

**From:** Richard Martin <richard.martin@byrnedeane.com>  
**Sent:** 20 September 2021 18:10  
**Subject:** MBC signatory update

All

This is an update following the signatory call earlier today. The recording is in the members' area of the website for those unable to attend who want to catch up.

First of all thanks to Lorraine (from Matheson), Batoolah and Tanya (from PGIM) and Kate (from Shoosmiths) for their updates – this sharing of what we are doing and the ability to learn from each other is central to the MBC community.

### Revision of membership fees

As discussed, without wanting to conduct a broader review of membership fees, the new membership year (from 1 September) provided the trustees with the opportunity to consider any appropriate adjustments to the way the banding works. They have concluded that the gap between what the smallest members pay (currently £1,000 per year) and what the largest pay (£2,500) does not reflect the general disparity of resources between the two groups and so it has been decided to reduce the annual fee for the smallest members (those with fewer than 25 relevant employees) to £500. This change will take effect from 1 September just past. Membership costs will no doubt be reviewed again next year in advance of the next membership year.

We are still working through onboarding processes for some members but I would ask for any help you are able to provide with that and to get the remaining invoices for membership fees for the year to 31 August 2021 paid as soon as possible. Invoices for this membership year (1 September 2021 to 31 August 2022) will be issued after we have welcomed new members on 7 October.

### New members event

As indicated and as you will know, the next welcome event for new members will be on 7 October. If you have not done so already, please register using [registration link](#). And please do share with other people in your organisations as well as third parties who you think would be interested. Aside from the welcome to new members, the focus will be on how to introduce MBC to clients and suppliers and the benefits of doing so. Richard Foley from Pinsent Masons will lead the discussion.

### A toolkit for introducing MBC

It is on our to do list to produce some templates that you can use and adapt to introduce MBC to other organisations. As you will know, part of the commitment you make as a member is to do this and to bring on one new member each per year. It would help inform our work on this toolkit if you could share with us any particular challenges you have in this regard. Richard Foley may also be able to address some of them on the 7<sup>th</sup>.

On this note, I have had enquiries from a few law firms recently who had been referred to MBC during client procurement processes – this is obviously a great way to spread the word – we know that client influence can be very effective at driving change within supplier organisations.

### International

I mentioned Danny Quah and the excellent work he and his working group are doing in Singapore to promote wellbeing more generally as well as MBC which they are using as a basis – Danny joined the call earlier. If you have colleagues in Singapore that you would like to connect with Danny then please do let me know. The same is true of the Middle East where Pinsent Masons in particular are looking to step up their engagement with the local business community. More generally, if there are

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regions where members feel it would be helpful to coordinate activity then let us know and we can make connections.

### CCLA

I mentioned the work the CCLA are doing to launch a benchmark to assess what listed companies are doing in relation to mental health in the workplace which will allow potential investors to make informed decisions on that basis. The benchmark has been developed. They are looking for financial support to launch it. If this is of interest then please let me know and I can make introductions.

### Don't feel left behind

As I mentioned on the call, I am very conscious that some members may listen to the updates being given by others and feel they are not doing as much/enough. If that is sometimes you please be reassured:

1. You are not alone – I have regular calls with people in that regard
2. All organisations are different and for myriad reasons will be able to move at different paces – it is about what you have been able to do rather than what you haven't been able to do and we all know this is a long haul – we are looking to change deeply ingrained practices and assumptions which have built up over many decades – we cannot expect to change everything overnight – and we have had quite a lot to contend with over the last 18 months
3. The community exists to support each other – if this was all easy then there would be no need for MBC. Please feel you can lean in to that community and ask for help. The easiest starting point is probably talking to us at Byrne Dean but I would like to hope that any member would be understanding and responsive of a request for help.

### Anyone run a global MBC celebration event?

Alana from HFW has said they are planning an MBC celebration for their global network for later this year and wondered whether this was something anyone else has experience of doing? If so I know she would value any ideas/experience. As a return gift she mentioned the following:

*"I went to see a beatboxing kids show yesterday with a really famous artist called 'SK Shlomo'. He suffers with mental health difficulties and at the show explained this to the kids in such a powerful way. He has worked with Ed Sheeran etc and now does a lot of work with teens on mental wellbeing and I just thought I would share. if ever you need a collaborator for school programmes, he would be absolutely fantastic. His Ted Talk is at <https://skshlomo.com/post/185538686340/i-did-it-i-made-my-story-into-a-ted-talk>"*

I thought I would pass on the recommendation.

Many thanks

Richard

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