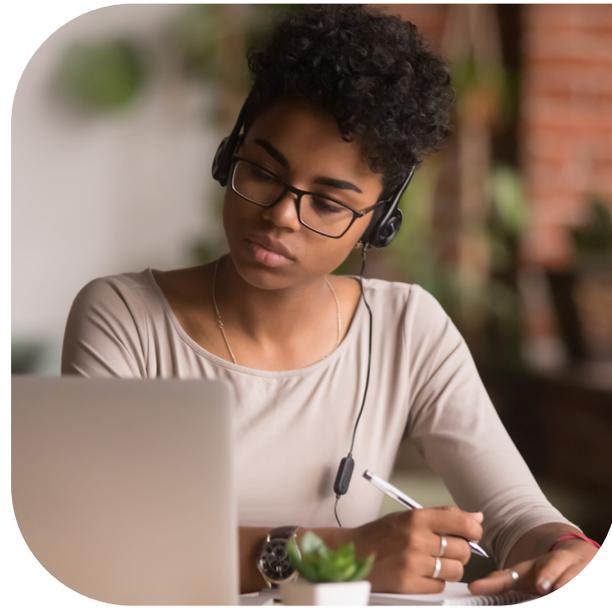
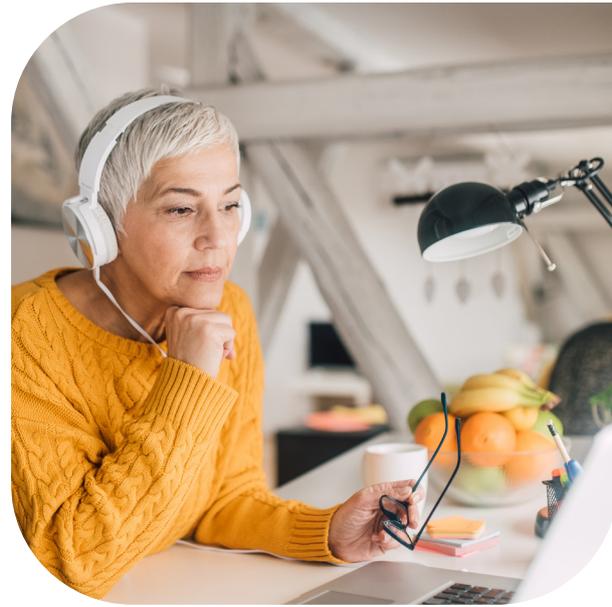




**City Mental Health
Alliance UK**



2021 CMHA Annual Report

Transforming workplace mental health

Contents

Message from the Chair	03
Message from the Global CEO	04
Message from Goldman Sachs	05
Our 2021 members	06
2021 in numbers	07
CMHA UK 2021 activity	08
Events	09
Research	15
Resources	17
Thriving at Work UK Assessment	19
Training	20
Global development	21
CMHA's impact on wider societal change	22
Message from our UK CEO	25
CMHA UK Board	26

Message from the Chair



Brian Heyworth,
Chair, CMHA UK
Co-Managing Partner,
Lansdowne Partners Ltd

2021 was a year of many parts. We started with the devastating state of the pandemic and lockdown in January. Then moved to seeing friends and colleagues again, while navigating new ways of working. Finally, to facing uncertainty for our business and our people once again at the year end.

But one thing was consistently clear throughout – the critical role that business plays in supporting and creating positive mental health of their people. CMHA research showed that 56% of people said that business had supported their mental health and wellbeing during the pandemic, while 90% of early careers employees expect businesses to support positive mental health. And we have seen the impact that our members have had on this agenda.

This is not just true of the UK. Over the last year we have seen the CMHA model – one of business-led collaboration supported by mental health experts - adopted by countries around the world. Our Alliance, which started in the square mile of the City of London, and powered by our members, has inspired chapters in Hong Kong, Australia, Singapore, India and Portugal, with more to come. We have never gone around the world trying to impose our work in other countries. Rather, we have responded to the demands from local business communities. Each chapter is led by local teams and business leaders who adapt the CMHA Thriving at Work Framework in a way that suits local businesses and culture.

I want to share my gratitude and appreciation to Poppy Jaman who helped launch the CMHA in 2012 and has been UK CEO since 2018. Without her vision, drive and passion for workplace mental health, we would not be where we are today. As global demand for workplace mental health grows and our global alliance develops, now is the right time for Poppy to transition to be our Global CEO. As part of this, I am delighted to announce the development of a new global organisation: MindForward Alliance to support businesses develop their global approaches to mental health in the workplace.

I am delighted that Alison Unsted will be stepping up from Deputy CEO to become CEO of the UK Chapter. Under Alison's leadership, CMHA UK will continue to focus on providing the best possible support to our members as they build workplaces in which people can thrive. We want to create psychologically safe workplaces where boardroom agendas reflect the importance of employee mental health at the highest levels of the company.

Finally, I want to recognise our members' commitment and relentless focus on workplace mental health. Thank you for championing and driving this in your organisation. And thank you for all your contributions to CMHA's research, guidance, seminars and roundtables, which are accelerating the mental health journey for countless businesses. You are making a difference to people's lives.

