

SOPAN SHANAY Autism Resource Centre (Unique project Id-10)

Impact Assessment Report January 2025

Prepared by - NuSocia



Prepared For- Kotak Mahindra Bank Limited



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Ethical Consideration

Informed consent: The interviews were done after the respondents gave their consent. Even after the interviews were completed, their permission was sought to proceed with their responses.

Confidentiality: The information provided by participants has been kept private. At no point were their data or identities disclosed. The research findings have been quoted in a way that does not expose the respondents' identities.

Comfort: The interviews were performed following the respondents' preferences. In addition, the interview time was chosen in consultation with them. At each level, respondents' convenience and comfort were considered.

Right to reject or withdraw: Respondents were guaranteed safety and allowed to refuse to answer questions or withdraw during the study.

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Executive Summary

Program ID	10
Year of completion	FY 2020-21
Program Duration	FY 2020–21 to FY 2023–24
Partner Organisation	Society of Parents of Children with Autistic Disorders
Location	Mumbai, Maharashtra

Kotak Mahindra Bank Limited (KMBL), in FY 2020–21, extended support to SOPAN for the construction and development of the Shanay Autism Resource Centre (SHANAY)—a dedicated facility designed to offer a structured and supportive environment for children with autism and their families. The centre was envisioned to provide specialized services including special education, therapy, respite care, and vocational training. Following its construction and formal inauguration in November 2021, SHANAY began operations to deliver multidisciplinary interventions aimed at fostering holistic development, independence, and social inclusion. This impact assessment focuses on the activities and outcomes of the resource centre during FY 2022–23.

Key impacts of the program include:

- a) **Inclusiveness & Reach** – Provided accessible services to 89 children with autism and 150 family members in FY 2022-23, ensuring gender inclusivity with ~20% female beneficiaries.
- b) **Enhanced Development & Independence** – Significant improvements in communication, motor skills, behavioral regulation, and social interaction, along with daily living skills like bathing, eating, and household tasks.
- c) **Skill Development & Vocational Training** – Pre-vocational activities such as garland-making, necklace-making, and rakhi-making equipped children with employable skills, with their creations being showcased and sold.
- d) **Parental Empowerment & Community Inclusion** – Reduced stress, stronger family relationships, and improved understanding of autism support strategies, along with community awareness programs fostering acceptance.
- e) **Holistic Support & Infrastructure Excellence** – Integrated speech, occupational, and physiotherapy services, robust monitoring & evaluation, upgraded sensory rooms and therapy spaces, alignment with national policies (RPWD Act, NEP 2020) & SDGs, and capacity-building efforts ensuring long-term sustainability.

1. Introduction

1.1. Background

Kotak Mahindra Bank Limited (KMBL), established in 1985, is one of India's leading financial institutions, offering innovative banking solutions while actively contributing to socio-economic development through its CSR initiatives. Aligned with the United Nations' Sustainable Development Goals (SDGs), KMBL supports various causes, including education, healthcare, and environmental sustainability.

With KMBL's CSR support, the SOPAN Shanay Autism Resource Centre was established in New Panvel (Mumbai) to provide essential services for individuals with autism and their families. Implemented by SOPAN, a Mumbai-based NGO working in autism intervention since 2002, Shanay has been offering rehabilitation and training since November 2021. To ensure a well-equipped and safe space, KMBL has provided CAPEX support for key infrastructure and maintenance work at the centre, including fire safety servicing, lift maintenance, terrace tarpaulin installation, and essential repairs in the server room, washrooms, and electrical systems. These upgrades help sustain a secure and functional environment for children and families benefiting from Shanay's services.

1.2. Autism in Children: An Indian Context

Autism Spectrum Disorder (ASD) is a complex neurodevelopmental condition that significantly affects an individual's ability to communicate, interact socially, and engage with their environment. Each individual with Autism experiences unique challenges such as intellectual disabilities, visual impairments, cerebral palsy, hearing loss etc.

