

CHESHIRE DISABILITY TRUST



ANNUAL REPORT

2024-25



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Established in 2011, Cheshire Disability Trust is a key enabler of Persons with Disabilities (PwDs) in India. As a member of the Leonard Cheshire Disability (LCD) Global Alliance, we are a part of a worldwide movement to bring equality to PwDs.

Vision and Mission

- ▶ To create a society in which PwDs can enjoy their rights and have every opportunity to fulfil their potential.
- ▶ To enable PwDs and improve their quality of life through training and meaningful employment.
- ▶ To campaign for the removal of social and economic barriers that hinder them.

Our Profile

Cheshire Disability Trust (CDT) began as a Livelihood Resource Centre with the mission of ensuring that PwDs have equitable access to training and livelihood opportunities on par with their non-disabled peers. The Centre supports PwDs aged 19 to 35 through employability and tech-based training, along with placement assistance tailored to individual aspirations and market needs. In addition, CDT offers Vocational Training geared towards self-employment, fostering independence and economic resilience. Most recently, under its innovative 'Livelihood on Wheels' initiative, CDT has expanded its reach to include persons with spinal cord injuries and those with major orthopedical disabilities, offering dignified and mobile livelihood solutions that adapt to diverse needs.





Livelihoods Services at CDT

- Training in soft skills, basic computer literacy and workplace readiness
- Sector-specific modules in retail and hospitality

Tech4All Skills

- Advanced, customised tech training for enhanced placement
- Sample modules: Python, C++, 3D Max, Banking & Finance, Embedded Systems



Livelihoods on Wheels

- Battery-operated vehicles for persons with spinal cord injury / major orthopedic disability
- Includes training in road safety, soft skills, customer service and Finance

Vocational Training & Self-Employment for Women with disabilities

- Tailoring and entrepreneurship development
- Includes provision of sewing machines for independent work and livelihoods



Early Intervention

- Support for children (aged 2-10) with hearing impairment
- Speech therapy and learning support to help transition into mainstream schooling

Other Services

- Job Fairs, Sensitization Workshops
- Volunteering Sessions
- Basic and Advanced Sign Language Training
- Networking





Mr. V. S. Radhakrishnan

Message from our Chairman

The year 2024/25 was one of growth and consolidation for Cheshire Disability Trust (CDT). We expanded our trainee coverage, widened geographical reach, and launched new initiatives such as Livelihood on Wheels and Early Intervention. Donor support strengthened, with increased contributions and new partnerships. Our Volunteering Programme and Disability Awareness/Sign Language sessions also grew significantly.

With support from the Department of Empowerment of PwDs, CDT conducted district-level awareness sessions in Hassan, Chitradurga, Tumkur, and Devanahalli, training over 500 rehabilitation workers to promote inclusive practices. Job fairs across Ranchi, Hazaribagh, Chennai, and Andhra Pradesh reinforced our commitment to inclusive hiring.

Independent impact assessments provided valuable insights into our projects, highlighting the need for continuous improvement in processes and stakeholder engagement. In sports, CDT hosted the National Triangular Wheelchair Cricket Championship and sponsored a PwD team at the National Nature & Adventure Camp in Kalimpong.