Message from our Global CEO



Poppy Jaman
Global CEO,
MindForward Alliance

Mental health is now firmly on the agenda of Boardrooms across the world. More organisations, in more countries, are asking: ‘how do we get workplace mental health right?’ and ‘how do we roll out a global mental health strategy, which supports our employees in different markets in a culturally appropriate way?’ We have listened to our members to understand these challenges. Using our business led model of collaboration, vision and innovation, we are co-creating the answers together, because no one has all the answers yet. We have used these insights to create a new global business alliance – [*MindForward Alliance*](#).

This is a landmark moment for our members, our team and, I believe, for workplace mental health globally. You will notice the name change. While “City Mental Health Alliance” has served us well, it no longer represents our reach and ambition across geographies and industries. This is our proposed name not only for our global entity, but also for existing chapters and future local chapters where that makes sense in the light of local circumstances. We love our new name - combining our focus on mental health with our future vision and our bold, progressive approach to everything we do.

I feel excited to be leading our new global organisation as CEO. MindForward Alliance will provide a global membership programme to support business leaders and HR/wellbeing practitioners to develop their approach to global workplace mental health. In this role, I will continue to build the global community through every country chapter of the Alliance. Alison Unsted, our new UK CEO, and I have some ambitious plans for global impact as we transition.

Our confidence and ambition to build a global organisation is entirely fuelled by the success and aspirations of our members. I am dedicated to taking our collaborative approach and harnessing our collective power with courage to create global change for workspace mental health. Thank you for your commitment to building mentally healthy workplaces and thank you for supporting me personally for over a decade. Welcome to the next chapter of our growth. Welcome to MindForward Alliance.

Message from a CMHA Member, Goldman Sachs



Shefali Gera, EMEA
Head of Wellness and
Diversity & Inclusion

As a founding partner of the City Mental Health Alliance (CMHA), we are grateful to benefit from the thought leadership from not only the CMHA team but also many of our peers across financial, professional and legal services. We highly value our collaboration with other CMHA members in the UK, Hong Kong and India and continue to focus on mental health initiatives to support the wellbeing of our workforce.

As we look to the future, we are mindful that the current global climate has caused many of us to feel overwhelmed and uncertain about the future. We take a holistic approach to improving mental health awareness at Goldman Sachs and provide practical support with considerations of different life events and communities, including enhancing accessibility of services, programmes and training to all of our employees and their families. This has included topics such as sleep, children and young people's wellbeing, race and mental health, menopause and domestic abuse.

To date in the UK, 1,000 managers have completed tailored training for mental health support, and we've trained over 100 Mental Health First Aiders to support their colleagues and nearly 200 Mental Health Champions across EMEA to be visible and vocal advocates. We also provide a 24/7 support line for employees and their families, access to a personalised resilience app and, in the UK, we are able to give our people access to on-site

doctors, psychologists and psychiatrists, as well as broader wellbeing support including on-site fitness centre and childcare centre.

Looking ahead through 2022 and beyond, we continue to focus our efforts on four core areas: 1) raising awareness and senior leadership engagement, 2) practical tools for optimising your energy, 3) the reconstruction phase of the pandemic and navigating through unprecedented times, and 4) making sure we consider intersectionality as a core aspect of inclusion and wellbeing.

Our 2021 members

ALLEN & OVERY



Deloitte.



