

# SPECIAL NEEDS CONSULTANCY PROGRAMME

## Purpose – Changing Systems

DeepRanjani's Special Needs Consultancy focuses on transforming organisations, institutions, and systems to be inclusive rather than trying to change individuals. We work with corporates, schools, universities, hospitals, NGOs, and government bodies to create accessible, equitable, and supportive environments for persons with special needs (PwSN). By guiding organisations to adopt inclusive policies, infrastructure, and practices, we foster diversity, equity, and inclusion, ensuring everyone can participate fully.

**This forms the outer protective layer of our 360° model — educating, guiding, and transforming society to become truly special-needs friendly.**

## Target Audience

**Corporates:** Awareness and sensitization, disability-inclusive HR practices, qualification packs, accessible work environments, outsourcing/job mapping, and CSR partnership support.

**Schools:** Setting up SEN units/resource rooms, training educators, parents, and rehab professionals, organizing workshops, seminars, and inclusion events.

**Colleges & Universities:** Curriculum adaptation and development, assessment tool creation, setting up Departments of Rehab Science, and organizing CRE or short-term courses like shadow teaching certifications.

**Policy Makers & Government Bodies:** Policy research, surveys, framework development, and documentation to strengthen inclusion across public systems.

## Services

- Accessibility and inclusion audits
- Staff training on disability awareness and inclusive practices
- Policy development and adaptation
- Environmental modifications for sustained inclusion
- Support in legal compliance while enhancing reputation, employee morale, and organisational innovation
- Co-creation of tailored strategies with ongoing evaluation and follow-up

## Approach

- **Assessment** – Understand existing systems and identify gaps
- **Planning** – Develop customised inclusion strategies
- **Training** – Build capacity through workshops, CRE programs, and sensitization sessions
- **Follow-up** – Continuous evaluation and adjustment to ensure sustainability

## **Outcomes**

- Inclusive workplaces and educational institutions
- Accessible facilities and policies
- Enhanced employee and student morale
- Better parent, teacher, and staff awareness
- Improved engagement and productivity
- Legal compliance with disability regulations
- Long-term sustainability of inclusive systems

## **Infrastructure**

A multidisciplinary team provides holistic support and guidance:

- Dr. Amrita Panda – Rehabilitation Psychologist (20+ yrs)
- Ms. Arpita Bhattacharyya – Special Educator & Psychiatric Counselor (20+ yrs)
- Mr. Mainak Ghosh – Counseling Psychologist
- Ms. Anusha Sarkar – Clinical Psychologist
- Ms. Lavina Sengupta – Special Educator
- Mr. Mritunjoy Roy – Special Educator
- Ms. Rimpa Pramanik - Special Educator
- Ms. Reshmi Das – Counseling Psychologist & Senior Teacher

## **Collaboration & Engagement Models**

- Workplace inclusion programs for developmental disabilities
- Setting up SEN Units/Resource Rooms in schools
- Staff CRE and short-term courses for mental health professionals
- Curriculum adaptation for vocational programs
- Job-readiness evaluation for individuals with special needs
- Policy development support for institutions and government
- CSR partnership and consulting for corporates
- Organising awareness campaigns, workshops, and seminars

## **Impact stories**

- Collaborated with IIHM, Asian College of Teachers, and Amity College
- Linked with multiple centres to replicate our model
- Sensitized corporate houses through training and inclusion programs