Autism arises from a complex interplay of genetic and environmental factors. It occurs due to genetic conditions compounding with environmental influences such as advanced parental age, prenatal exposure to infections or pollutants, maternal conditions like gestational diabetes etc.

Autism affected an estimated 5 million individuals in India, with prevalence rates ranging from 10 to 23 cases per 10,000 people (As of May 2023). As of 2018, about 1 in 450 children under the age of 10 have autism spectrum disorder in India¹.

There are significant gaps in awareness, diagnosis, and interventions related to Autism in India. India's diverse socio-cultural landscape necessitates a tailored approach to address the challenges faced by individuals with Autism. There is a need for proactive policymaking, community support systems, and targeted research to bridge existing gaps and enhance the quality of life for individuals with autism and their families.

1.3. Need for the Project

The prevalence of Autism is rising in India, however there is a limited awareness, accessibility to services, and tailored interventions to support the children affected by Autism and their families. According to a study published in University of Reading, around 65% of the Autism affected families belong to marginalized communities, having family income less than Rs 1,00,000 per annum. Only around 15% of the Autism affected families earn more than Rs 2,00,000 per annum. It makes high

¹ <https://nams-india.in/downloads/navigate/25.05.23%20Autism%20spectrum%20disorder%20NAMS.pdf>

quality therapies for speech and language, mental health counseling etc. unaffordable to most families².

Given the growing prevalence of autism and the limited availability of comprehensive programs in many regions; Programs like Shanay Autism Resource Centre are needed to address critical gaps in autism support by providing a range of essential services tailored to need of individuals with Autism and their families. Shanay's focus on specialized care, family support, and community integration makes it an indispensable program in advancing autism care and advocacy in India.

1.4. About the Project

The “Shanay Autism Resource Centre” was inaugurated in November 2021 in Mumbai. It is a flagship initiative by SOPAN to address the growing needs of individuals with Autism and their families. Project was initiated in year 2020, however the construction of the centre was delayed by one year due to Covid-19 pandemic. The services at the SHANAY started in November 2021 to provide holistic support through specialized educational, therapeutic, and respite care services.

Core Units and Services: The centre comprises three key units for diverse needs of individuals:

Autism Support and Education Services

Suvidya Centre of Special Education

Offers short term courses, seminars and workshops in autism

Research and Resource Development Unit

Focuses on training and research to improve rehabilitation practices



Samarpan School and Training Unit

Provides assessments, education, and interventions for children with autism

Saesha Respite Care Unit

Offers short-term residential care for individuals with autism

² <https://www.indiaautismcenter.org/wp-content/uploads/IAC-landscape-Survey-pdf.pdf>

2. Approach and Methodology

2.1. Approach

The study aimed at impact assessment of the “**Shanay Autism Resource Centre**” program, which was supported under KMBL CSR initiative. The construction of the Shanay Autism Resource Centre started in January 2020 and it was completed in October 2021. The project was initiated in the New Panvel (Mumbai) in 2021. The study aims to assess the service rendered at the Shanay Autism Resource Centre. The Impact Assessment study was conducted for the following broad objectives and outputs:

01	02	03
<p>Awareness and Impact on Beneficiaries</p> <p>To evaluate level of awareness and impact on the target beneficiaries</p>	<p>Best Practices</p> <p>To identify best practices</p>	<p>Area of Improvement</p> <p>To suggest areas of improvements and innovative approaches basis market trends.</p>