LATHAM & WATKINS LLP



Linklaters



Morgan Stanley



PJT Partners



Schroders

SLAUGHTER AND MAY



Moody's

A selection of 2021 highlights

100%

members improved their Thriving at Work Assessment score

2

research reports launched

25

events held

59

resources created

1000+

employees trained in mental health skills

60+

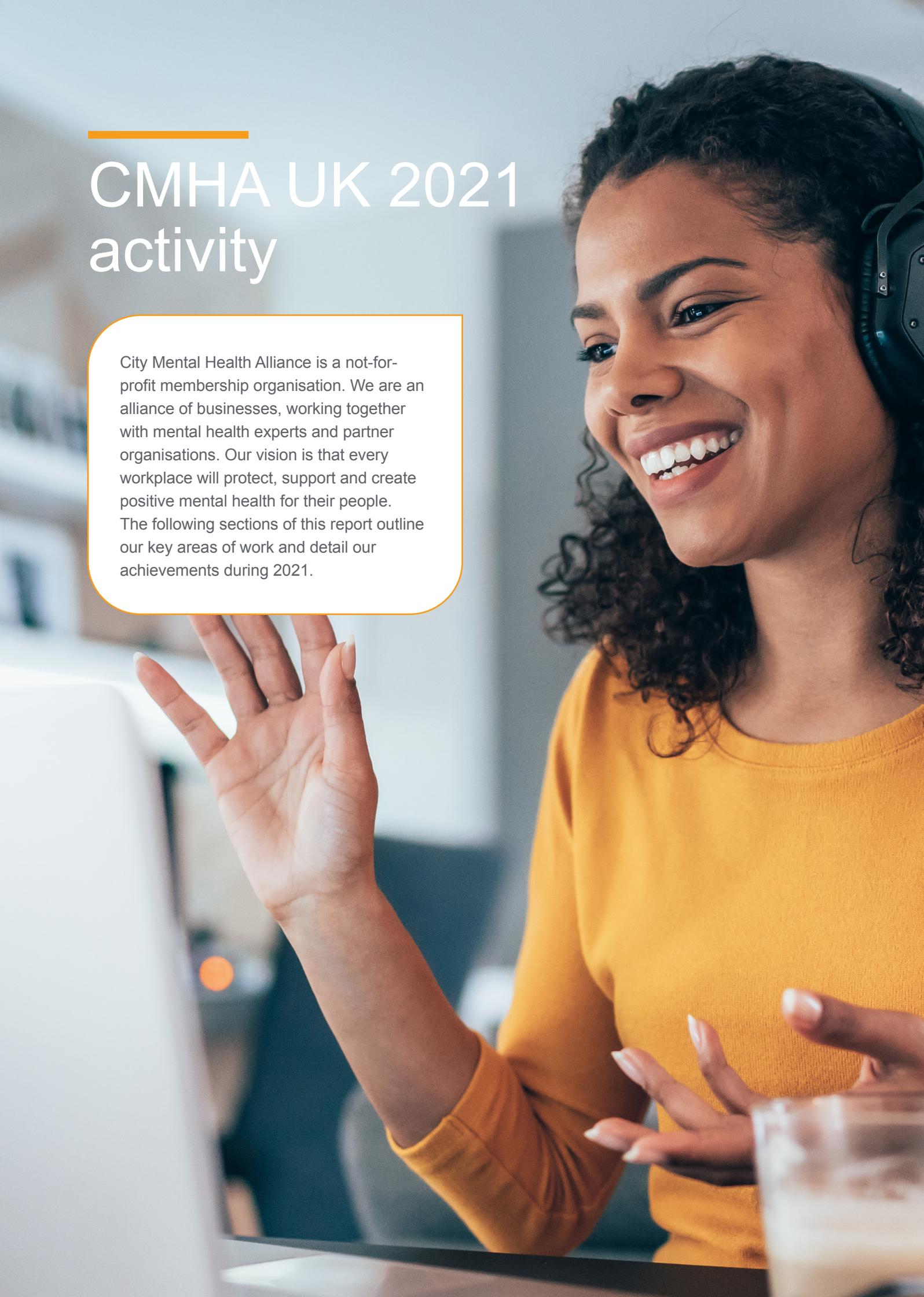
CEOs engaged at annual CEO event

50+

mental health training courses delivered

50+

affiliate events contributed to



CMHA UK 2021 activity

City Mental Health Alliance is a not-for-profit membership organisation. We are an alliance of businesses, working together with mental health experts and partner organisations. Our vision is that every workplace will protect, support and create positive mental health for their people. The following sections of this report outline our key areas of work and detail our achievements during 2021.

Events

In 2021 we held 25 events. Our events are designed to assist members and the wider corporate community to gain the knowledge, information and support they need to enable them to make and sustain change in their workplaces.

CEO Regulatory Roundtable

This event brought together over 60 CEOs from large organisations in the financial, professional, legal and technology sectors. The discussion focused on the learnings from Covid-19 and the implications for mental health of employees. We explored the benefits and concerns related to:

- Remote and hybrid working
- The role of leadership in improving mental wellbeing in a post-Covid landscape

Speakers included:

- **Andrew Bailey**, Governor, Bank of England
- **Brad Fried**, Chair of Court, Bank of England
- **Ian Stuart**, CEO, HSBC UK
- **Alison Cottrell**, CEO, Financial Services Culture Board
- **Arun Aggarwal**, Graduate Trainee, Lloyds Banking Group

“*Being part of the CMHA has made our discussions around mental health more credible. It’s an organisation in which we can learn from other organisations, and they can learn from us. We take away fantastic insights from the sessions, which we can then share more widely and use as a credible basis for discussion and decision-making. It allows us to go out to our colleagues and show this isn’t something that we’re just paying lip service to. This is something we truly believe in and have bought into.*”

- Sarah Henchoz, Partner, Allen & Overy



Senior leadership events

Across 2021 we ran four events for senior business leaders in our membership. These events are an opportunity for senior business leaders to come together to discuss and solve workplace mental health challenges. This year, we focused on:

- How businesses can build back better
- How to have compassionate conversations
- The needs of people early in their careers
- Addressing the long working hours culture



“It’s been fantastic to see CMHA going from strength to strength, producing great thought leadership through guides, assessments and support around the Thriving at Work standards.

“It’s also driven by business leaders, which brings mental health conversations to the boardroom. We hear senior leaders share their own stories, which I think is critical. There is great power in vulnerability as it enables people to connect on a human level. As we all know, leading from the top is key to ensure these conversations permeate throughout the organisation.

“Our wellbeing team participates in regular CMHA meetings, where organisations have been coming together as a community to face the challenges together and share experiences of different initiatives that have worked.

“We all compete for business in the market, but in the CMHA community, we work together on a common vision for more mentally healthy organisations around the world.”

– Sharon Thorne, Global Chair, Deloitte

HR/Wellbeing Lead events

CMHA UK runs two types of events for HR/wellbeing professionals:

- Thriving at Work Seminars which focus on the Thriving at Work Standards as laid out in our UK guide
- Insight and Exchange Sessions which enable peer sharing to discuss current wellbeing challenges

In 2021, we held seven events for HR/Wellbeing leads. Topics included:

- How to use data
- Designing the working environment in response to psychosocial risk factors
- Hybrid working
- The future workplace
- Race and mental health
- Supporting people early in their careers
- Addressing long working hours



Inside Stories events

Inside Stories events are one of the types of open events available to members and non-members. They focus on raising awareness and challenging stigma surrounding intersectionality and mental health. In 2021, we ran three Inside Stories events covering the intersectionality of mental health with race equality, LGBT+ and neurodiversity.

