

MEDIA RELEASE

**LORD STEVENSON, PAUL FARMER AND THE PRI JOIN CCLA CORPORATE
MENTAL HEALTH BENCHMARK EXPERT ADVISORY PANEL**

London, 10 February 2021: CCLA, a responsible investment pioneer and the leading investment manager for charities and local authorities^[1], has announced that the Principles for Responsible Investment (“the PRI”), Mind CEO, Paul Farmer, and Lord Dennis Stevenson have joined the Expert Advisory Panel of the CCLA Corporate Mental Health Benchmark.

The Expert Advisory Panel will be co-chaired by Elizabeth Sheldon, Chief Operating Officer, CCLA and will provide independent technical guidance on workplace mental health issues to support CCLA in the delivery of its Corporate Mental Health Benchmark. Lord Stevenson, serial entrepreneur, former Chairman of HBOS and Pearson and co-author of the “Thriving at Work” review, joins Elizabeth Sheldon, as co-Chair. The PRI and Paul Farmer, CEO of Mind and co-author of the “Thriving at Work” review, are founding advisory panel members.

Elizabeth Sheldon, Chief Operating Officer, CCLA and Co-Chair of the CCLA Mental Health Benchmark Expert Advisory Panel, said:

“In the UK, mental health problems represent the largest single cause of disability with one in four people experiencing mental health issues each year in England. The Covid-19 pandemic has only made the situation worse.

The workplace can be a powerful enabler of positive change in this area. However, the reality is that companies lack the framework and tools to effectively manage, monitor or report on their approach to employee mental health. Our benchmark on corporate mental health will fill this gap. It will also enable investors to assess and measure how listed companies are looking after their employee’s mental health.

I am delighted to welcome the PRI and Mind as founding members, and Lord Stevenson as co-chair of the Expert Advisory Panel for the CCLA Corporate Mental Health Benchmark. Their proven expertise will be instrumental in ensuring the successful delivery of this much-needed benchmark.”

Lord Dennis Stevenson, Co-Chair of the CCLA Mental Health Benchmark Expert Advisory Panel, added:

“My passion for improving mental health is driven, yes, by a desire to help my fellow human beings. It is also driven by the knowledge that money invested in mental health improves efficiency and profits. Furthermore, there are simple, practical and inexpensive steps for companies to achieve this.”

Elena Espinoza, Acting Head of Social Issues, The PRI, said:

The PRI is proud to support CCLA’s efforts to deliver this important benchmark which will go a long way to helping investors who are concerned with organisational sustainability to play their part in driving corporate mental health to the top of company agendas. As stewards of capital, investors can play a critical role in promoting positive, transparent and consistent approaches to corporate mental health. We look forward to working with CCLA, Mind and Lord Stevenson to help organisations make good employee mental health practice central to the health of their businesses.

Paul Farmer, CEO, Mind, said:

“We know that workers have been facing significant mental health challenges for some time, and the pandemic has only exacerbated the situation. We also know that small changes can make a big difference. If companies adopt mental health standards and implement plans that help to manage and improve mental health in the workplace, they can make a dramatic difference to people’s lives and to productivity. It is therefore vitally important to keep building an understanding of what’s happening on the ground, within organisations, in order to support and encourage best practice. I am delighted to lend my support to CCLA’s efforts to do so.”

The public consultation on the benchmark’s proposed scope, definitions and assessment criteria concluded this week. The results of the pilot Benchmark will be published in the first half of 2021 and focus on the selected FTSE 100 companies, and thereafter progressively extend its reach.

Ends

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NOTES TO EDITORS**About CCLA's Mental Health Programme.**

The creation of the [CCLA Mental Health Benchmark](#) signals the next step in a mental health programme that began in 2019 with the ambition of uniting companies, clients and investors on the importance of positive mental health.

The Expert Advisory Panel will provide independent technical guidance on workplace mental health issues to support CCLA in the successful delivery of its Mental Health Benchmark.

Meeting bi-monthly during the scoping phase and six-monthly thereafter, the Advisory Panel will take a broad view of mental health, acknowledging that mental health is more than just the absence of mental illness, and that multiple social, psychological, and biological factors determine a person's mental health at any point in time.

The Panel consists of independent advisers with a range of disciplines and whose expertise and advice will help to:

- Ensure that the CCLA Mental Health Benchmark – including its assessment criteria and scoring methodology – is accurate, robust and based on best available knowledge.
- Evaluate and assess the viability of the Benchmark's overarching findings.
- Understand and integrate social, cultural and ethical considerations across the programme's work.
- Support the effective dissemination of the Benchmark findings.

About CCLA

Founded in 1958, CCLA aims to deliver strong long-term returns and have unmatched experience in providing ethical and responsible investment to charities. CCLA is independently owned by its clients for whom it is responsible for £12.4 billion of assets under management, as at 31 December 2020. Charity Finance's Fund Management Survey 2020 ranks CCLA in first position as the UK's largest manager in the charity sector by funds under management and by the number of charities.

CCLA champions action on issues that have not received the attention that they deserve because it believes it has a moral duty to do so and that it is in the long-term investment interests of its clients, and the industry at large. CCLA Investment Management Limited and CCLA Fund Managers Limited are authorised and regulated by the Financial Conduct Authority.

Mental health facts and figures:

1. 1 in 4 people experience mental health issues each year in England, according to the 2018 report from the independent Mental Health Taskforce to the NHS. <https://www.england.nhs.uk/wp-content/uploads/2016/02/Mental-Health-Taskforce-FYFV-final.pdf>
2. Worldwide 792 million people were living with a mental health disorder in 2017, slightly more than one in ten people (10.7%, according to estimates in the Our World in Data mental Health report. (<https://ourworldindata.org/mental-health>)
3. Poor mental health costs UK employers £42 – £45 billion a year compared to £33 - £42 billion in 2017, according to a January 2020 report by global consulting firm Deloitte (<https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/consultancy/deloitte-uk-mental-health-and-employers.pdf>). This is a 16% rise from the mid-point between the two ranges).
4. Of the £45 billion, absence costs make up of around £7bn, presenteeism costs ranging from £27bn to £29bn —where individuals attend work despite poor mental health but are unproductive in the work they do— and staff turnover costs of around £9bn. The report cites other indirect costs to employers of poor mental health, such as the adverse impact on creativity, innovation, and colleagues.
5. Deloitte estimates that the costs to employers of mental health-related presenteeism costs are roughly three-and-a-half times the cost of mental health-related absence.
6. For every £1 employers invest on mental health they get a £5 return, up from £4 for every £1 spent in 2017, according to Deloitte.
7. Mental illness is the second-largest source of burden of disease in England. Mental illnesses are more common, long-lasting and impactful than other health conditions, according to a Public Health England report in 2019 <https://www.gov.uk/government/publications/health-profile-for-england-2019>
8. People with a long-term mental health condition lose their jobs every year at around double the rate of those without a mental health condition. This equates to 300,000 people – the equivalent of the population of Newcastle or Belfast, according to the Stevenson Farmer Thriving at Work report published in October 2017, commissioned by the UK government. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/658145/thriving-at-work-stevenson-farmer-review.pdf
9. Almost one in five adults (19.2%) were likely to be experiencing some form of depression during the coronavirus (COVID-19) pandemic in the UK in June 2020; this had almost doubled from around 1 in 10 (9.7%) before the pandemic (July 2019 to March 2020). <https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/articles/coronavirusanddepressioninadultsgreatbritain/june2020>
10. Good mental health is defined as “a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to her or his community,” by The World Health Organisation.

Ends all