2.2. Methodology

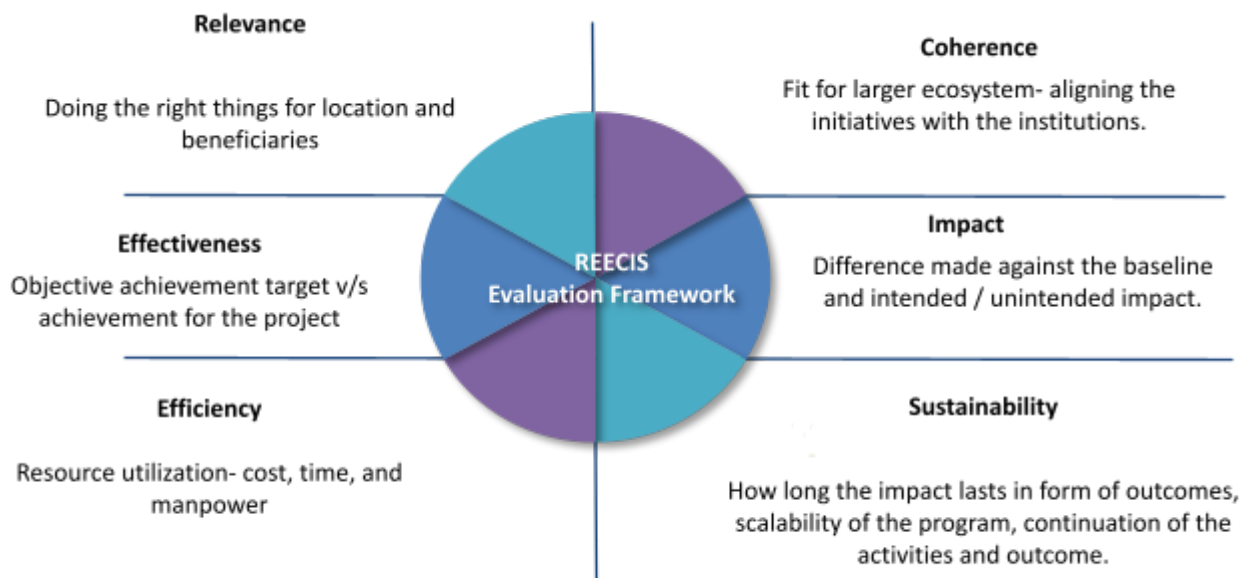
The team adopted a Qualitative research method for the Impact Assessment study. Team followed a well-defined methodology, participative and research-based strategy, consisting of a five-stage process for undertaking this study as explained below:

Context Setting	Research Design	Primary Research	Analysis	Output Report
<ul style="list-style-type: none"> Building common understanding of project terminology. Introduction to key stakeholders / implementation partners 	<ul style="list-style-type: none"> Desk review of project documents Primary research tool preparation Sharing of inception report with tools for approval of KMBL 	<ul style="list-style-type: none"> Training of field research team On-field data collection through qualitative methods to analyse programmatic elements 	<ul style="list-style-type: none"> Data analysis based on OCED-DAC ‘REECIS’ Framework Triangulation against qualitative research through KIIs 	<ul style="list-style-type: none"> Detailed report on observations, analysis, inferences, and recommendations Presentation of Findings

2.3. Data Collection Tools

The research team developed an assessment framework outlining objectives, key probe areas, and stakeholder interaction methods to design effective research tools. A structured Interview Guide was created to collect qualitative and quantitative data from parents and key informants.

For data collection, Convenience Sampling was used for selecting parents of beneficiaries, while Purposive Sampling was applied for key informant interviews. Primary and secondary research involved interviews with 10 parents, 3 teachers, 3 therapists, SOPAN team members, and the KMBL team. Financial documents, including utilization certificates, were analyzed to assess project expenses.



The collected data was cleaned, tabulated, and analyzed using the REECIS evaluation framework (based on OECD-DAC criteria) to assess Relevance, Effectiveness, Efficiency, Coherence, Impact, and Sustainability. Findings were triangulated with key informant insights to ensure a comprehensive assessment of the program’s impact.

2.4. Documentation and Report Preparation

The findings were documented in presentation mode and presented to the KMBL team for necessary inputs. Then team prepared the detailed report for Impact Assessment of “**Shanay Autism Resource Centre**” program covering all the necessary aspects in accordance with the findings of the data analysis.

