

IP Inclusive: LEO's report 3Q 2025



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1 General

As usual the early months of this quarter were relatively quiet, but we began the autumn with several events and there are plenty more in the pipeline for 4Q 2025.

Significant progress has been made with the new Women in IP mentoring scheme, our EDI data gathering toolkit (now almost ready for launch) and proposed new networks for men in IP and business support professionals. Our tenth anniversary celebrations have also continued, with events, podcast recordings and more activities planned for the remainder of the year.

In July we published a new two-year business plan, with “community” as its theme, and our 2025-26 budget for which we have begun raising funds.

What we continue to hear, from across the sector, is that IP Inclusive’s work is important and valued by IP professionals and their businesses, whatever may be happening to the EDI agenda elsewhere. We must be sure to convert that into concrete support and engagement.

2 Business plan themes: allyship & community

2.1 Allyship

The allyship theme from our 2023-2025 business planning cycle culminated in a July event on “Active Allyship”: see 5.1 below.

We are currently reviewing our allyship guidelines in light of the discussions at the event. We hope to incorporate a simple set of “Ten Actions for Active Allyship”, inspired by the panellists’ contributions. We are also considering establishing an ally’s pledge, by which people can commit to some of those practical allyship measures.

In August we entered a new business planning period. This one will focus on “community”. Allyship will still, however, be a key part of many of our activities, in particular for our six communities whose work will continue to inform and empower allies. All encourage involvement from allies as well as the under-represented groups they support, whilst our “intersectional” approach to EDI means they also collaborate across the different diversity strands to be allies for one another.

2.2 Community

The over-arching theme for our work over the next two years, from August 2025, is “community”. Our 2025-27 business plan (see 9.6 below) identified activities aimed at strengthening and supporting the IP Inclusive community and increasing the impact it can have in the IP professions. Those activities will focus on four strategic priorities:

- Supporting our volunteers
 - See 3, 5 and 6 below for work with our Careers in Ideas task force, communities and regional networks, which are the main routes through which we interact with volunteers.

- Strengthening engagement
 - In addition to the work of the communities and regional networks, our tenth anniversary activities have been helping us widen and strengthen engagement with the IP professions: see 10.1 below.
- Keeping equity, diversity and inclusion (EDI) and wellbeing on the agenda
 - Activities from our senior leaders' diversity think tank (10.2 below) help keep senior IP professionals and their businesses focused on EDI and wellbeing. Those of the communities and regional networks also help keep EDI-related conversations live and relevant.
- Developing the pipeline
 - Under this heading we work to raise awareness of and improve access to IP sector careers – in particular for disadvantaged and under-represented groups – so as to diversify the pool from which the professions recruit. This is being done through our Careers in Ideas outreach arm: see 3 below.

3 Careers in Ideas

3.1 General

- Careers in Ideas task force met at the end of September to start planning for the 2026 *Summer of IP* campaign (see 3.2 below).
- Helen Smith updating the Careers in Ideas directory of social mobility and other outreach charities; we hope to publish the new version in 4Q 2025 and to make use of it in attracting *Summer of IP* participants.
- Advisory Board members have been asked for ideas to help raise awareness of Careers in Ideas resources (9.2 below).
- The 2025-27 business plan commits to creating a resource pack of collated Careers in Ideas materials, to support IP professionals in their careers outreach activities; we intend to have this ready in good time for *Summer of IP*.
- Changes to task force membership:
 - Julie Barrett (formerly Purposive Step Consulting) stepped down from the task force in July and David Joo (Solve Intelligence, formerly Aon) in August.
 - Taylor Wise (Jensen & Son) joined her first task force meeting in September, having volunteered her help earlier in the year.
 - Matthew Philpott (UK IPO) stepped down in September; his colleague Penny Wheeler joined in his place.

3.2 *Summer of IP*

- Third *Summer of IP* campaign will run during 2026.

