



BAAS Educational Trust – Gairatpur
Baas Panchayat school

As a private company,

- You want to be compliant with your CSR obligation
- You need a partner you can trust
- You want minimal bureaucracy

Even better:

- You want meaningful actions with tangible and long term impact?
- You want to strengthen your staff engagement?
- You would be happy to hire good English-speaking employees with the right attitude and high morale values?

✓ BAAS Educational Trust could be your partner of choice

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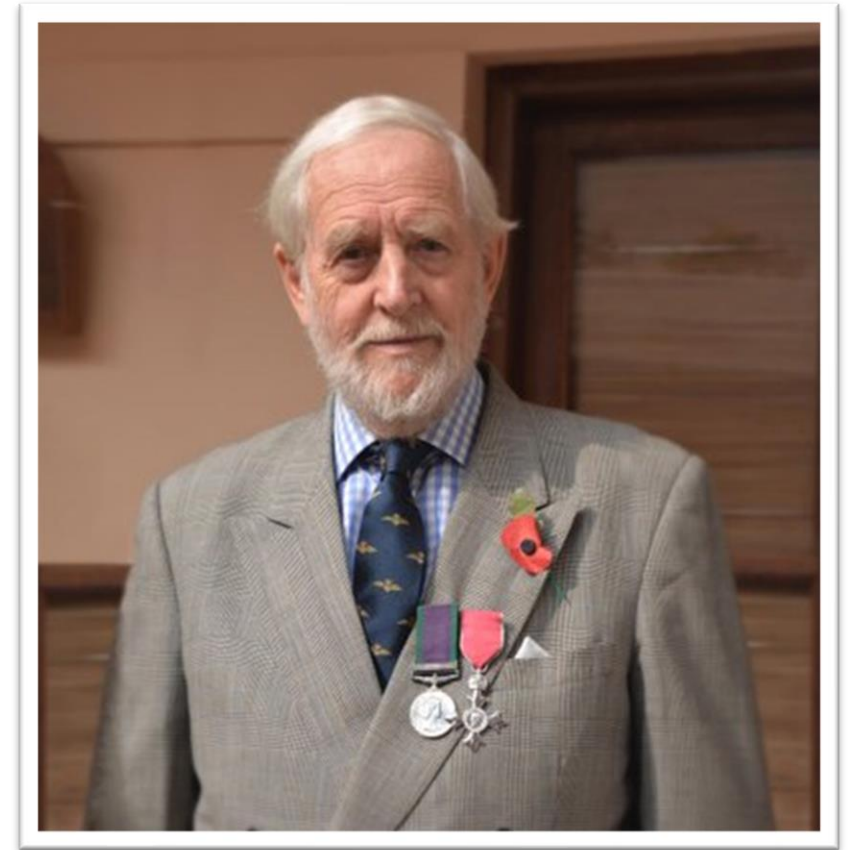
Captain Martin Howard MBE

Founder of the Gairatpur Baas Panchayat School.

Brief History (18') [The Playing Fields of Eton at Tikli, India – YouTube](#)

Shorter version (9')
https://www.youtube.com/watch?v=fJ567qI_0bg

Even shorter (5:30')
https://www.youtube.com/watch?v=4J_ep7gBbXs&authuser=0



Martin Howard arrived in Delhi as a Naval Advisor in 1984. He then worked with Rolls Royce Engine in India for a few years. When the time has come, where others would plan for a peaceful retirement in a cottage in the Wales, Martin and Annie started a new ambitious project: building their new home 'Tikli Bottom' and changing the future of the villages around them.

How?

By founding a school and implementing a unique education philosophy, with a focus on developing female alumni full potential and talents.



Our Purpose

To ensure that every child in the three villages of the Panchayat should have the opportunity to good education. GOOD being defined as one which teaches them to think as well as to remember, and which will send them out into the world to be good and thoughtful citizens.