3. Findings and Analysis

3.1. Inclusiveness

The Shanay Autism Resource Centre (SHANAY) was established with a primary focus on constructing a state-of-the-art facility to provide a structured and safe environment for children with autism. The infrastructure ensures accessibility, sustainability, and effectiveness in service delivery:

Well-Equipped Facilities: The centre includes sensory rooms, therapy units, adaptive classrooms, and accessible infrastructure to meet diverse needs.

Inclusive Design: The facility is designed with ramps, waiting areas, and therapy spaces that accommodate children and caregivers comfortably.

Integrated Services Under One Roof: The infrastructure supports a multidisciplinary

approach, combining education, therapy, and vocational training in a single, accessible location.

S.No	Services	Number of beneficiaries		
		Children		Family members
		Boys	Girls	
1	Samarpan Education and Training unit	40	10	100
2	Therapeutic intervention	6	2	8
3	Assessments	4	1	5
4	Guidance and counselling - individual	3	2	5
5	Group guidance and counselling	8	2	10
6	Day Care	4	2	12
7	Home programs	5	0	10
	Total	89		150
8	Community Engagement programs/ camps/ events	310		

3.2. Relevance

SHANAY plays a vital role in Panvel and neighbouring regions, addressing the gap in structured autism care. By integrating education, therapy, skill-building, and advocacy, it provides a sustainable solution for children with autism and their families. For FY 2022-23, SHANAY has supported 89 children and 150 family members, ensuring accessibility and inclusivity.

Its well-equipped infrastructure, including sensory rooms and inclusive therapy spaces, ensures uninterrupted service. Regular maintenance of fire safety systems, elevators, and therapy areas upholds a safe and functional environment. A strong community-driven approach fosters stakeholder ownership through parent-teacher counselling and active engagement.

3.2.1. Bridging Gaps in Accessibility to Services

SHANAY's multi-service model eliminates the need for families to seek fragmented services, integrating screening, diagnosis, therapy, and education under one roof. Parents appreciate this holistic approach, with one stating, "There is no other facility like SHANAY; everything is under one umbrella. It saves time and provides comprehensive support." Some have suggested adding aqua therapy and sports to better support hyperactive children.

Key services include:

- Comprehensive Education & Therapy: Integrated services reduce logistical challenges.

- Gender Inclusivity: ~25% of beneficiaries are female.
- Individualized Support: Personalized therapy plans enhance communication and motor skills.
- Family Engagement: Parents participate in training and counselling to support long-term development.

Parental involvement is central, with parents receiving hands-on training. A mother of 8 year old shared, *“SHANAY is a go-to place for anxious parents of autistic children. The program develops a sense of inclusivity in the minds of the special child who feels secure in such an environment.* Another parent noted improvements in their child’s independence in daily tasks.

By continuously evolving and fostering community ownership, SHANAY ensures sustainable autism care while empowering children and families.

3.2.2. Comprehensive, Affordable and Family Centric Support

SHANAY ensures affordable and equitable access to autism care, particularly for lower-income families. While the program has broadened its reach, some parents, like a mother of an 8-year-old boy raised concerns about fees, suggesting QR code-based payments and financial planning tools. Others emphasized the need for sessions on government schemes to help families access financial aid, healthcare, and education.

Recognizing autism as a lifelong condition, SHANAY provides continuous support across all life stages. Early intervention significantly improves developmental outcomes, while pre-vocational and vocational training helps older children gain life skills and independence. Additionally, short-term residential care offers relief to families managing autism’s long-term challenges, ensuring structured and consistent support.

SHANAY also empowers families and caregivers through parental training, counselling, and observation sessions, equipping them with skills to reinforce therapies at home. Emotional support programs help caregivers manage stress and strengthen family well-being, making SHANAY a holistic and sustainable model for autism intervention.

