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Sustaining Bravery - Mindful Business Charter attracts [number] new organisations [across multiple industries] to commit to better working practices for mental health and wellbeing.

The Covid-19 pandemic has, for very many people, turned our working lives upside down. We are working from kitchens, bedrooms, (often hastily created) home offices, anywhere but the workplaces to which we were used. Managing the collision of our work into our homes, and the attendant destruction of traditional boundaries, required extraordinary adaptability in the face of the immediacy of lockdown. Making the transition work longer term has required trust, openness and bravery as we have each had to assess how we are to work sustainably in this changed environment, recognise and assert our own needs, redefine our boundaries and negotiate the same with our colleagues and counterparties. On 8 October 2020 we will recognise and celebrate this bravery on the second anniversary of the Mindful Business Charter.

The Mindful Business Charter is a movement of organisations collaborating together to change the way they work with each other and internally, to foster better working practices for mental health and wellbeing. Launched nearly 18 months before the pandemic, MBC's call to be more mindful of the way we work and its impact, and its insistence on openness and respect at the heart of our professional relationships, resonates ever more profoundly in a working world beyond our comprehension a few short months ago.

The Charter currently has [55 signatories](#). On its second anniversary a further [number] organisations will join the collective commitment to change working practices to remove the unnecessary stress that can affect employees' mental health and wellbeing, while also improving effective working and productivity. We are also taking steps to ensure the sustainability of MBC by creating a Charitable Incorporated Organisation (CIO) which all signatories will be invited to join.

New organisations committing to the charter are [suggest we do not list DLA but still call them out on the evening] [names]. These new signatories broaden the impact of the Charter in the UK and also highlight its relevance and resonance internationally.

Richard Martin, director of byrne-dean and leading on their MBC work, said: "The Charter is based upon the simple notion that when we are stressed our brains don't work so well, which is not good for us or for the effectiveness of our work. It calls for us to be more thoughtful, more mindful, of the way we work and its impact upon ourselves and those around us. Few of us have experienced a period of such collective angst, uncertainty and wholesale change. Our reactions to that, and our ability to work effectively through it, will define the world of business, and the health of those working in it, for decades. We are reshaping what work means. The Charter provides us with the permission and the courage to do so in a more healthy and effective way."

Speaking on behalf of the founding group, Philip Aiken, Managing Director at Barclays said: "Our initial vision for the MBC was to bring banks' in-house legal teams and their legal services providers together to reach a shared agenda for mental health and wellbeing. It has been central to the way in which we have responded to the Covid-19 pandemic. The growth in signatories in the UK and globally, within the legal profession and across a broad range of industries, and the consolidation of the Charter into a CIO, encourage ever more hope of a working world in which these principles are applied in all organisations and across all sectors."



The MBC has the support of mental health charity Mind, the City Mental Health Alliance, the International Bar Association, the Law Societies of England and Wales and of Scotland and Singapore, LawCare and the Solicitors Regulatory Authority [review this list before finalising eg with the British consulate in HK and other].

Further information on the Mindful Business Charter can be found at www.mindfulbusinesscharter.com or contact richard.martin@byrnedean.com or lisa.swinney@byrnedean.com.

be brave.