Watch a CMHA Inside Stories event:

- [The intersectionality of mental health and neurodiversity](#)
- [The intersectionality of mental health and LGBT+](#)
- [The intersectionality of mental health and race](#)

“Five years ago, very few people in public life were talking about mental health. Now, across the corporate world, the topic is commonplace. This is the period on which I think social historians will look back and recognise that mental health finally became a major topic of discussion, and the CMHA has made a really significant contribution to that evolution.”

– Brian Heyworth, Chair CMHA



Global events

Following the launch of our [Global Thriving at Work Guide in 2020](#), we ran an event on global mental health support provision. Speakers shared insights into their roles developing global approaches to mental health and wellbeing in their organisations.

In 2021, we also [hosted our first event in India](#) to mark the launch of a new CMHA Chapter in India.

Employee events

In 2021, we started to provide events for employees within our membership base. This included one 'all employee' event on young peoples' mental health. This was in recognition of the rising instances of mental health issues due to ongoing lockdowns and home schooling. We also ran two Continuing Professional Development (CPD) events for Mental Health First Aiders (MHFAers)/ Mental Health Champions (or equivalent); one focused on skills to support people experiencing or affected by addiction and one discussed suicide across different communities.

Thriving From the Start Network

Our Thriving From The Start Network supports people who are early in their careers (see p.16). In 2021, the Network hosted two open events: one exploring [Unhealthy Perfectionism](#) and the other looking at [Imposter Syndrome](#).

Research launches

In 2021, we hosted events to launch two research projects. The first was in partnership with Lloyds Banking Group and focused on [Mental Health and Race](#) (see p.15). The second was in partnership with Bupa and looked at [supporting the Mental Health of People Early in their Careers](#) (see p.16).

Annual Celebration

In November 2021, we hosted our annual event for members to reflect on the work that has been achieved in 2021 and to share our plans for 2022. This was the CMHA's first hybrid event with both 'in person' attendance and a live stream.

Company events

In addition to external events and delivery of training, we regularly work with our members to support them in the delivery of internal and external events on mental health. We help our members to raise awareness and support employees by giving talks on mental health to employees, providing external speakers, and being present on or facilitating panel discussions. We view this as an important part of our remit to ensure that employees are conscious of efforts being undertaken by the company. We also strive to encourage employees to become active contributors to employee wellbeing programs, so that mental health strategies are delivered according to employee needs.