Case Study: Gayatri Khandare’s (name changed) Journey of Growth and Inclusion through SHANAY

Gayatri Khandare (name changed), an 8-year-old girl diagnosed with autism, faced significant developmental challenges before joining SHANAY in 2022. Due to limited autism support services in her area, her family initially enrolled her in a special school in Sanpada, but it did not meet their expectations. Seeking better support, they turned to SHANAY.

Before joining, Gayatri exhibited extreme hyperactivity, struggled with body control, and had difficulty with basic daily activities like bathing and using the restroom. Social interactions were minimal, making family outings challenging. At SHANAY, a team of specialists conducted a clinical evaluation and designed a personalized intervention plan incorporating physiotherapy, behavioral therapy, and special education.

After two years of intervention, Gayatri has shown remarkable progress:

Reduced Hyperactivity & Improved Focus: She can now sit calmly, follow instructions, and engage in activities.

Physical Development: Physiotherapy has improved her balance, enabling her to climb stairs and help with household chores.

Increased Independence: She can now bathe and use the restroom on her own, boosting her confidence.

Social Inclusion: Gayatri enjoys outdoor activities and can now comfortably attend social gatherings with her family.

Routine & Discipline: She follows a structured routine, including unpacking her tiffin and placing it in the basin after school.

Gayatri's transformation highlights the effectiveness of SHANAY's structured interventions in fostering independence and inclusion.

3.3. Effectiveness

The effectiveness of SHANAY in providing autism care is strengthened by its dedicated infrastructure, designed to support comprehensive interventions. The construction of the Shanay Autism Resource Centre began in January 2020 but faced delays due to the COVID-19 pandemic, ultimately being completed in October 2021. Despite these challenges, the center was successfully initiated in New Panvel (Mumbai) in 2021, offering state-of-the-art facilities such as sensory rooms, inclusive therapy spaces, and structured learning environments. This well-equipped infrastructure has enabled seamless delivery of integrated services, ensuring children with autism receive consistent therapy, education, and skill-building support under one roof.

3.4. Efficiency

SHANAY employed a structured approach to budget allocation. The budget divided resources across quarters to ensure consistent availability of funds throughout the year. Funds were systematically categorized into operational costs, capital expenses, and program-specific costs. This ensured transparency and focused spending on critical areas like therapy, infrastructure, and training. This outcome-oriented approach aligned financial decision with program objectives. It ensured measurable benefits for children with autism and their families and promote long term sustainability.

The program maximized resource efficiency by effectively utilizing therapy tools such as sensory mats, tactile equipment, and adaptive seating, ensuring engaging and impactful sessions. A structured operational framework involving trustees, directors, and unit coordinators facilitated smooth execution and resource allocation. This outcome-driven financial strategy ensured transparency, aligned spending with program objectives, and delivered measurable benefits for children with autism and their families, promoting long-term sustainability.

3.5. Coherence




SHANAY exemplifies a structured approach to autism care and rehabilitation, promoting inclusive education, healthcare, and social equity. By aligning with national and global development goals, the program ensures relevance and transformative impact, contributing to India's developmental vision and broader sustainable and inclusive global progress.

3.5.1. Coherence with National Policies

- a) **Rights of Persons with Disabilities Act, 2016:** SHANAY actively supported "Right of Persons with Disabilities Act, 2016" by providing tailored education, rehabilitation, and skill development for individuals with Autism. It empowered children with Autism through individualized therapy plans and inclusive educational programs. SHANAY helped them achieve greater independence and participate meaningfully in society.

- b) **National Education Policy (NEP) 2020:** SHANAY’s emphasis on individualized education plans, inclusive teaching practices, and skill-building aligns with NEP’s goals of inclusive education for children with diverse needs.
- c) **National Health Policy (NHP), 2017:** SHANAY aligns with the NHP’s focus on improving health services and accessibility for persons with disabilities by integrating therapies such as speech, occupational, and physiotherapy into its program.