- Will provide resources and events to introduce would-be recruits from a range of backgrounds to IP careers, and involve IP sector employers to offer taster sessions, work experience and other similar opportunities.
- Through the campaign, we hope to strengthen our links with outreach charities and school and university contacts, who can help Careers in Ideas widen its reach.
- September task force meeting, convened largely to plan for *Summer of IP 2026*, was enthusiastic and productive; plenty of initial plans made.
- In general structure, *Summer of IP 2026* will be similar to the 2024 campaign. Successful and popular events (including the launch event) will be re-run; less popular ones will be improved; information recordings will be updated as appropriate.
- Potential new events for 2026:
 - Webinar providing general guidance for graduates on obtaining a job in IP, including strategic planning and less conventional routes in.
 - Webinar about CIPA apprenticeship schemes.
 - Event focused on business support roles.
- Other new ideas raised:
 - Potential use of a Riipen intern to help with aspects of the campaign (in particular promotion, social media comms and administration).
 - Establishing a Careers in Ideas TikTok account to promote *Summer of IP* and other more general Careers in Ideas resources.
 - Linking promotional activities with relevant awareness dates, including potentially National Careers Week in March.

3.3 Mentoring Hub

- Registered participant numbers at the end of 3Q 2025: 46 mentors; 177 mentees.
- “Mentoring quality score” currently 4.36 out of 5 (Mentorloop benchmark is 4.2).
- Mentorloop subscription next due for renewal in November.
 - Special donation from Kilburn & Strobe will cover this.
 - Hope to secure similar “sponsorship”-style donations for future renewals.
- Jane Wainwright (IPause committee lead, former patent attorney and now executive coach) helping Carol Nyahasha run the scheme and recruit and train new mentors.
 - Updated mentor and mentee resources being created; hope to roll them out in 4Q 2025 alongside a mentor recruitment drive to help reduce the mentee waiting list.
 - Positive case studies from the scheme will be used in our outreach materials and to help promote *Summer of IP*.
 - Some form of celebratory event for mentees and mentors may feature as part of *Summer of IP 2026*.

3.4 Website & comms

- July:
 - Scotland Network careers insight event (6 below) posted on the Careers in Ideas website events page.

- Website news post about applying for IP sector jobs with a disability and requesting reasonable adjustments; written by Helen Smith from the executive team, with input from IP Ability.
- September: website news post reporting on the July Scotland Network event.
- Two new “People in IP” case studies added to the site during 3Q 2025, from recently appointed Advisory Board members.
- Helped promote individual IP sector employers’ insight and careers events where appropriate, in particular via the Careers in Ideas LinkedIn page.
- LinkedIn page had 983 followers at the end of 3Q 2025 (926 on 1 July 2025).
- LinkedIn group (primarily for IP professionals) had 134 members at the end of 3Q 2025.

4 The EDI Charter

- No signatory changes during 3Q 2025; current total 154 signatories.
- During the quarter, donations received from four signatories; six other donations pledged and invoiced (see 9.5 below).
- The 2025-27 business plan (9.6 below) commits to a review, for completion by the end of 2Q 2026 and with the help of our Advisory Board and our existing community of signatories, into the effectiveness and value of our Charter and Senior Leaders’ Pledge (10.2 below) schemes.
 - Hope to begin scoping this during 4Q 2025.
 - Anne Burgato from the executive team will be involved, as will Lesley Evans from IPIM (who established the original Charter scheme).

5 The six communities

5.1 General

- July event on “Active Allyship” involved representatives from all six communities.
 - Hybrid in format, hosted in London and online by Carpmaels & Ransford.
 - Originally scheduled for 2 May but had to be postponed to 9 July to avoid a clash with the 2025 INTA conference.
 - Included a panel discussion chaired by Helen Smith from the executive team, who created our 2024 allyship guidelines.
 - Anne Burgato and I also attended, Anne having handled a lot of the organisational aspects of the event.
 - Panel reviewed key points from the allyship guidelines and discussed what good allyship looks like to members of each community, the impact it can have, and practical steps for its day-to-day implementation.
 - Outcomes will help us update the guidelines later in the year and also be used to generate a set of “Ten Actions for Active Allyship” (a nod to our tenth anniversary)

and potentially, in the longer term and depending on the communities' feedback, to establish a new ally's pledge.