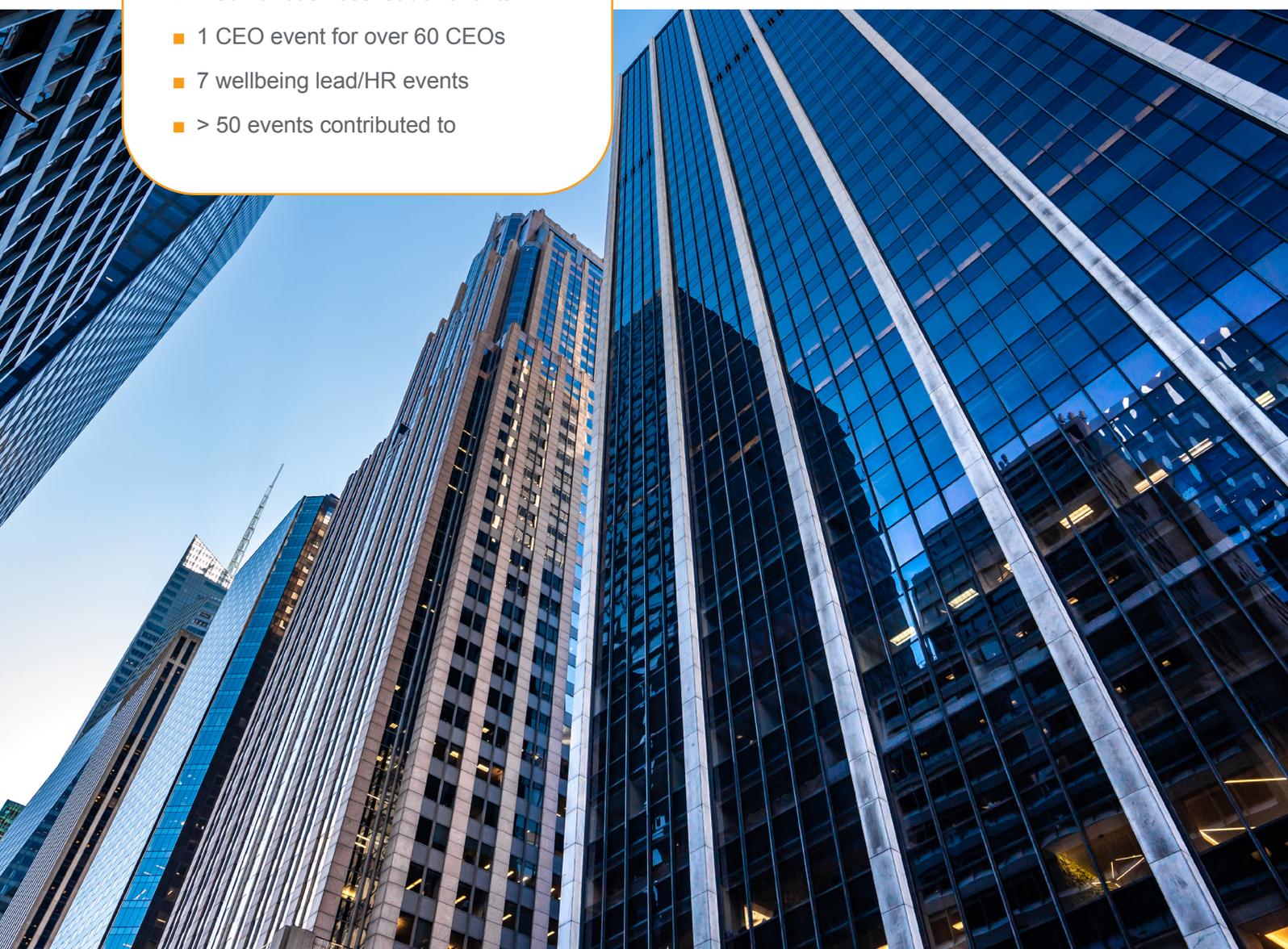
Event contributions

In 2021 we have presented at over 50 external events. By raising awareness on workplace mental health, CMHA UK aims to share with the wider community what we and our members have learned, ensuring the lessons from experiences and research are shared.

2021 event highlights

- 4 senior business leader events
- 1 CEO event for over 60 CEOs
- 7 wellbeing lead/HR events
- > 50 events contributed to

Event contribution highlights 2021



Research

In 2021, the CMHA partnered with members to deliver research. Our research aims to advance understanding of how organisations can support their employees' mental health.

Mental Health and Race

In June, the CMHA - in partnership with Lloyds Banking Group - commissioned research to better understand:

- What are the issues that negatively impact the mental health of employees who are Black or from a Minority Ethnic background?
- What actions can businesses take in response?

Watch: Mental health, racism, and inclusion in the workplace:

- [New research on mental health and race](#)

Download the report and toolkit:

- Download [Mental Health and Race at Work](#)

45%

of Black employees have experienced racism at work

45%

of South Asian employees said feelings of not fitting in at work contributed to their poor mental health

“ Work can take on a significant and important place in a person's life because many of us devote a significant amount of our time and purpose to work, while building a network, and trust, with the people around us. People go to work, not just to make money, but also for the experience of the job, the place and the community around them. If there is discrimination, we may feel rejection, and the value of work diminishes, and it takes away from our ability to lead a fulfilling life, as well as impairing our capability to perform at maximum potential.”

Professor Gathoni Hamilton-Foster, BAME Therapy

Mental Health and Early Careers

In October 2021, the CMHA launched - in partnership with Bupa - the Time to Act report. This report summarised the results of research carried out with over 1,000 young professionals in the first four years of their career and included business-led recommendations.

Research on people who are early in their careers revealed:

72%

have experienced poor mental health, such as anxiety or depression

61%

poor mental health impacts their ability to do their job well

90%

expect an employer to prioritise the mental health of their people

Watch Early Careers Launch event:

[Time to Act: Mental Health in Early Careers launch event](#)

Download the report.

[Time To Act: Mental Health In Early Careers.](#)

“ We know that early diagnosis and treatment of mental health conditions leads to better outcomes. We strongly believe that businesses have key a role to play in supporting their people – and in turn are rewarded by increased talent attraction, loyalty and productivity.”

– Alex Perry, CEO, Bupa UK

For a lot of the last year, I wake up, log on, finish late, log off, sleep and repeat. I feel like the expectation of my employer and industry is that I frequently should prioritise meeting deadlines over my sleep, which is really important for my wellbeing. Some will say that our salary justifies working like this. But if that's the point of view, the business can't also claim that the mental health of your people is important. It doesn't match up.”

– Focus group member

Resources

Guides

CMHA UK provides toolkits, guides, resources and information to support companies in their efforts to improve mental health in the workplace. All of our resources are led by business led and guided by experts, having been developed alongside CMHA members and mental health experts.

Our repository of resources has expanded to include a wide range of materials that cover:

[CMHA Thriving at Work UK Guide](#): a UK framework for businesses to use when developing their workplace mental health strategy

[CMHA Global Thriving at Work Framework](#): a Global framework for businesses to use when developing their global mental health strategy

[Case Studies](#) on our website and in member guides. These provide examples of initiatives being implemented by individual members to support workplace mental health

['How To Guides'](#) on topics including:

- How to use data
- Supporting colleagues struggling with addiction
- Supporting colleagues experiencing bereavement
- Engaging Mental Health First Aiders
- Supporting the mental health of neurodiverse colleagues

[Short guides](#) to support businesses responding to the coronavirus pandemic

[Thought leadership](#) articles on mental health in the workplace

[YouTube](#) recordings of our events

[Research](#) to develop the evidence base for mental health support in the workplace



Communication, peer sharing and thought leadership

As a membership organisation, the needs of members drive our operations. A key role of the CMHA UK is to share lessons learned. We also ensure that companies and individuals are kept up to date with developments and new evidence on workplace mental health initiatives.