3.5.2. Contribution to UN Sustainable Development Goals (SDGs)

	<p>SHANAY enhanced physical and mental health outcomes for children with Autism through multidisciplinary therapy interventions, regular monitoring, and behavioural support.</p>
	<p>The program provided high-quality, inclusive education tailored to the developmental needs of children with Autism. It bridged gaps in accessing learning resources and fostering lifelong learning</p>
	<p>SHANAY reduced inequalities and promotes social inclusion, particularly for marginalized and underserved communities by addressing social and economic barriers faced by children with Autism and their families.</p>

3.6. Impact

SHANAY’s well-equipped infrastructure, including sensory rooms and inclusive therapy spaces, has provided a structured and supportive environment, enabling seamless service delivery. Parents report that the center’s facilities help their children stay engaged, calm, and receptive to therapy, reinforcing developmental progress.

3.6.1. Impact of Infrastructural support

SHANAY’s well-maintained infrastructure has played a crucial role in enhancing the overall impact of its autism care programs.

- **Specialized Facilities:** Sensory rooms, therapy equipment, and adaptive seating tools are regularly updated, ensuring children receive the best possible support. Activities like trampoline exercises, tactile stimulation, and balance training have significantly improved sensory integration and motor skills.
- **Ongoing Maintenance:** Regular upkeep of essential infrastructure, including fire safety systems, pest control, lifts, washrooms, and air-conditioning, ensures a safe and functional environment for therapy and learning.
- **Enhanced Accessibility:** Features like entry gate slopes, dedicated parent waiting areas, and well-equipped therapy spaces provide comfort and ease of access for both children and caregivers, fostering an inclusive and supportive atmosphere.

By prioritizing infrastructure development and maintenance, SHANAY has created a structured and accessible space that enhances therapy outcomes, promotes engagement, and improves the overall well-being of children with autism and their families.

3.6.2. Improved Functional Skills and independence

Children have shown significant improvements in motor coordination, communication, and daily tasks. Tailored interventions have fostered independence—Gayatri (name changed) now organizes her tiffin, and Yash (name changed) identifies household objects. Training in daily living skills like dressing, eating, and bathing has helped children gain self-reliance, with many now managing personal belongings and

participating in activities like jewelry-making and crafting. Some parents, like Mrs. Sinha emphasized on the importance of preparing older children for employment through skill and vocational training opportunities.

3.6.3. Positive Impact on Families

Regular counselling and workshops have strengthened family bonds and reduced parental stress. Many parents, once hesitant about social outings, now actively participate in activities with their children. A mother of 7-year-old child shared, *“we enrolled him in the program in 2023. My child is now comfortable with social gatherings, family functions, etc. His eye contact, language, and understanding have improved significantly”*.

3.6.4. Enhanced Communication and social Skills

The program’s language interventions have helped children develop communication skills, with some learning additional languages. Structured group activities, including festival celebrations, have improved peer interactions and emotional regulation, fostering inclusivity.

3.6.5. Confidence Building through Unique Activities

Activities like sports and dance therapy have boosted children's confidence and social tolerance. The integration of such programs helped children enjoy and engage in social environments, strengthening their bonds with family and peers.

Case: Shrikant’s (Name changed) Journey to Pre-Vocational Success

Shrikant (name changed), a 9-year-old boy with autism, joined SOPAN in 2021 after his parents learned about it through a friend’s recommendation. Previously, he was attending therapy in Mulund, but his hyperactive behaviour required constant supervision, making daily life challenging.

At SOPAN, the structured environment and dedicated care helped him stabilize his actions and improve his social skills. His ability to engage with peers has grown significantly, and personalized guidance has improved his eye contact, allowing him to remain calm in various situations.

Shrikant has also gained independence in daily activities. He now performs household chores without assistance and can be left alone at home for short periods—something that was unimaginable before. Occupational Therapy (OT) at SOPAN played a crucial role in his behavioural and cognitive development, equipping him with essential life skills and self-reliance.