- Website News and Features post, reporting the key outcomes, published in September.
- “Community” is the over-arching theme for our new 2025-27 business plan (see 2.2 above and 9.6 below), with an emphasis on supporting and developing the six communities' activities and collaborations.
 - Specifically, commits to:
 - Supporting the creation of new networks for (i) men in IP and (ii) business support professionals: see 5.8 below.
 - Helping Women in IP establish their proposed mentoring scheme (5.7 below).
- Communities continue to collaborate with one another and with other networks on individual events, eg a September IP Futures and Scotland Network event and an IP Futures and Women in IP event planned for November (5.5 below).
- Women in IP's annual event in October (5.7 below) will also involve panellists representing the other communities.
- Catch-up meeting of community committee leads scheduled for mid-October, to update one another on plans; share ideas; and discuss potential collaborations, executive team support and other aspects of the new business plan.
- Event registrations in 3Q 2025: 77 for the July “Active Allyship” event; see 5.2 to 5.7 below for individual community events.

5.2 IP & ME

- July: online “Coffee Club” get-together on “Religion and the workplace”.
 - Intended to be part of an ongoing series, each having a theme to kick-start conversations but also providing a chance for general chat and networking.
- August: lunch-&-learn webinar with CIPA President Bobby Mukherjee (originally scheduled for July; had to be postponed to suit last-minute change in speaker availability).
- Collaborating with CIPA and CITMA on a panel discussion to mark Black History Month in October.
- Olivia Buckingham (Riverlane) had joined the committee during 2Q 2025; Adhib Mubarak (Agile IP) joined in 3Q 2025.
- Stats at end of 3Q 2025:
 - LinkedIn page: 877 followers
 - LinkedIn group: 155 members
 - Mailing list: 568 subscribers
 - Event registrations: 17 for July Coffee Club; 71 for August lunch-&-learn webinar.

5.3 IP Ability

- July: website News and Features posts:

- Reporting highlights of the May webinar on “Mental health and the Equality Act” and the June webinars on “Juggling caring and working in the IP profession” (joint event with Women in IP) and “ASD and the IP profession” (joint event with CIPA).
- By guest contributor Chandos Green, a disability and mental health advocate, to mark Disability Pride Month, with practical tips for a disability-inclusive workplace.
- September: publication of updated compilation of links and resources to help the IP professions become more disability-confident, with more information about resources to help with online accessibility.
- Online events being planned for November to mark Carers’ Rights Day, plus an in-person social get-together at the V&A’s “Design and Disability” exhibition.
- Lauren Jackson (Kilburn & Strode) and Laura Jennings (D Young & Co) joined the committee in September.
- Committee members continue to help CIPA students with reasonable adjustments for disabilities in UK and especially European patent attorney qualifying exams, as well as in their own workplaces.
- Stats at end of 3Q 2025:
 - LinkedIn page: N/A
 - LinkedIn group: 155 members
 - Mailing list: 262 subscribers
 - Event registrations: N/A
- See also the IPause work on (peri)menopause support (5.4 below).

5.4 IPause

- July:
 - Webinar about coaching, mentoring and their value in addressing mid-life challenges and opportunities.
 - IPause committee chair Jane Wainwright (Starry-Eyed Pragmatics), former patent attorney and qualified executive coach, led the session and included some interactive content for deeper insights.
 - Jane kindly offered a number of free one-to-one coaching sessions in return for a donation to IP Inclusive.
 - “Coffee Pause” online discussion.
 - This one had no specific theme; attendees could simply join and chat about whatever menopause-related topics were on their minds.
 - Website News and Features post by committee member Susan Bradley (Marks & Clerk), about the positive aspects of menopause.
- August: website News and Features post reporting on the July coaching and mentoring webinar.
- Committee meeting held 15 September to discuss future events (including potential 2026 coffee dates) and the creation of new content and resources for those affected by (peri)menopause and their allies, for examples news posts on relevant developments.

- Dawn Goff (UCB) stepped down from the committee in September.
- WhatsApp group continues to generate supportive and enlightening conversations between IP professionals on issues relating to (peri)menopause.
- Stats at end of 3Q 2025:
 - LinkedIn page: N/A
 - LinkedIn group: 77 members
 - Mailing list: 91 subscribers
 - Event registrations: 50 for July coaching and mentoring webinar; 10 for July Coffee Pause.

