



Progressive Education Society's  
**MODERN COLLEGE OF ARTS, SCIENCE AND COMMERCE**  
(Autonomous)  
Ganeshkhind, Pune-16  
NAAC Grade A+ (3.41 CGPA)

# Mental Health and Wellbeing Policy

**2025-2026**

## **MENTAL HEALTH AND WELLBEING POLICY**

Progressive Education Society's, Modern College of Arts, Science and Commerce, Ganeshkhind, is committed to promoting and protecting the mental health and wellbeing of all students, staff, and members of the college community. We recognise that positive mental health is essential to learning, personal development, academic success, and in maintaining a safe, inclusive environment.

This policy sets out our approach to **raising awareness, preventing mental health difficulties, and providing timely and appropriate intervention and support.**

**Scope of the Policy:** This policy applies to all enrolled students along with academic, administrative, and support staff

### **OBJECTIVES OF THIS POLICY:**

- Promote mental health awareness and reduce stigma
- Prevent mental health difficulties through early identification and protective practices
- Respond effectively to mental health concerns and crises
- Safeguard individuals while respecting dignity, privacy, and confidentiality

### **Awareness and Promotion**

The college will promote mental health awareness by:

- Integrating wellbeing education into orientation and induction programmes
- Providing regular mental health awareness campaigns and events
- Offering training for staff and student leaders on recognising signs of distress
- Sharing accessible information about mental health, coping strategies, and available supports
- Encouraging open conversations about mental wellbeing to reduce stigma

### **Prevention and Early Support**

The college is committed to preventing mental health difficulties where possible through:

- Creating a safe, respectful, and inclusive learning environment
- Promoting healthy study-life balance and workload management
- Encouraging positive peer support and connectedness
- Supporting students through academic advising, mentoring and sponsorship.
- Providing staff with guidance on reasonable adjustments and supportive practices
- Identifying early signs of concern and responding promptly

## **Intervention and Support**

### **Support Services**

The college will ensure access to appropriate support, which may include:

- Counselling and wellbeing services
- Disability and learning support services
- Occupational health and employee assistance programmes (for staff)
- Referral to external mental health or community services where needed

### **Responding to Concerns**

- Any member of the college community who is concerned about their own or another person's mental wellbeing is encouraged to seek support
- Staff should follow established referral and reporting procedures when concerns arise
- Interventions will be proportionate, supportive, and focused on wellbeing and safety

### **Crisis and Safeguarding**

- The college has clear procedures for responding to mental health emergencies or serious concerns
- Safeguarding procedures will be followed where there is a risk of harm
- Appropriate external agencies or emergency services may be contacted when necessary
- Support will be provided to individuals and those affected following an incident.

## **Roles and Responsibilities**

### **Governing Body / Senior Leadership**

- Ensure this policy is implemented, resourced, and reviewed
- Promote a culture that prioritises mental wellbeing

### **Staff**

- Foster a supportive learning and working environment
- Be aware of signs of distress and follow referral procedures
- Maintain appropriate boundaries and confidentiality

### **Students**

- Take responsibility for their own wellbeing where possible
- Treat others with respect and compassion
- Seek help for themselves or others when concerned

## Confidentiality and Data Protection

- Personal information related to mental health will be handled sensitively and in line with data protection legislation
- Confidentiality will be respected unless there is a safeguarding or legal obligation to share information

## Equality and Inclusion

This policy aligns with the college's Equality and Diversity Policy. Mental health support will be accessible, inclusive, and responsive to diverse needs, including disability, culture, gender, and background.

## Training and Development



The college will:

- Provide regular training for staff on mental health awareness and support
- Encourage continuous professional development related to wellbeing
- Review training needs in response to emerging issues and best practice

This is the Mental Health Policy provided by Modern College of Arts, Science and Commerce, Ganeshkhind.



Nashome Crasto  
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Principal  
Modern College of Arts, Science  
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Dr Sanjay Kharat,  
Chairperson,  
Principal.