His mother praised the exceptional OT services, crediting SOPAN for boosting Shrikant’s confidence. She hopes the centre expands to reach more children with special needs. Shrikant’s journey highlights the transformative impact of inclusive, structured care on children with autism.

3.7. Sustainability

SHANAY’s well-equipped infrastructure, including sensory rooms and inclusive therapy spaces, ensures uninterrupted service delivery. Regular maintenance of fire safety systems, elevators, air-conditioning, and therapy areas upholds a safe, functional, and supportive environment. A strong community-driven approach fosters stakeholder ownership, with parent-teacher counselling and active engagement, reinforcing a resilient support network for long-term sustainability.

SHANAY ensures long-term sustainability in autism care through structured programs, financial planning, and alignment with community needs. Its adaptability and continuous evolution enhance its lasting impact on children and families. The program’s comprehensive service model integrates early intervention, therapy, and pre-vocational training, fostering consistent developmental progress. Financial sustainability is strengthened through CSR partnerships and income-generating initiatives such as crafting and sales, ensuring a steady revenue stream without over-reliance on a single funding

source. Additionally, capacity building through specialized autism training programs helps meet the growing demand for skilled professionals, creating a strong pipeline of trained educators and therapists.

4. Best Practices, Suggestions and Conclusion

4.1. Best Practices of the Program

Best practices of the SHANAY program are given below:

- 4.1.1. **Holistic and Inclusive Support:** Integrated education, therapy, and vocational training under one roof with accessible sensory-friendly spaces.
- 4.1.2. **Comprehensive Assessment & Adaptive Interventions:** The program used baseline assessments using tools like CARS and sensory integration profiles, which ensured accurate identification of needs. Regular updates to IEPs and ITPs enabled adaptive and effective interventions.
- 4.1.3. **Parental & Community Engagement:** Empowered parents through counseling and webinars while promoting autism awareness through events and camps.
- 4.1.4. **Skill Development & Creative Therapies:** Focused on pre-vocational training, motor skills enhancement, and expressive therapies like art, music, and dance to foster confidence and independence.

4.2. Suggestions for Improvement of Program

Suggestions for improvement of the program are given below:

- 4.2.1. **Increasing Access to Speech Therapy:** Due to the unavailability of a full-time speech therapist, SOPAN has engaged a senior speech therapist who conducts assessments and formulates Individualized Education Plans (IEPs), which are then implemented by educators under the therapist's guidance. While the current model includes guided IEPs and educator-led interventions, strengthening direct speech therapy support or expanding training for parents and educators could further improve outcomes for children with language difficulties.
- 4.2.2. **Vocational Training and Skill Development for Older Children:** Parents of older children emphasize the need for dedicated skill centres and vocational training to support smoother transitions into adulthood. While pre-vocational training is currently offered for ages 14 to 18, the planned vocational programs in the new facility could further enhance employment readiness and independence.
- 4.2.3. **Parent Education and Awareness Programs:** Expanding parent enrichment programs can further bridge understanding gaps and enhance home-based support. While existing sessions cover structured teaching, routine management, and skill acquisition, increasing awareness about these programs is crucial, as some parents may not be fully informed. Enhanced outreach and additional training opportunities can empower parents to actively participate in their child's intervention process.
- 4.2.4. **Improved Affordability and Payment Options:** Paying monthly fees were a concern for some families. Suggestions such as introducing flexible payment options (e.g., QR codes) and financial planning methods like fixed deposits for children's future were proposed to make the program more accessible.