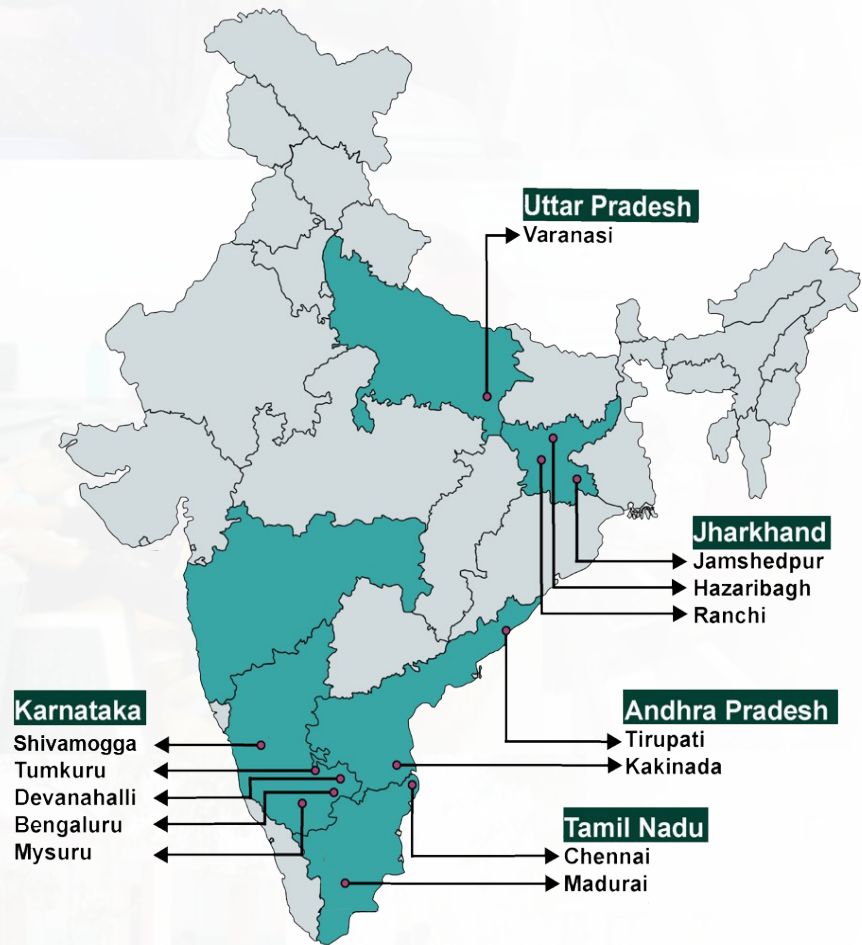
We welcomed three new Trustees – Zachariah Mathai, Rachna Aggarwal, and Jamuna Verghese – while expressing gratitude to retiring Trustees, PM John, Modayil Philip and Sujata Purnaik. We especially acknowledge the foundational contributions of Modayil Philip, who will continue to guide us as an Invitee, and PM John, as Invitee and Chairman Emeritus.

A major milestone was initiating the purchase of a permanent Head Office, with ₹2.3 crores raised through generous contributions from Trustee Sudipto Das and other well wishers like George Thomas and several others.

As we rotate leadership, Anup Kuruvilla assumes the role of Chairman, Zachariah Mathai becomes Treasurer, and Chandy Koshy continues as Secretary. I remain a Trustee, confident in the team's ability to carry CDT forward.

We acknowledge the scale of challenges faced by persons with disabilities and reaffirm our commitment to persevere with dignity, inclusion, and collaboration. My heartfelt thanks to the CDT Team, Trustees, Donors, Volunteers, and Government partners for their unwavering support.

Our Presence



Achievement Statistics

Skills and Employment



PWDs Trained

2022



PWDs Placed

1201



Walk-in Drives

227

Inclusion and Awareness



Sign Language Sessions
& Disability Awareness
Reach Out

3100



Volunteering

132



Advocacy on Disability

1000

**Vocational Training
/ Self Employment**



Women with Disabilities
(WWDs)

136

**Innovation
and Support**

Livelihood On
Wheels

35



Early
Intervention

20



PwDs empowered to earn their livelihoods

1372

Supported by CDT through direct and
indirect disability empowerment initiatives

6519

Employability Training for PwDs

CDT's livelihood programmes equip PwDs with essential, market-aligned skills that promote employability, independence and meaningful inclusion in their workspace. These structured trainings are designed to build confidence, enhance capabilities and support long-term professional growth.

