

MBC Statement of Best Practice – Guidelines for Addressing the Mental Health Challenges in Legal Practice – an overview

The Guidelines were launched on Monday 16 September 2024. They can be found here – [Best practice guidelines](#) – and we encourage everyone in the sector to take a look. The purpose of this document is to give a brief overview.

The Guidelines are a statement of recommended best practice which we would encourage all law firms and in house legal teams to work towards. We recognise that they set a high bar, and it will take time to achieve them. We are committed to supporting organisations and the wider profession in doing so. We also recognise that not all elements will be relevant to all organisations.

The Guidelines are based around the following six themes:

Culture – putting wellbeing at the heart of business strategy, building it into training as well as reward and promotion decisions, encouraging senior leaders to role model care for mental health and promoting the adoption of the Mindful Business Charter.

Reporting – introducing formal reporting at a senior level on both the prevalence of mental health problems and the risks identified by other aspects of the Guidelines, and appointing someone to be responsible and accountable for mental health and safety in the organisation.

Support – Ensuring cross organisation training as well as specific people within the business trained and equipped to support people and the introduction of a buddy system so that everyone has someone else looking out for them.

Risk Assessment and Intervention on an Individual Basis – meaningful measures to identify where someone may be at risk of mental health challenges and to intervene where risk is identified.

Risk Assessment and Intervention on an Organisational Basis – meaningful measures to understand risks to mental health across sections of and cohorts in the business and to intervene when risk is identified.

Third Party Organisations – Measures by which we can support people in the other businesses with which we interact, e.g. clients and suppliers, and to hold organisations to account.

The detail is of course set out in the Guidelines themselves. Alongside the Guidelines we will produce resources to support organisations in their implementation and to enable organisations, and the profession as a whole, to share their experiences, their successes and their challenges, so that we can move the profession forward together.

For more information about the Mindful Business Charter go to www.mindfulbusinesscharter.com.