We do this by sharing member case studies and thought leadership. We host small peer sharing round tables with members for peers to share their approaches on specific wellbeing topics. To keep members informed and engaged with the Alliance, we circulate a monthly [newsletter](#) detailing new resources, an updated schedule of events, plus the latest research and developments in our assessments and training. We ensure connectivity via social

media channels - including [LinkedIn](#), [Twitter](#) and [YouTube](#) – where we share our latest news and resources with the business community. Our website features a member only hub where we regularly post guidance and event recordings.

As part of our remit to raise awareness around workplace mental health, CMHA UK has been featured across a wide selection of the media:

The  INDEPENDENT

 Harvard Business Review


THE TIMES

 yahoo!

 REUTERS

2021 highlights

- Eight new workplace mental health guides
- 23 written member case studies
- 28 thought leadership articles
- 1,363 subscribers to the newsletter
- >2,500 Twitter followers
- >3,500 LinkedIn followers



Thriving at Work UK Assessment

In 2021 the CMHA UK ran its annual [Thriving at Work Assessment](#). This is an evaluation and benchmarking tool for organisations to measure their progress in developing a mentally healthy workplace. It is based on the CMHA's Thriving at Work UK Guide. The tool measures the following areas:

- Communication and engagement
- Skills development
- Working environment
- People management
- Leadership and accountability
- Monitoring and disclosure
- Interventions and support

Upon completing the assessment organisations are provided with:

- A confidential organisation report and 1-1 feedback and consultancy
- A benchmark of their performance against other organisations
- A gap analysis to identify future priorities
- A CMHA Thriving at Work digital badge (for organisations achieving the required standard)

2021 Thriving at Work Assessment Highlights

- 80% CMHA members completed an assessment in 2021
- 2 members reached the Health Creating Accreditation
- 13 members reached the Excelling Accreditation
- 100% of participating members improved their scores from 2020
- 41% average improvement in assessment scores from 2020



Training

We have proven experience of delivering [mental health training](#), and executive coaching to large organisations such as BNY Mellon, Bank of England, Wells Fargo, LSEG and the Financial Times. All our services have been developed in collaboration with global businesses and mental health experts.

In 2021, we designed and launched three new training courses – Mental Health and Race in the Workplace, Mentally Healthy Hybrid Working and Psychological Safety in the Workplace. This brings the total number of CMHA UK courses to 13. In addition, we secured four new Associate Trainers, bringing the total number to 12. All of our courses are delivered by a team of mental health experts with experience working in the financial, professional and legal sectors. View further testimonials [here](#).

The CMHA's training modules include:

- Mental Health Awareness in the Workplace
- Mental Health and Race in the Workplace
- Mental Health Awareness for Managers
- Psychological Safety in the Workplace
- Managing Unhealthy Perfectionism
- Mental Health First Aid 2-day
- Mental Health First Aid refresher

View a full list of our training courses [here](#).

“ This was the most enjoyable, emotional and thought-provoking course I’ve been on. I’m such an advocate in Mental Health and Wellbeing and would recommend this course to anyone.”

Mental Health First Aid 2-day course

“ Well structured, highly professional, excellent engagement and collaboration. The openness and candour at the outset and throughout the sessions eliminated any potential stigmatisms or concerns discussing the topics around Mental Health.”

Mental Health Awareness for Managers course

2021 highlights

- 50 mental health training courses delivered to businesses
- Trained > 1000 people in spotting the signs and having confident conversations about mental health
- 4 new mental health associate trainers
- 9.10 (out of 10) would recommend CMHA training

Global development

In 2021, the CMHA continued to grow internationally. The CMHA now has established chapters in [Hong Kong](#), [Australia](#), [Singapore](#), [India](#) with Portugal launching soon.

In 2022, we are launching a new not-for-profit global membership organisation – [MindForward Alliance](#). MindForward Alliance will support senior business leaders and HR/wellbeing practitioners develop their approach to global workplace mental health. We will provide additional updates during 2022. To stay up to date with the latest developments, you can [sign up to our newsletter](#).