Training Overview

Delivered across 15 CDT centres – 2 centres at Devanahalli, 2 centres at Mysuru, Tirupati, Kakinada, Madurai, Chennai, Jamshedpur, Ranchi, Varanasi, Hazaribagh, Shivamogga, Tumkuru and Bangalore, the training covered:

- ▶ Computer proficiency
- ▶ MS Office, Desktop Publishing, Retail training
- ▶ Internet usage, life skills, workplace etiquette
- ▶ Basic English communication

Special online sessions were designed to support hearing-impaired candidates with interview-focused English training.

Milestone Events

The Graduation days were celebrated at Tirupati, Hazaribagh, Jamshedpur, Mysore and Ranchi to mark PwDs achievements. Events featured certificates, personal success stories and reflections on the programme's transformative impact.

Employment Outcomes

Tata Motors conducted hiring drives at Dharwad and Jamshedpur centres, offering placements to trained candidates.



Tech4All - Mysuru Centre

CDT trained 200 PwDs under the Tech4All Program, equipping them with advanced, industry-aligned skills to enhance employability in IT and technology-driven sectors. The training covered

- ▶ Programming
Languages: C++, Java, Python and .NET
- ▶ Web Development: Bootstrap framework
- ▶ Advanced Embedded Systems
- ▶ Advanced Excel Functions: including HLOOKUP, VLOOKUP
- ▶ Computer Networking Concepts
- ▶ Specialised Courses: Advanced Jewellery Design - from concept to application

Soft skills were integrated for holistic development. Designed with industry input, the curriculum enabled 140 PwDs to secure roles in tech sector.

Tech4All Graduation Day

On 23rd Nov 2024, Graduation Day at JSS Polytechnic, Mysuru, celebrated 200 trainees. With an estimated annual earning potential of ₹15 lakhs per batch, the programme demonstrated strong economic impact. A third-party donor review recognised Tech4All as a benchmark in inclusive vocational training for PwDs and PwVIs (Persons with Visual Impairments) in the BFSI (Banking, Financial Services and Insurance) sector.

Livelihood on Wheels

CDT empowered 35 PwDs – (mainly persons who are spinal cord injured or polio-affected) – through the Livelihood on Wheels initiative. By providing battery-operated wheelchair attachments and linking participants to flexible jobs such as food delivery via Zomato, the programme enhanced mobility and income stability for PwDs. It showcased how inclusive design and dignified work can transform lives.



Our Activities

Vocational Training and Self-Employment for Women with Disabilities (WwDs)

In FY 2024-25, CDT launched vocational tailoring programmes across multiple centres to economically empower 136 WwDs. Each participant received a tailoring kit and, upon completion, a sewing machine to support self-employment. Shivamogga was added as a new training location, expanding outreach and inclusion.

Training Components

The programme focused on practical tailoring skills including hand-eye coordination, stitching techniques, tool usage, basic design, cutting and sewing. Pre-assessments ensured candidates were matched to appropriate training levels.

Entrepreneurship & Support

Participants attended Entrepreneurship Development Programme (EDP) sessions covering sales, quality control and small business management. Counselling sessions for trainees and their families addressed societal taboos around disability and dependency, fostering a supportive environment for women's empowerment.

Impact

This initiative equips WwDs with marketable skills and entrepreneurial knowledge, enabling them to fulfil tailoring orders within their communities. By promoting financial independence and active family participation, the programme strengthens inclusion and resilience at the grassroots level.



Early Intervention Programme

CDT's Early Intervention Programme blends technology with traditional methods to support children with hearing and speech impairments. Launched for 20 children, each received an Individualised Learning and Assessment Plan (ILAP). A learning app reinforced skills in maths, science, word-building and language comprehension.

Teaching and Learning Approach

Training of Trainers sessions equipped educators and parents to monitor progress, create child-specific lesson plans and use the app for performance tracking. Educators tailored the assignments to each child's learning pace, while engaging them in structured modules that built cognitive, linguistic and motor skills through interactive tasks. Integrated speech therapy and app-based tracking supported development across maths, EVS, Language and Comprehension.



