

Charter of the Mindful Workplace Community

A professional membership network convened by the Mindfulness Initiative

Purpose: The Mindful Workplace Community will explore, develop and promote the sustainable application of mindfulness in the workplace; by connecting professionals who are actively championing, commissioning and delivering workplace mindfulness training and by facilitating inquiry, peer support and sharing of best practice.

Mindfulness Initiative: The Mindful Workplace Community will be convened and governed by the Mindfulness Initiative (MI), a UK registered education charity, in line with its charitable objectives and the guidance of its trustees. The MI developed out of a teaching programme for British politicians and clerks in Westminster, the All-Party Parliamentary Group on Mindfulness.

Ambition: This organisation seeks to provide a single rallying point for people with an interest in workplace mindfulness to connect, encourage and learn from each other. It will enable trainers, workplace clients and researchers to better understand one another and advance the collective understanding of how mindfulness can be applied in the workplace.

We will encourage the acceptance of mindfulness across the whole of society and supporting its reach across all cultures and types of workplace. We will build on the MI's international impact and aspire to have a global reach with global membership.

Membership: Membership will be acquired by paying and maintaining annual subscriptions to the Mindful Workplace Community (MWC). There will be at least two tiers of membership: corporate and individual. Other tiers of membership may be developed as the community matures. Individual membership will provide access for one person to the website, materials and events. Corporate membership will provide the purchasing organisation with a number of licences to access the MWC site, materials and events. The number of licences will depend on the value of the corporate membership

Offer: Initially membership will provide members with access to content on the MWC website and free or reduced ticket price for events and other connection opportunities. This offer will develop at the community matures.

Sponsorship: This will be available to organisations who wish to support the work of the MWC and be recognised for their commitment. Benefits will include corporate membership of the MWC and brand association with the MI and promotion as a MWC sponsor, to be agreed on a case by case basis. International sponsors will be encouraged.

Donations: Donations to the MI without specific benefits will also be welcome from corporates and individuals.

Income: Income generated by the MWC will be used principally to provide a high-quality offering for its members. If there is a surplus after the network's requirements, funds may be used by the MI to achieve its charitable objectives, including to facilitate the sustainable development of the mindfulness sector. This will not preclude the MI from using income from the MIWMO for another of its objectives set out in its Charter.

Annual accounts, setting out where income has been spent, will be available to members following sign off by the MI's Board of Trustees.

Structure: The work of the MWC will be led by the MI's Workplace Policy Lead. This post will be held by an individual with sufficient leadership experience as well as experience of mindfulness in the workplace. The appointment of this role will be at the discretion of the Director of the Mindfulness Initiative.

The MWC Working Group: The MI Workplace Policy Lead will be advised and supported by a working group which will comprise of volunteers from a wide range of workplace sectors. Membership of this group will be at the discretion of the MI Workplace Policy Lead, under advice from the existing members.

Ways of working: The MWC will create opportunities for those who are developing workplace mindfulness programmes to connect using any reasonable method available. Initially this is likely to be through an on-line presence and regular events throughout the course of the year. All activities will facilitate opportunities to network and share best practice. Speakers at events will be proposed by the MWC Working Group and approved by the Director of the Mindfulness Initiative.

As the community matures other events and routes to networking may be developed.

Political or other affiliation: MWC is not and will not be affiliated to any political party or other pressure group. Although, the MI will lobby politicians and policy makers to achieve its charitable objectives.

The MWC does not and will not affiliate to any single training organisation or research body, though training organisations and research bodies are welcome as part of our membership. The MI and the MWC, whilst not affiliating with a research organisation, may choose to work with a research organisation on specific projects to achieve their objectives.

Accreditation: The MWC does not provide accreditation for mindfulness trainers.

Ethics: The WMC is committed to the ethical development of workplace mindfulness. Members will be expected to adhere to the BAMBA code of conduct for mindfulness in the workplace available at this site: <https://www.ukmindfulnessnetwork.co.uk/wp-content/uploads/2017/04/UK-Network-Code-of-Conduct-V1-March-2019.pdf>