- 4.2.5. Regular Feedback and Customization:** Some parents emphasized the importance of regular feedback sessions and a dynamic approach for customizing therapy plans based on the evolving needs of children.
- 4.2.6. Community Engagement and Sensitization:** Stakeholders emphasized the need for more frequent community outreach and autism awareness programs to promote inclusivity and reduce stigma. While existing initiatives, such as rallies, street plays, and school awareness sessions, have contributed to disability rights awareness, increasing their frequency and expanding targeted training—such as early screening programs for teachers—can further strengthen a supportive environment for children with autism.
- 4.2.7. Awareness of Government Schemes for Parents:** Stakeholders emphasized the need for increased awareness among parents about government schemes and support programs for children with special needs. While regular webinars and information sessions are conducted on legal provisions, financial aid, and policies, increasing the frequency and outreach of these initiatives can further empower families to access essential benefits more effectively.

4.3. Conclusion

The SHANAY program is a comprehensive initiative designed to empower children with autism and developmental disabilities through tailored educational, therapeutic, and vocational programs. SHANAY provided a multidisciplinary framework which address critical gaps in autism care. The program supported holistic development, independence, and social inclusion for children with autism and their families.

The program achieved measurable improvements such as communication, motor skills, and behavioural regulation among beneficiaries. Children have demonstrated enhanced independence in daily living tasks and developed pre-vocational skills. It showcases the program's impact on functional and societal integration. Parental involvement has also improved significantly, with families reporting reduced stress and stronger relationships with their children.

A key aspect of SHANAY's sustainability is its commitment to training special educators, ensuring a well-equipped workforce to support individuals with autism. Capacity-building initiatives, financial planning, and continued community engagement further reinforce the program's long-term viability. The SOPAN SHANAY Autism Resource Centre stands as a transformative model for autism care, integrating inclusivity, innovation, and community-driven solutions.

5. List of Abbreviations

- a) **KMBL:** Kotak Mahindra Bank Limited
- b) **SDGs:** Sustainable Development Goals
- c) **CSR:** Corporate Social Responsibility
- d) **OECD:** Organization for Economic Co-operation and Development
- e) **REECIS:** Relevance, Effectiveness, Efficiency, Coherence, Impact, Sustainability
- f) **SHANAY:** SHANAY Autism Resource Centre
- g) **IEP:** Individualized Education Program
- h) **OT:** Occupational Therapy
- i) **ITP:** Individualized Therapy Plan
- j) **IFSP:** Individualized Family Support Program
- k) **ADL:** Activities of Daily Living
- l) **ASD:** Autism Spectrum Disorder
- m) **MIS:** Management Information System
- n) **GMFM:** Gross Motor Function Measure
- o) **CARS:** Childhood Autism Rating Scale
- p) **NEP:** National Education Policy
- q) **NHP:** National Health Policy
- r) **CRE:** Continuing Rehabilitation Education
- s) **SSTU:** Samarpan School and Training Unit
- t) **SRTU:** Saesha Respite Care Unit
- u) **RRTU:** Research and Resource Development Unit
- v) **SCSE:** Suvidya Centre of Special Education
- w) **RCI:** Rehabilitation Council of India

About NuSocia

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Through its unique process, commitment to excellence, and vast experience, NuSocia has become one of the trusted social impact consulting partners for clients, delivering and supporting projects nationwide and working with key industry names. Specializing in Program Management, NuSocia offers services across the entire program lifecycle, including strategy, needs-gap assessments, program design, implementation, monitoring and evaluation, impact assessments, program and process documentation, communication, and more.

With a global consulting team, localized partnerships, and a workforce that is 65% female, NuSocia is composed of CSR professionals, management consultants, social sector experts, data scientists, and social researchers, all united by a passion for creating meaningful, people-centered ideas.

The core team consists of members from diverse professional and educational backgrounds, such as Agriculture, Public Health, Environmental Conservation, Solid Waste Management, Watershed Management, Gender, and Social Entrepreneurship, among others. Collectively, the team possesses functional knowledge of over 10 Indian languages. Led by a woman founder and leader, NuSocia is committed to fostering an inclusive and diverse environment, with a strong focus on equality, empowerment, and mutual respect.