



BRAHMANANDA KESHAB CHANDRA COLLEGE

(NAAC ACCREDITED GOVT. SPONSORED DEGREE COLLEGE FOR UG & PG)

**111/2, BARRACKPORE TRUNK ROAD, BON-HOOGHLY,
KOLKATA - 700108**

Ref.

Date

Policy document

Implementation of Financial Assistance to stakeholders

Aim of the Policy

The College provides a supportive and intellectually stimulating work environment/culture to its teaching staff by providing opportunities for sustained professional development through motivating, encouraging and facilitating mechanisms to enhance their pedagogic knowledge content. The institution also nurtures, aids and awards students exhibiting exemplary academic abilities and hailing from an economically weaker section.

Scope of the Policy

The scope of the policy is to create an enabling and conducive environment for all stake holders including students to pursue their academic endeavours and achieve their fullest potential without the constraint of finances.

Component Elements of the Policy

For Students

1. Students' Aid from College

Depending on the parent/guardian's income and satisfactory academic record, students are awarded free or half-free studentship. The Students' Aid Subcommittee of GB deals with the process to provide financial assistance to needy bona fide students of the college. The fund for this purpose is created by a fee collected from all students. The philosophy behind this is to inculcate a community feeling among the students. This subcommittee of the Governing Body of the college consists of a few teaching and non-teaching staff of the college as well as Students' representative. On the basis of an interview process and the availability of funds, the applicants are classified as those who may be awarded Full Free, Half Free of Tuition fees or Students' Aid provided they are not availing any other Government scholarship or stipend.

2. Kanyashree Prakalpa of Government of West Bengal

Kanyashree Prakalpa is an initiative taken by the Government of West Bengal to improve life and status of the girls by helping economically backward families. Regular and bonafide female students are encouraged to apply for Kanyashree Scheme.

3. Swami Vivekananda Merit Cum Means Scholarship

Swami Vivekananda Merit Cum Means Scholarship Scheme is a Govt of West Bengal funded scheme for needy but meritorious students. A good performance by students is mandatory for availing this scheme.

4. PG Indira Gandhi Scholarship for Single Girl Child

Target Group: Girl students who are admitted in the first year of PG courses in the College and happen to be the only girl child in the family are encouraged to avail this Scholarship from UGC.

For Teaching Faculty:

1. To remove impediments on teaching faculty, to participate in faculty enrichment programmes such as workshops, conferences, seminars, refresher courses and faculty enrichment programmes; streamlining the application, processing and disbursement of financial assistance.
2. Providing full or partial reimbursement for participation in faculty enrichment programs organised by the college.
3. The college promotes participation of faculty in International conferences by forwarding the applications for UGC Travel Grant Scheme.
4. The college encourages faculty to apply for pursuing research grants in college by facilitating the establishment of Research laboratories ; providing suitable infrastructure from resources available in the college.
5. The college ensures payment of 70% of the Consultancy fees to the respective faculty, of the fund generated by any faculty through collaborations with other institutions.

For Non-Teaching Staff:

1. Encouraging participation in Staff Development Programs organised by the college or any other institutions with full financial support.
2. Recognition awards and mementoes are given for their services to the college on the day of superannuation.

Prudent and efficient utilisation of resources:

The above policy measures are being implemented strictly in accordance with the financial management protocols of the Governing Body of the College , the Government of West Bengal and also following the norms of Government of India. The prudent, efficient and transparent utilisation of financial resources for the purpose is also being ensured by the internal checks of the College, internal audit by the Governing Body and Finance Committee, thereby mitigating the scope for misapplication of resources.

Expected Outcomes:

The expected outcome from these policy measures is the financial inclusion of economically weaker sections and marginalised students in creating an inclusive and diverse academic environment. The aim also is to financially aid the transformation of existing faculty into eminent and internationally

recognized scholars by enabling and facilitating faculty enrichment practices. In addition to this, the institution seeks to build an enterprising and empowered environment for non-teaching faculty.