5.5 IP Futures

- September: “Networking – the theory and the practice”, a joint in-person event with the Scotland Network.
 - Hosted by Pinsent Masons in Edinburgh.
 - Repeated a successful networking event held in London in November 2024.
- Planning a joint event with Women in IP for November, featuring female IP professionals in senior roles.
- Stats at end of 3Q 2025:
 - LinkedIn page: 697 followers
 - LinkedIn group: 231 members
 - Mailing list: 408 subscribers
 - Event registrations: 10 for September event in Edinburgh.

5.6 IP Out

- August:
 - Evening social event at Freight Island in Manchester.
 - Website News and Features post reporting on the June webinar on trans inclusivity with guest speaker Robin White.
- September: hybrid event with award-winning diversity activist and speaker Tate Smith.
 - Hosted by Wiggin (who also paid Tate’s speaker fee) in London and online.
 - Tate spoke about his experience as “a working-class Essex boy who happens to be trans”, covering a range of topics including the lack of visibility of trans men, social mobility, menopause, toxic masculinity, male privilege and men’s mental health.
- Charlie Madill (Taylor Wessing) joined the committee in July.
- Webinar on LGBTQ+ identities and religion being planned for November.
- Stats at end of 3Q 2025:
 - LinkedIn page: N/A
 - LinkedIn group: 253 members
 - Mailing list: 650 subscribers
 - Event registrations: 14 for August social event; numbers not known for September Tate Smith event as registrations handled by the hosts.

5.7 Women in IP

- July: website News and Features post reporting highlights of the May webinar on “Juggling caring and working in the IP profession” (joint event with IP Ability).
- September: informal online coffee date discussing the “Umbrella Theory” from Gill Whitty-Collins’s book *Why Men Win at Work*.
- Mentoring focus group:
 - Participants sought for pilot scheme over the summer; over 75 potential mentees and 27 mentors signed up.
 - Pilot will begin running in 4Q 2025 with 27 matched mentee-mentor pairs.
 - In-person event planned for January 2026 for mentors and mentees to meet; may also include a panel discussion providing mentoring tips.
 - Our 2025-27 business plan (9.6 below) commits to helping Women in IP establish its mentoring scheme.
- Career guidance focus group:
 - Survey results analysed, with help from a statistician, and report circulated to main committee in September.
 - Follow-up event planned for early 2026, the outcomes to be used to provide guidance on career development for both employees and employers.
 - Cassie Hill (Mishcon de Reya) joined the group in September.
- Events focus group:
 - Most of 3Q 2025 devoted to organising the 1 October annual event.
 - Plans progressing well, with good numbers of sign-ups in most locations (in particular London); see also 6 below.
 - Several events being planned for 4Q 2025 and beyond, including another “Connected Bubbles” series in 1Q 2026.
 - Also being planned is a webinar with IP professionals and academics researching the experiences of female IP professionals in Australia and New Zealand.
- Socials focus group:
 - Working with social media expert Carys Bello (Fellows and Associates) on a two-to-three minute video to promote Women in IP and its work.
 - Filming scheduled for October; will involve representatives from the main committee and the individual focus groups.
 - Hoping to publish some content soon (including a potential guest blog post) based on the Australia and New Zealand research mentioned above.
 - LinkedIn page regularly reposts event listings and other updates sent to IP Inclusive mailing list subscribers.
- Sabine Rehaber (HGF) stepped down from the main committee in August.
- Committee continued to meet monthly to discuss ongoing and future projects and comms.
- Stats at end of 3Q 2025:
 - LinkedIn page: 505 followers
 - LinkedIn group: 1,962 members

- Mailing list: 1,158 subscribers
- Event registrations: 34 for September coffee date.
- See also the IPause work on (peri)menopause support (5.4 above).

5.8 Potential new networks

5.8.1 *Men in IP*

- Working group continued to plan for a potential new community for men in IP.
- Led by Rich Wells (Tropic), also involved in our men's mental health projects (7.2 below).
- Rich will attend the community leads' meeting in October (5.1 above) to gather insights, ideas and hopefully support from the existing communities.
- Women in IP committee has already expressed support; one of its members (on a rota basis) will attend each future working group meeting to provide a link between the two communities.

5.8.2 *Business support professionals*

- Anne Burgato working with Advisory Board member Jodie Bates on a potential new community.
- Will likely set up a working group comprising volunteers recruited from the IP Inclusive and wider IP communities.
- This will help establish what form a new community might take, its remit and its likely activities.
- A survey and/or an initial event may also be used to gather ideas and volunteers.
- Meanwhile we continue to seek involvement of business support professionals in individual IP Inclusive (including Careers in Ideas) activities, groups and events.