Thirteen children transitioned into mainstream schools, reflecting strong school readiness and independent learning.

A team from a multinational organisation visited the Tumkuru centre to observe classroom demonstrations and interact with educators, parents and project coordinators. CDT also visited M/S Cochlea, an institute in Pune to exchange training methods, explore therapy integration with the state curriculum and share best practices in early childhood rehabilitation.

Job Fairs

CDT organised job fairs in collaboration with Disability Departments at Ranchi, Hazaribagh, Chennai and Andhra Pradesh. At Ranchi, CDT partnered with the National Career Service Centre for Differently Abled to connect employers with PwDs. Covered by leading media, these events reinforced CDT's commitment to inclusive hiring and equal employment opportunities.

Sign Language and Disability Awareness Session

CDT conducted awareness sessions for over 3100 participants from corporate, service and hospitality sectors, focusing on basic sign language, challenges faced by the hearing-impaired and inclusive career opportunities for PwDs. Activities included wheelchair navigation and blindfolded walking to build empathy and understanding. Similar sessions were held across MNCs and private organisations, enhancing communication and sensitivity towards the hearing-impaired community.

CDT also participated in the Saksham National Disability Meet in Pune, showcasing achievements of PwDs and joining the public Disability Awareness Walk.

Advocacy and Disability

With support from the Karnataka Department of Empowerment of PwDs, CDT held district-level workshops in Hassan, Chitradurga, Tumkur and Devanahalli. Over 500 rehabilitation workers were trained on key provisions of the Rights of Persons with Disabilities Act, 2016, strengthening field-level support and promoting inclusive practices.



CDT also participated in the Saksham National Disability Meet in Pune, showcasing achievements of PwDs and joining the public Disability Awareness Walk.

Volunteering Activities

CDT engaged corporate partners in volunteering activities across Mysuru, Tirupati, Kakinada and Bangalore to support the career development of visually impaired and other PwD candidates. Activities included soft skills training, mock interviews and resume reviews. Tirupati hosted interview prep sessions with corporate foundations, while a special event in Mysuru supported 20 candidates with senior leaders in attendance. In Bangalore, CDT led sensitisation sessions to foster empathy and inclusive engagement among volunteers.



Impact Assessment

Independent evaluations by social development researchers and third-party experts reviewed CDT's 2023-25 projects through field visits, beneficiary interactions and consultations at the Bengaluru head office. Assessments were



conducted across Jamshedpur, Ranchi, Hazaribagh and Mysuru, with inputs from employers to understand workplace outcomes.

Home and workplace visits offered firsthand insights into how CDT's interventions shaped daily life, education and employment for PwDs. These findings reinforced the programme's impact and informed areas for continuous improvement.

In 2024-25, CDT supported 1372 PwDs with livelihood opportunities, resulting in a cumulative income of Rs. 19.75 Cr (approx.)

Additional Project Activities

Exposure Visits and Engagements

CDT's Centre Heads led industry visits to help candidates explore workplace environments and identify suitable roles. The Disability Commissioner of Karnataka visited CDT's Devanahalli centre to review



corporate partnerships and discuss government schemes for PwDs. CDT also engaged with NGO foundations to study effective training models for youth with disabilities.

On 14 March 2025, over 35 hearing-impaired trainees from Chennai visited a reputed company, gaining firsthand exposure to inclusive workspaces and greater clarity on career paths.

Career Guidance Workshop

CDT conducted a career guidance workshop at JSS-PDA for final-year diploma students with disabilities. Over 260 candidates and their parents attended, receiving information on enrolment, advanced training and employment pathways.

National Nature and Adventure Camp

A ten-member CDT team of athletes with cerebral palsy, speech and hearing disabilities joined the National Nature and Adventure Camp in Kalimpong, West Bengal. Participants engaged in wall climbing, river crossing and jungle walks, while promoting environmental awareness and inclusion through interactions with local communities.



