432	23,885,536
Provisions	5,436,344	530,366
	50,748,776	24,415,902
Net Current Assets	1,434,432,991	1,532,938,131
<b>Total</b>	<b>1,722,722,348</b>	<b>1,633,238,012</b>

Fig.19

## FINANCE - INCOME AND EXPENDITURE ACCOUNT

Income and Expenditure Account for the year ended March 31, 2009

	Year ended March 31, 2009 (Rs.)	Year ended March 31, 2008 (Rs.)
<b>INCOME</b>		
Donations Received	82,655,444	321,409,525
Interest Income	153,004,537	100,763,124
Other Income	342,880	27,670
	<b>236,002,861</b>	<b>422,200,319</b>
<b>EXPENDITURE</b>		
Donations and Scholarships Paid	11,719,869	14,820,324
Personnel Expenses	114,258,468	36,484,150
Operational Expenses - Schools	51,674,778	11,772,716
Administration Expenses	42,280,517	6,748,322
Depreciation	24,084,893	1,029,620
	<b>244,018,525</b>	<b>70,855,132</b>
Excess of Income over Expenditure/ (Expenditure over income)	(8,015,664)	351,345,187
Add: Excess of Income over Expenditure brought forward from last year	387,003,512	35,658,325

Fig.20

### Personnel Cost

- Amount of Rs. 40.31 million spent on teacher salary for 870 teachers.
- Amount of Rs. 4.5 million spent on salaries of school guardians.
- An average of 23 training staff were hired in the financial year to enhance the quality of teaching and an amount of Rs. 7.77 million was spent on their salaries.

### School Operating Expenditures

- Mid-day meals were provided to all children for a total cost of Rs. 14.12 million.
- School uniforms including winter uniforms and shoes were provided to students at a total cost of Rs. 14.91 million.
- Teachers' training was done at a total cost of Rs. 4.55 million and teaching and learning material and school resources were procured at Rs. 12.77 million during the year.

### Administrative Expenses

- The administrative expenses included Rs. 15.54 million spent towards government school

renovation and Rs. 7.08 million towards land registration costs.

- Amount spent on foreign travel during the year amounted to Rs. 58,824 for an official trip of Ms. Mamta Saikia, Head, Development and Alliances.
- Corpus Fund of Rs. 1343.73 million and other unutilized funds were invested in fixed deposits with scheduled banks, giving an interest earning of Rs. 153 million during the year.
- Of the 236 schools, 49 government schools were renovated. This expenditure of Rs. 15.54 million is part of the administrative expenditure in the Income and Expenditure A/C.
- 133 school buildings were capitalized at a capitalization value of Rs. 241.04 million and another 54 schools are in the construction stage and form part of capital work in progress.

### Significant accounting policies and notes to accounts

#### A. Significant Accounting Policies

##### • Basis of Accounting

These financial statements are prepared under the

historical cost convention in accordance with the Generally Accepted Accounting Principals (GAAP) and in all material aspects comply with the mandatory Accounting Standards issued by The Institute of Chartered Accountants of India.

- **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.

- **Depreciation**

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

- **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.

- **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.

- **Expenditure**

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

- **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.

## B. Notes to Accounts

- At the year end, amounts pertaining to the foreign grant fund balances are not entirely represented by the designated bank account for foreign contribution to the extent of Rs. 593,350,267 (Previous year – Rs. 594,948,452). The amount has been invested in Fixed Deposits.

- As per the information available with the Trust, during the year, there have been no transactions with the enterprises covered under the Micro, Small and Medium Enterprises Development Act, 2006.



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

## AUDITORS' REPORT TO THE TRUSTEES OF BHARTI FOUNDATION

We have audited the attached Balance Sheet of Bharti Foundation (The Trust) as at 31 March, 2009 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 an opinion on these financial statements based on our audit.

We have conducted our audit in accordance with 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. An 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.

### We report that:

- (i) 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.

(ii) In our opinion proper books of account have been kept by the Trust so far as appears from our examination of these books.

(iii) The aforementioned Balance Sheet and Income and Expenditure Account are in agreement with the books of account.

(iv) In our opinion, the Balance Sheet and Income and Expenditure Account dealt with by this report have been prepared in compliance with the applicable accounting standards issued by the Institute of Chartered Accountants of India.

In our opinion and to the best of our information and according to the explanations given to us, the said accounts read with the notes thereon/attached thereto and the Statement on Significant Accounting Policies, give a true and fair view in conformity with the accounting principles generally accepted in India:

- In the case of the Balance Sheet, of the state of affairs of the Trust as at 31 March 2009
- In case of the Income and Expenditure Account, of the excess of Expenditure over Income for the year ended on that date.

