

A new Charter for 2026 and beyond – some FAQs

We have updated and refreshed the Charter. The new version was launched at our members conference on 10 June 2026. Here are some FAQs to explain the changes.

What motivated the refresh?

We wanted to make sure the Charter spoke to the world of work as it exists in 2026, and to our broader membership, both now and in the future, and to take account of our learnings from working with the Charter for eight years.

What we set out to

We weren't looking for change for change's sake but wanted to reflect who we are and where we are going, to future proof the Charter as far as possible and to respect the commitments members have made.

Who was involved?

Our exec team, trustees and Advisory Board together with a group of representatives from across our membership.

A refreshed approach but the purpose and core principles remain the same

We have moved from our four pillars to a foundational value of Openness and Respect, on which we have three pillars, Open Dialogue, Mindful Collaboration (which incorporates the old pillars around smart meetings and communications and mindful delegation) and Healthy Boundaries (reflecting the old pillar around respecting rest periods). And we wanted to emphasise the purpose of all this being to create healthy and sustainable high performance. The new model is in the footnote to this document.

What else has changed?

We wanted to more clearly express the principles behind the Charter while retaining the example behaviours we want to encourage. We also wanted to bring out inclusion more expressly and to set out more clearly what membership involves and what we ask of people in our member organisations.

Where can I see the new Charter?

You can access an interactive version of the new Charter via the public area of the MBC website [here](#).

In addition, you can download 2 versions from the Members area of the website:

- [The Charter](#) (2-page document)
- [The Charter - our community and your commitments](#) - extended to explore our community and the commitments we ask our members to make.

If you aren't familiar with the Members area of the website click [here](#) for a quick reference to creating an account and logging in.

What's next?

Existing MBC related activity will still be just as relevant under the new Charter, but this refresh gives an opportunity to remind ourselves of the principles and to talk to each other about how we can create healthier and more effective ways of working, to benefit us all.