Aids & Appliances Distribution

On Disability Day, CDT participated in events hosted by the Ministry of Labour and Employment at the National Career Service Centre, Peenya. Activities included assistive device distribution, cultural programmes and workshops on inclusive vocational training.



Wheelchair Cricket Championship

In partnership with Mithra Trust, CDT hosted the first National Triangular Wheelchair Cricket Championship on 14-15 December 2024. Teams from Chhattisgarh, Odisha and Karnataka competed, with Karnataka emerging as champions – celebrating inclusivity in sports.



Treasurer's Report for the Financial Year ended 31/03/2025

It gives me great pleasure to present the audited financial statements of the Cheshire Disability Trust (CDT) for the financial year ended 31 March 2025. The accounts have been signed off by our auditors, M/s Panth & Co., and herewith are certain highlights.

Treasurer's Report

1. Our Balance Sheet reflects a significant increase of Rs. 1 crore in corpus funds, taking the total corpus to Rs. 2.14 crore as at year-end. This increase is due to two generous contributions received during the year towards the *Veronica Das Building Endowment Fund* from Mr. Sudipto Das and the Late Mr. and Mrs. C. I. Thomas Endowment Fund from Mr. George Thomas.

Both the donors had contributed similarly in the previous year as well. Additionally, a few years ago, Mr. Modayil Philip made a generous contribution of Rs. 10 lakh towards the Sheilah Philip Endowment Fund, dedicated to staff welfare.

The corpus of circa Rs. 2.14 crore is therefore constituted of Veronica Das Endowment Fund, Late Mr. and Mrs. C. I. Thomas Endowment Fund and Sheilah Philip Endowment Fund.

2. The Balance Sheet includes a new entry of approximately Rs. 47.5 lakh under Restricted Funds. Of this, nearly Rs. 40 lakh represents donations received during the year earmarked for our ongoing and upcoming building projects.

3. The Income and Expenditure Statement show a notable increase of over 75% in income from CSR grants and donations, rising to Rs. 4.8 crore from Rs. 2.69 crore in the previous year. This is indeed an impressive increase. We now have over 20 corporate donors, with the top three accounting to 50% of our CSR donations. We should be making more efforts to widen our donor base to ensure long-term sustainability.

Treasurer's Report

4. Programme expenses have correspondingly increased by over 40%, reaching Rs. 3.88 crore. The team deserves full credit for executing these projects efficiently across multiple locations.

5. Administrative expenses have risen from Rs. 20 lakh to Rs. 30 lakh (a 50% increase). However, they still represent less than 7% of total income, a yardstick which our donors are very appreciative about.

The board has unanimously approved for the reappointment of M/s Panth & Co. as auditors for the upcoming financial year.

I would also like to place on record our appreciation for V. Singhi and Associates, our accountants, for their continued support and their excellent service to CDT.

Thank you,

Anup Kuruvilla
Trustee and Honorary Treasurer
Cheshire Disability Trust

CHESHIRE DISABILITY TRUST BANGALORE		
CONSOLIDATED BALANCE SHEET AS AT 31st March, 2025 (all figures in INR)		
PARTICULARS	AS AT	AS AT
	31st March, 2025	31st March, 2024
I. CORPUS, OTHER FUNDS AND LIABILITIES		
i. Corpus and Other Funds		
a. Corpus Fund	2,14,63,000	1,14,63,000
b. General Fund	2,24,37,099	1,69,83,274
c. Restricted and Other Fund	47,56,031	-
	4,86,56,130	2,84,46,274
ii. Current Liabilities		
a. Current Liabilities	1,93,055	4,53,990
	1,93,055	4,53,990
Total	4,88,49,184	2,89,00,264
II. ASSETS		
i. Non-Current Assets		
a. Property, Plant and Equipment	24,20,902	18,98,642
b. Non-Current Investments	2,93,43,410	96,36,446
	3,17,64,311	1,15,35,087
ii. Current Assets		
a. Cash and Cash Equivalents	1,62,87,732	1,66,51,244
b. Other Current Assets	7,97,141	7,13,932
	1,70,84,873	1,73,65,176
Total	4,88,49,184	2,89,00,264