Usha Rajeev

Partner, M No. F-87191

For and on behalf of Price Waterhouse

Place: Gurgaon

Chartered Accountants

## SALARY BREAKUP OF STAFF

Slab for gross monthly salary (in Rs.) plus benefits paid to staff	Male Staff	Female Staff	Total Staff
<2500	0	0	0
<7000	671	568	1239
<15000	29	1	30
<30000	52	5	57
<50000	13	3	16
>/ 50000	19	9	28
<b>Total</b>	<b>784</b>	<b>586</b>	<b>1370</b>

Fig.21

## LIST OF COLLEGES UNDER BHARTI SCHOLARSHIP PROGRAM

Sl.No.	Name of the Institute	State
1	Army Institute of Management, Kolkata	West Bengal
2	Assam Institute of Management, Guwahati	Assam
3	Atal Bihari Vajpayee - Indian Institute of Information Technology & Management, Gwalior	Madhya Pradesh
4	Birla Institute of Technology & Science, Pilani	Rajasthan
5	Department of Business Administration, Guwahati University, Guwahati	Assam
6	Disha Institute of Management & Technology, Raipur	Chattisgarh
7	Faculty of Management Studies, University of Delhi, New Delhi	Delhi
8	Goa Engineering College, Goa	Goa
9	Govind Ballabh Pant University of Agriculture and Technology, Pant Nagar	Uttarakhand
10	Indian Institute of Technology, Guwahati	Assam
11	Indian Institute of Technology, Kharagpur	West Bengal
12	Indira Gandhi Institute of Technology, Old Delhi	Delhi
13	Institute of Informatics and Communication, South Delhi Campus, University of Delhi, New Delhi	Delhi
14	Institute of Management Technology, Ghaziabad	Uttar Pradesh
15	Jawaharlal Nehru Technological University, Hyderabad	Andhra Pradesh
16	L.D. College of Engineering, Ahmedabad	Gujarat
17	L.N. Mishra Institute of Economic Development and Social Change, Patna	Bihar
18	Loyola Institute of Business Administration, Chennai	Tamil Nadu
19	Management Development Institute, Gurgaon	Haryana
20	Manipur Institute of Management Studies, Manipur University, Imphal	Manipur
21	Nagaland University, Kohima	Nagaland
22	National Institute of Technology, Agartala	Tripura
23	National Institute of Technology, Calicut	Kerala
24	National Institute of Technology, Hamirpur	Himachal Pradesh
25	National Institute of Technology, Rourkela	Orissa
26	National Institute of Technology, Surathkal	Karnataka
27	National Institute of Technology, Trichy	Tamil Nadu
28	National Institute of Technology, Warangal	Andhra Pradesh
29	North Eastern Regional Institute of Science & Technology, Itanagar	Arunachal Pradesh
30	Punjab Agriculture University, Ludhiana	Punjab
31	Punjab Engineering College, Chandigarh	Punjab
32	Shri G.S.Institute of Technology & Science, Indore	Madhya Pradesh
33	Sikkim Manipal Institute of Technology, Rangpo	Sikkim
34	Symbiosis Institute of Telecom Management, Pune	Maharashtra
35	The Business School, University of Jammu, Jammu	Jammu and Kashmir
36	The Y.M.C.A. Institute of Engineering, Faridabad	Haryana
37	Xavier Institute of Management, Bhubaneswar	Orissa
38	XLRI - School of Business and Human Resources, Jamshedpur	Jharkhand

## LIST OF SATYA BHARTI SCHOOLS

### PUNJAB - 90 SCHOOLS

#### District: Ludhiana

**Villages:** Khanpur, Satiana, Behlolpur, Lakhawal, Mithewal, Ramgarh, Gobindpura, Cheema, Ghungrali Rajputan, Hario Kalan, Malikpur, Lalori Kalan, Goslan, Jogi Majra, Chapda, Sirthala Fatehpur, Rauni, Harnampura, Bishanpura, Balliyewal, Pirthipur, Madpur, Hathur, Tunga Heri, Jallaldiwal, Jattपुर, Kamalpura, Ramgarh Sivian, Sohian, Dakha, Pamal, Mohie, Raqba, Sudhar, Chimna, Bhaini Ariyan, Buzarg, Gursingh Makhan, Malsian Bajan, Pona, Sherpur Kalan, Bagga Khurd, Hussainpura, Ladhawal, Talwara, Goora Hoor, Hambran