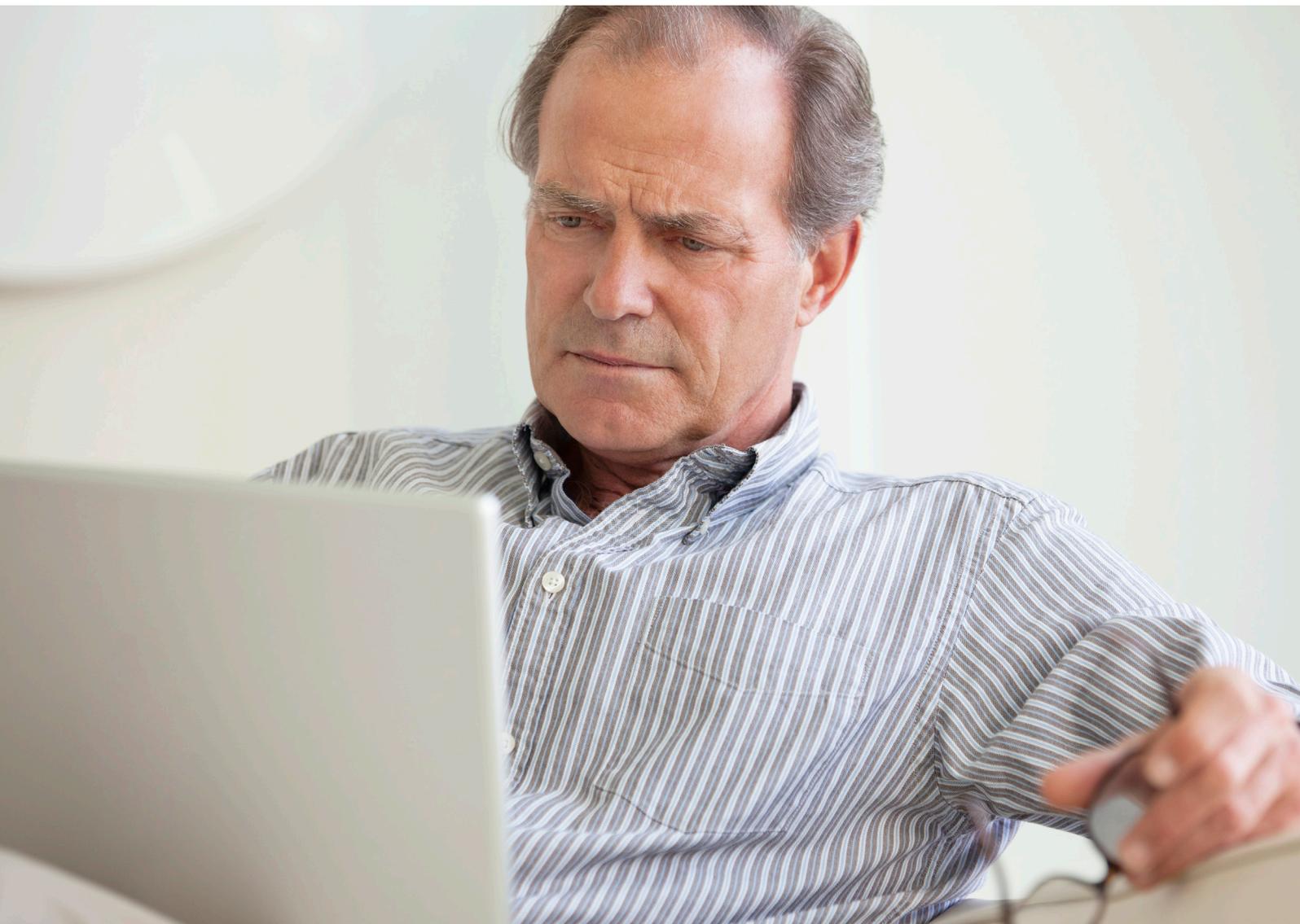
MindForward
Alliance

Transforming workplace
mental health



The CMHA's impact on wider societal change

The collective commitment of our members also means that the CMHA is leading a powerful movement for positive societal change. The CMHA - along with many of our members – are involved in a number of projects which contribute to better workplace mental health. Below are the projects CMHA and its members were involved in during 2021.



Change the Race Ratio

In October 2020, CMHA became one of the founding members of [Change the Race Ratio](#), a business-led campaign to increase racial and ethnic participation in the senior leadership of British businesses.

Change the Race Ratio calls for businesses to develop greater diversity at board and senior leadership level, to be transparent in disclosing pay gaps, and to build an inclusive culture. The goal of the campaign is to create a more diverse business community and ultimately, a more equitable society.

The campaign supports a community of signatories that works together and shares good practice. The campaign just marked the fantastic achievement of 100 companies signed up to Change the Race Ratio.

Mental Health Sustainability Programme

In 2020, the CMHA (in collaboration with 15 other not-for-profits including the Samaritans, Mind and the Association of Mental Health Providers) set up the [Mental Health Sustainability Programme](#). Its objective is to sustain the ability of small voluntary, community and social enterprise (VCSE) organisations to continue to deliver urgently needed mental health support to those disproportionately affected by the health and economic crisis caused by Covid-19. In 2021 a number of CMHA members continued to support the programme including Goldman Sachs, Linklaters, Bupa and Deloitte.

During 2021, the Mental Health Sustainability Programme, delivered by the Association of Mental Health Providers, ran two small grants rounds, funded by the initial seed donations



from Goldman Sachs and Linklaters, as well as private donors. These grant rounds supported 65 organisations who collectively reach approx. 150,000 individuals and welcomed them into the wider offering of the Programme.

The success of these rounds enabled The Association to enter into confident and successful conversations with Bupa Foundation to run a dedicated Helplines Fund which closed out at the end of the year. The wider Programme offering, as developed by The Association, now includes monthly webinars – an endeavour first supported by Deloitte – and peer support forums, all contributing to increased knowledge and confidence for our 100+ Programme providers as they continue to navigate the effects of the pandemic.