Our Community

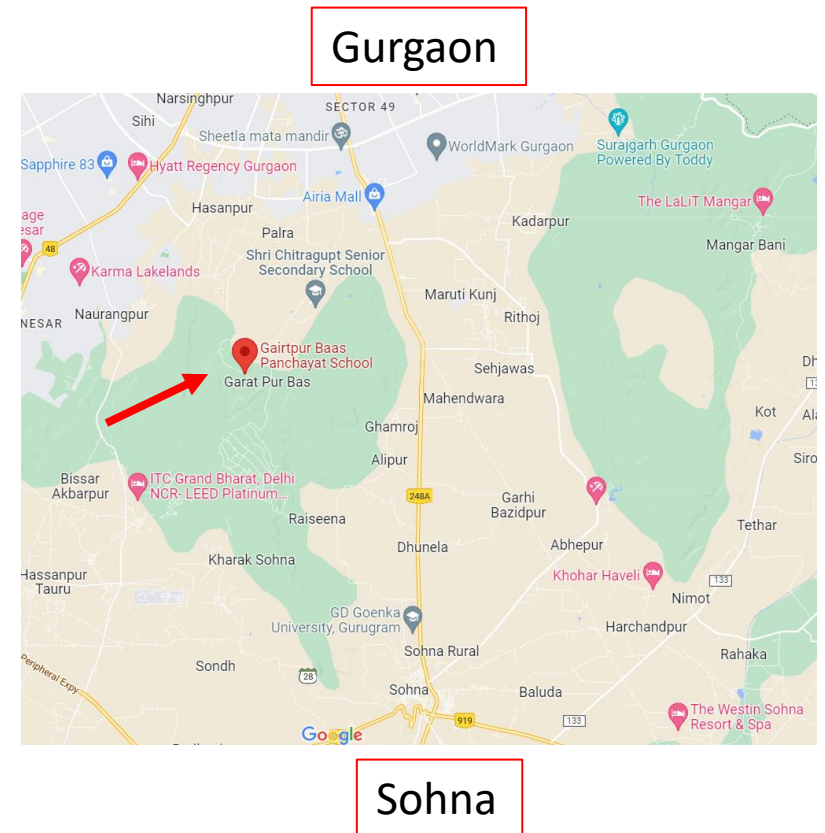
The school is located in the middle of lush fields ringed by the Araveli hills. The school lies on village common land, which has been nominated for 33 years for educational purposes via a panchayat resolution.

The panchayat presides over three villages – Gairatpur Bass, Kheda and Pandala. Their combined population is around 2000.

Basic occupation of the villagers is Agriculture and Dairying.

Parents are mostly illiterate and can give their children little scholastic help.

Noticeably in the last few years, we've noticed that boys and girls from these villages have become more motivated and aspirational.



History of Notable Milestones



- We started building in 2000 and open as a private school in 2007, so that we could control the quality of education; adding one Grade every year until reaching Grade 12
- In 2006 after we had built five classrooms, we started building teachers accommodation
- 3rd December 2007 we started teaching ten students ages 5 and 6 with two teachers
- 2017 – the Science Laboratory was setup
- 2019 – Computer Laboratory was setup
- 2020 – The school gets its auditorium
- 2022 - construction of an additional block completed with 6 classrooms.

Education Philosophy

- We are an English medium school - all teaching is done in English. We are making extensive use of drama, art and sport for building confidence, self-expression and developing their individual potential.
- The nursery element (3s, 4s and 5s) are under the Montessori system. This system is gaining momentum in India, and we are fortunate in having MMI (Modern Montessori International) on our doorstep. This is a London, Singapore and Gurgaon based organisation with good credentials. They train our teachers.
- A consistent stream of up to four volunteer GAP year university students or older living on site at the school, whose prime purpose is to give a constant presence of English spoken in the classrooms and on the playing fields; and to broaden their experience by showing them other ways.
- The school conducts remedial classes for weaker students to help bridge the learning gap.

School performance 2021-22

Total school strength – 542

- **100% Pass percentage**
- 2021 – 22: 10th Standard – Avg Annual Marks (%) - **72**
- 2021-22: 12th Standard Avg Annual Marks (%) - **83.8**
- Girl/Boy ratio – **46 : 54**
- 3 former Alumni back as teacher assistants
- Summer camp for English tuition



School fees policy

- Rs. 300 up to grade 4
- Rs. 500 for grade 6 to 12
- 100 father-less or from poor families children are exempted (fees, uniform, books) out of 542 alumni this year (2022-23)

Budget outlay FY 21-22 (INR 1.437 Cr.)

The school started in a modest way with two classrooms and 10 students in 2007, it now has over 500 students from Montessori to Grade 12.

Points to note:

- Significant amount is spent on Salaries as we do not compromise on the quality of teachers that get hired
- The school also provides on-site accommodation for outstation teachers or transportation

Income FY 21-22

- 60% of the income was generated domestically
- 25% through FCRA contribution
- 15% through School fees

Expense FY 21-22

- 40% of the income spent on Salary
- 8% Admin expenses
- 52% other School related expenses



Serving the community – need for enhancement

Today the school has 542 children, 25 faculty members and five support staff. As the school prepares to enter the new academic season, we want to secure Martin's legacy, ensuring on the long term that:

1. We can recruit top talented teachers and retain them with appropriate salary and training
2. We can sustain the quality of education and that the children get the best.
3. We can invest in the facility (solar panels, IT and Physic/Chemistry Lab...)
4. The infrastructure is properly maintained
5. We can provide scholarship to outstanding student pursuing higher education