#### District: Amritsar

**Villages:** Bhatti Ke, Chanan Ke, Dhulka, Khidu Wali, Purana Tanel, Abdal, Chawinda Devi, Waryam Nangal, Bagga, Sialka, Uddoke Kalan, Bath, Nassar, Bhangali Kalan, Jijjeani, Mardi Kalan, Umar Pura, Bohlian, Gujja Peer, Bhilawal Kakejani, Chak Misri Khan, Kakar Tarin, Lodhi Gujjar

#### District: Sangrur

**Villages:** Ballial, Jhanneri, Phaguwala, Khurani, Kamalpura, Saffipur Kalan, Bakhtari, Dyalgarh, Panwan, Sangatpura, Kandhar Garh, Meemsa, Laddi, Kaheru, Kanjali, Akoi Sahib, Bhamabadhi, Fatehgarh Channa, Kila Hakima

### HARYANA- 46 SCHOOLS

#### District: Kaithal

**Villages:** Ahmadpur, Rasina, Saanch, Barsana, Karora, Teek, Sheru Khedi, Khurana, Chakku Laddana, Sair, Southa, Budha Khera, Saungri, Kheri Gulam Ali

#### District: Mahendergarh

**Villages:** Gahra, Talwana, Kharkadawas, Mohanpur, Mori, Gomla, Khairana, Bachini, Meghanwas, Kalwari

#### District: Kurukshetra

**Villages:** Beer Kalwan, Sunarian, Bhookhri, Dhanaura Jattan, Bakali, Barrondi, Adhon, Ajarana Kalan, Udharsi, Gorkha, Sudhpur

#### District: Jhajjar

**Villages:** Sunderhati, Nogaon, Bithla

#### District: Rewari

**Villages:** Nangal Mundi, Balawas Jamapur, Mandiyya Khurd, Tehna Dipalpur, Babroli, Surkhpur, Bhala, Kohrar

### RAJASTHAN- 78 SCHOOLS

#### District: Jodhpur

**Villages:** Tena, Shergarh, Himmatsingh Pura, Bhom Sagar, Gumansingh Pura, Devrajgarh, Lordi Dejgara, Joliyali, Tulesar, Surani, Ram Nagar, Kanasar, Panditon Ka Was, Hari Nagar, Jatti Bhandu, Judiya, Rajgarh, Belwa Ranaji, Bhalu Kumbhaniyan, Solankiya Tala, Dassaniya, Ramsar Kalao, Gilakor, Sadul Nagar, Lorta Haridasot, Bawarla, Sopara

#### District: Pali

**Villages:** Dholeria Jagir, Manihari

#### District: Jaipur

**Villages:** Dhani Malyan, Dhani Minan, Bodhani, Labana, Bolyawala, Balawali Talai, Adarsh Achrol, Balika Achrol, Anhi, Salgawali, Dhani Pipliyan, Bodiya ki Dhani, Kalwad Kala, Sangawala, Balyakala, Syari Balak, Baniya Wala, Chapar ka Bas, Harvar ki Dhani, Harvar, Bangro ki Dhani, Bas ki Dhani, Gunawta, Bhomiyaji Ka Mandir

#### District: Alwar

**Villages:** Banthala, Dausod, Rewana, Kaysa, Doomroli, Nareda Khurd, Sultangarh, Khundrooth (Boys), Khundrooth (Girls), Dhikwar, Viranwas (Girls), Viranwas (Boys), Majra, Dhani Dabadwas, Dabadwas, Basai Bhopal Singh, Dhani Nangal, Nangal, Vijay Singh Pura, Kali Pahari, Kolila, Fatehpura, Pipli, Madho Singh Pura, Rodwal

### UTTAR PRADESH- 12 SCHOOLS

#### District: Bulandshahr

**Village:** Bichola, Anupshahar

#### District: Shahjahanpur

**Villages:** Bari Khas, Bhojpur, Majhila, Ramnagar, Bamanua, Kurrian Kalan, Marena Wangar, Gadhia Rangin, Gurgawan, Jindpura

### TAMIL NADU- 10 SCHOOLS

**Villages:** Alampattu, Panangudi, Satharasanpatti (Aranmanai Siruvayal), Petachikudiirrupu, Pethanandhal, Pudhu Kandanur, Thenkarai, Papakudi, Vadakudi, Managiri

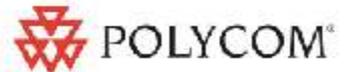
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