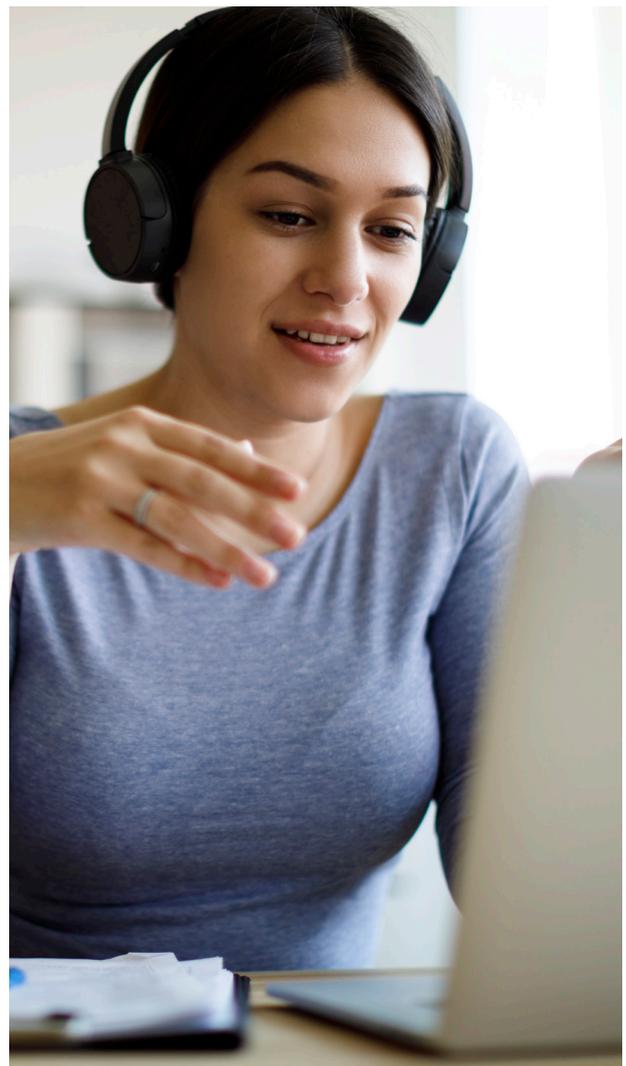
Closing the health and wellbeing “gap” for frontline and essential workers

Through 2021 the CMHA has been working with the City of London Corporation’s Business Healthy (Public Health team), Legal & General, PwC, the Bank of England and other partners, on [an initiative to raise awareness of avoidable health inequalities experienced by people working in frontline and essential roles](#), such as cleaning, security, construction, and hospitality.

Evidence shows that prior to the pandemic, people in these groups often faced poorer health outcomes compared with their desk-based counterparts – including their mental health - and the COVID-19 pandemic has exacerbated this gap and made many of these issues even worse. This initiative focuses on: raising awareness of this issue among large firms that contract in many frontline and essential workers; identifying and sharing best practice, to encourage and

inspire firms to take proactive steps to help to reduce these inequalities; and signposting workers to the free support services that are available.

The initiative was formally launched in November 2021, with an event supported by the CMHA, where a keynote speech was delivered by Professor Sir Michael Marmot, who is a leading authority on health inequalities and author of the now-famous Marmot Review.



Looking ahead to 2022



Alison Unsted
CEO, City Mental
Health Alliance UK

A message from our UK CEO, Alison Unsted

I am delighted to be coming into the new year as UK CEO of the City Mental Health Alliance. This is an exciting time for the growth of the UK Chapter.

I've been working with the CMHA since 2012, first experiencing the Alliance as a member. Then in 2018, I joined the Executive Team with a clear objective of helping to build the workplace mental health support that we offer business. It has been a privilege and a pleasure to be a part of this community – working with businesses and mental health experts – increasing our impact and growing the support we offer to our members. This has included the launch of a workplace mental health training division, developing our workplace mental health strategy assessment, launching our first global workplace mental health framework and continuing to evolve and update the standards for businesses. And now I am delighted and privileged to take the role of UK CEO.

In 2022, our Alliance will continue to help businesses navigate current workplace wellbeing challenges. Our members have access to a workplace mental health programme and network that will help their businesses accelerate their journey to building a mentally healthy workspace. Whilst also contributing to positive changes across wider society.

Our plans for the year include:

- Launching an update of our Thriving at Work Assessment so that organisations can measure and benchmark their mental health strategy in the UK and globally.
- Working with mental health experts and businesses to create at least 12 new workplace mental health guides.
- Providing 24 seminars, roundtables, insight and exchange sessions and training events for HR/Wellbeing Professionals, Senior Business Leaders, Mental Health First Aiders/Champions and the wider employee population.
- Continuing to work our members to commission research that informs, inspires and drives change
- Facilitating peer-to-peer connection by connecting our member businesses so that they can learn from each other and accelerate their mental health journey
- Driving positive change in wider society by providing resources to guide the wider business community and supporting social impact projects.

As always, we will bravely push conversations and evidence base on workplace mental health. Our 2022 programme will cover a range of themes including how to measure wellbeing, prioritising wellbeing in new ways of working, preventing burnout and creating an inclusive mental health strategy with spotlights on menopause, early careers, neurodiversity and parents and carers.

CMHA UK Board

Our Board is made up of senior business leaders. It exists to drive the strategic direction of the CMHA UK, ensuring its purpose to be member-led and support the needs of businesses in the UK. In 2021, we welcomed one new Board member – Kalvinder Dhillon, Vice Chair, Deloitte. We are grateful to our Board members for their dedication and enthusiasm for the work we do.



Brian Heyworth,
Chair, CMHA UK



Kalvinder Dhillon
Non-Executive Director



Beth Robotham
Deputy Chair



Rebecca Priestley
Non-Executive Director



Poppy Jaman, OBE
Global CEO



Susan Bright
Non-Executive Director



Alison Unsted
UK CEO



John Tindall
Non-Executive Director



John Binns, MBE
Non-Executive Director



Patrick Watt
Non-Executive Director



City Mental Health
Alliance UK