Current challenge: Securing long term income

- **Salaries:** they have been frozen for the last three years, although we were able to maintain remuneration during COVID time. To control attrition and remain attractive, we must be able to reach salary benchmark -as a minimum.
- **Applications are on the rise;** to maintain the quality of education, we must create additional classes and recruit more teachers.
- **Cost of energy:** we need to invest in green alternative energy to control our expenses.
- We would like to **enlarge the scope** of available disciplines for higher grades (Sciences, French, Sport, Music)

Potential support areas

Opex

1. Annual salary for 25 teachers 90,00,000
2. We intend to hire 5 additional qualified teachers for Montessori and Grade 1, 2 & 3 , French and Sciences
 - Remuneration – 30000/ teacher – Annual spend – 18,00,000
3. Adopt a Classroom – 1,00,000/ year / Classroom (Includes Fees, uniform, maintenance etc.)
4. Hiring a nurse for medical attendance and counselling 4,00,000
5. Hiring of a children's therapist/counselor 4,00,000

Infrastructure

1. Science lab for the students of 15,00,000/-
2. Music lab – 10,00,000/-

Scholarship program

1. Scholarship program for top performers entering University 2,40,000/student

We have in place -

- Foreign Contribution Regulatory Act (FCRA) Certified
- 80G Section Approved
- Registered Trust

We are entitled to receive CSR contributions as approved by ministry of Corporate affairs; as well as domestic and foreign contributions.

Our accounts are audited and we accept bank transfer only.

We follow our Integrity policy.



Governance - Our Trustees

- Chairman of Trustees - Vinod Varma - Maj Gen (Engineers) Rtd.
- Mahinder Pal - Local Farmer, Village advisor
- Malvinder Singh Ricky , businessman
- Ashok Kumar, Sarpanch - Ex officio
- Ritu Kumar, HR Director
- Tarun Adhlakha, businessman

Financial contributors

COWI

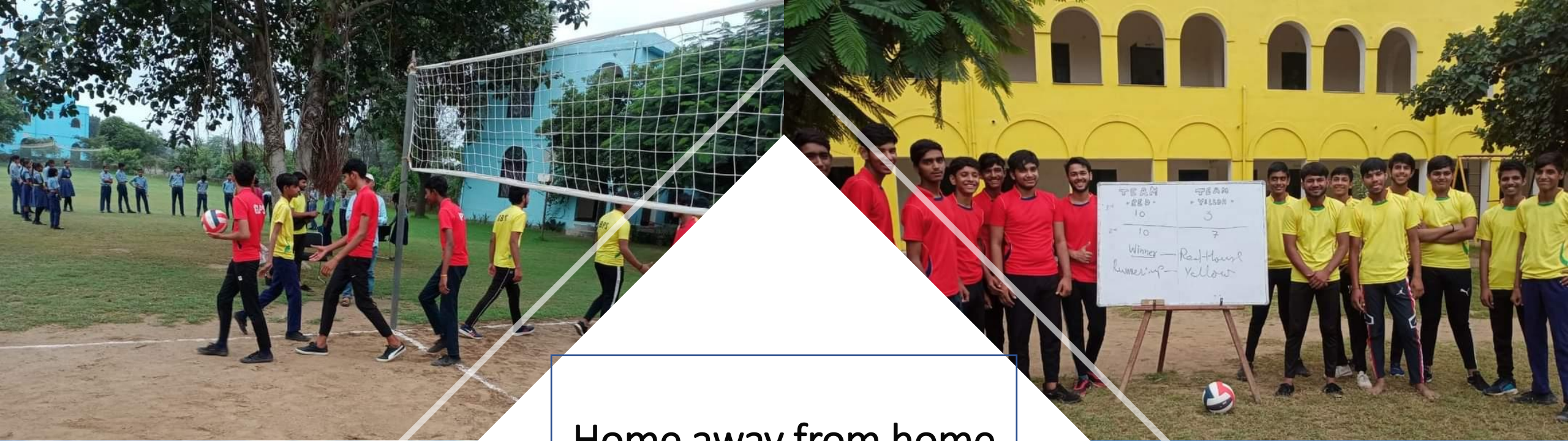
Marelli

Ernst & Young

Baas Educational Trust (UK) – Sister trust in England

Individual donors





Home away from home





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[BAAS EDUCATIONAL TRUST \(betsinfo.org\)](http://BAAS EDUCATIONAL TRUST (betsinfo.org))

Take away

- We are entitled to receive CSR contributions and donations; both from domestic and foreign contributors.
- We are a CSR partner you can trust
- We are short of 11 lakhs to close 2022-23 budget (1.3 Cr.) without dipping into our reserve.
Can you help now?
- Our 2023-24 income should be 1.8 Cr. as a minimum.
Can you commit?



THANK YOU

Resources

[Gairatpur Baas Panchayat School Gurgaon | 66th Republic Day Celebration 2015 - YouTube](#)