V.S. Radhakrishnan
Chairman




Anup Thomas Kuruvilla
Treasurer





Arun Chintopanath
for Panth & Co.
Chartered Accountants

Consolidated Income and Expenditure Account

CHESHIRE DISABILITY TRUST BANGALORE		
Consolidated Income and Expenditure Account (all figures in INR)		
Particulars	2024-25	2023-24
Income		
Foreign Donation / Grants	44,31,390	3,95,327
Local Donations/Grants	4,36,27,150	2,65,50,317
Fixed Deposit Interest	7,36,569	7,56,971
Savings Bank Interest	2,70,414	3,64,917
Misc. Income / written Back Liabilities	1,17,511	-
Total Income (A)	4,91,83,034	2,80,67,532
Expenditure		
Program Expenses	3,88,75,374	2,76,57,481
Administration Expenses	30,42,363	20,83,823
Depreciation	9,50,001	7,19,239
Total Expenses (B)	4,28,67,738	3,04,60,543
Excess of Income Over expenditure for the year {A-B}	63,15,296	23,93,011


V.S. Radhakrishnan
Chairman


Anup Thomas Kuruvilla
Treasurer


Arun Chintopanth
for Panth & Co.
Chartered Accountants

Donors

Amazon Give Foundation

Azim Premji Philanthropic Initiatives Pvt. Ltd.

Cognizant Foundation

Dr. Reddy's Laboratories Ltd.

Exdion Solutions Pvt. Ltd.

Franklin Templeton Asset Management (India) Pvt. Ltd.

Hindustan Unilever Ltd.

IndusInd Bank Ltd.

Intertrust Group - CSC Global

ITC Ltd.

Mersen India Pvt. Ltd.

NEC Corporation India Pvt. Ltd.

Nestle India Ltd.

ON Semiconductor Foundation

Tech Mahindra Foundation

Tech SMCSquared GCC India Pvt. Ltd.

The Bodhi Tree Foundation

The Hongkong and Shanghai Banking Corporation Ltd. (HSBC)

The Wow Kitty

Transunion Global Capability Centre Pvt. Ltd.

Ujjivan Small Finance Bank Ltd.

Trustees

- ▶ Chairman V S Radhakrishnan
- ▶ Secretary Chandy Koshy
- ▶ Treasurer Anup Kuruvilla
- ▶ Air Marshal Philip Rajkumar (Retd.)
- ▶ Modayil Philip
- ▶ PM John
- ▶ Sujatha Puranik
- ▶ Robinder Sodhi
- ▶ John Mathew
- ▶ Sudipto Das

Legal Compliance

- ▶ Cheshire Disability Trust is a registered trust with Registration No. INR-4-00094-2011-12 (dated: 23-06-2011)
- ▶ Section 12 A. Unique Registration. No AABTC3150EE20179
- ▶ 80 G Unique Registration number AABTC3150EF20110
- ▶ FCRA Registration No.094421666 dated: 14-07-2017
- ▶ Income Tax Permanent Account No: AABTC3150E
- ▶ CSR number: CSR00004844
- ▶ Statement of Donation - Receipts for 80G and Form 10BE

Thriving Against Odds

Darshan Murthy, hailing from Bangalore, was born with speech and hearing impairment. His father, a dedicated government school teacher, and his mother, a homemaker, nurtured him with unwavering support.

He began schooling at RV Special School, later moving to APS High School to complete his SSLC. The transition to mainstream education was challenging, but with his father's support and teachers who taught him in sign language, he overcame barriers and succeeded.

Darshan pursued a Diploma in Electronics and Communication at JSS Polytechnic for the Differently Abled, strengthening his technical foundation. He then joined Cheshire Disability Trust's TECH4All - Advanced Training in Embedded Systems, receiving advanced instruction in embedded systems and soft skills. This holistic training boosted his confidence and workplace readiness.



Darshan Murthy

In a recruitment drive conducted by CDT, Darshan was selected by a leading Aerospace industry, as a Process Trainee, earning ₹22,000 per month. His dedication and performance quickly won appreciation from his supervisors.

Darshan's journey reflects resilience, family support, and inclusive opportunities. From overcoming early challenges to excelling at his work at the aerospace manufacturing, he stands as a role model for persons with disabilities, proving they can thrive in specialised industries and contribute meaningfully to India's growth story.

“From being unemployed and immobile, I now earn ₹35,000 a month and support my daughters’ education. CDT gave me the confidence to move forward.”



Chithra Devi B

Wheels of Change

Chithra Devi B, originally from Theni, Tamil Nadu, was affected by polio at the age of one due to a vaccine reaction, resulting in 60% locomotor disability. With limited mobility and no access to a wheelchair, she struggled to find employment. After relocating to Bengaluru with her husband, a daily wage labourer and two young daughters, Chithra was determined to contribute to her family’s income and build a better future.

She approached CDT with no prior work experience but a strong desire to learn. Her enthusiasm and commitment stood out. With support from CDT and Ujjivan, Chithra received training in operating a NeoMotion vehicle, digital literacy, road safety, customer interaction and financial management. She also learned to navigate city routes and use mobile delivery platforms independently.

Today, Chithra works as a Zomato delivery partner, earning ₹35,000 per month. Her journey from immobility to independence has transformed her into a confident, working mother who now supports her children’s education and her family. Her story is a powerful example of how inclusive skilling and mobility support can unlock livelihood opportunities for women with disabilities.

Case Studies

Banking on Determination

Mohini Sharma, a visually impaired graduate from Daulat Ram College, University of Delhi, has shown remarkable resilience in her pursuit of education and employment. Despite the challenges of studying without sight, she earned an English Literature degree with honours and later completed a certificate course in Spanish at Mata Sundri College.

Her passion for learning and languages led her to join the Tech4All program – implemented by CDT with the support of Cognizant Foundation. Mohini actively participated in the banking workshop under the OMBIFA program, gaining exposure to financial systems and career pathways. Just weeks later, she cleared the State Bank of India’s competitive banking exams.

Today, Mohini is placed as a Probationary Officer at SBI, earning ₹41,960 per month. Her journey—from overcoming educational barriers to securing a prestigious banking role—stands as a powerful example of grit, opportunity and inclusive empowerment.

“I never imagined I would work at a national bank. Tech4All gave me the tools, confidence and clarity to chase that dream—and make it real.”



Mohini Sharma

Our Media Highlights



विद्येयार में क्वारंटाइन वॉर्क टीम में रिश्ता निरसा
 जलियाँ, क्वारंटाइन वॉर्क टीम में रिश्ता निरसा...
 विद्येयार में क्वारंटाइन वॉर्क टीम में रिश्ता निरसा...
 जलियाँ, क्वारंटाइन वॉर्क टीम में रिश्ता निरसा...





THANK YOU

We would like to take this opportunity to extend our heartfelt thanks to all our supporters. Your generosity has enabled Cheshire Disability Trust to provide vital care and transform the lives of persons with disabilities. Whether it is a funding agency or a corporate partner supporting a programme, an employer offering opportunities for meaningful work, or volunteers dedicating their time to our candidates—every single act of support makes a profound difference. For this, we are truly grateful. Whether you are a donor, a partner, or an individual well-wisher, you are an integral part of the Cheshire Disability Trust family. Thank you for caring and for standing with us in our mission of inclusion and empowerment.

CHAIRMAN, TRUSTEES AND STAFF
CDT

Please visit us at:

CHESHIRE DISABILITY TRUST

Head Office: #46, GINSERV Building,
CA Site No. 1, HAL 3rd Stage,
Behind Leela Palace,
Kodihalli, Bengaluru - 560008, Karnataka.
Website: www.cheshiredisability.org