6 Regional activities

- Scotland Network:
 - July: website News and Features post reporting on the June Glasgow event "Advancing social mobility in the IP industry".
 - August: "Careers in IP" insight event, hosted by Murgitroyd in Glasgow with involvement from six other IP sector employers.
 - Interactive event showcasing a range of roles, including in business support.
 - Promoted through the Careers in Ideas website and comms.
 - Event report published on the Careers in Ideas website news page in September.
 - September:
 - Committee members organised an online networking event, "Coffee Connect", to help celebrate IP Inclusive's tenth anniversary: see 10.1 below.
 - "Networking – the theory and the practice": joint event with IP Futures (5.5 above).

- Also planning a December social event, again to celebrate our anniversary.
- Andrew Couttie (HGF) stepped down from the committee in August.
- South West Network:
 - No activity during 3Q 2025.
- Other: Women in IP's 2025 annual event will take place in London but be broadcast to several regional gatherings: hosts confirmed in Belfast, Brighton, Cambridge, Edinburgh, Liverpool, Manchester, Oxford and Southampton (5.7 above).
- Stats at end of 3Q 2025:
 - Scotland Network LinkedIn group: 87 members
 - Scotland Network mailing list: 117 subscribers
 - Event registrations: 10 for September event with IP Futures; numbers not known for other Scotland Network events as registrations handled by the hosts.

7 Mental health & wellbeing

7.1 With Jonathan's Voice

- July:
 - Anne and I met with Donna Smith (new Jonathan's Voice Training & Development Lead) to discuss future collaborations, in particular joint webinars.
 - Links to the charity's new video resources added to the Mental Health Hub section of our website.
- August: website News and Features post reporting on the June webinar about kindness.
- September:
 - Webinar on "Changing the Narrative: Responding to Distress in High-Pressure Professions", to mark World Suicide Prevention Day.
 - Featured popular returning speaker Dr Susie Bennett, whose research into male suicide is part-funded by Jonathan's Voice.
 - Website News and Features post reporting on the event.
- Also working together on:
 - Joint webinar with CIPA and CITMA, for World Mental Health Day in October.
 - November ("Movember") webinar on men's mental health.

7.2 Men's mental health

- Rich Wells, who leads the men's mental health work, working on a more general IP Inclusive community for men in IP (see 5.8.1 above) with Jonathan's Voice involvement.
- November webinar with Jonathan's Voice (7.1 above).

7.3 With LawCare

- Invited to an in-person launch of LawCare's "Life in the Law 2025" survey report, in London in October.
- We helped to promote the survey earlier this year.

7.4 Other

- July: website News and Features post reporting on IP Ability’s May webinar on “Mental health and the Equality Act” (5.3 above).
- We continue to promote activities and content from both Jonathan’s Voice and LawCare in our newsletters and on LinkedIn.
- Various IP Ability and IPause activities (5.3 and 5.4 above), both during 3Q 2025 and planned for later, also likely to have value in improving mental wellbeing in the IP professions.
- Event registrations in 3Q 2025: 31 for September webinar with Jonathan’s Voice.

8 Resources

8.1 General

- Published three new resources during 3Q 2025, including:
 - Slides from the July IPause webinar on coaching and mentoring (see 5.4 above).
 - Recordings of the July “Active Allyship” event (5.1 above) and – with speaker slides – the September webinar with Jonathan’s Voice (7.1 above).
- Also published eight website News and Features posts featuring practical tips and supporting resources as follow-up to IP Inclusive events, including about supporting carers at work; aspects of the Equality Act relevant to mental wellbeing at work; inclusivity for autistic IP professionals; the value of compassion and kindness at work, and tips for self-compassion; how coaching and mentoring work and how they can be used; guidance for trans inclusivity; how to support people at risk of suicidal thoughts and feelings; and practical tips for allies.
 - A further post provided expert tips for a disability-inclusive workplace (5.3 above).
- Events: attendance running at about 50% of registrations, which we gather is fairly typical for free events on “non-core” topics at the moment.
 - Greater though for certain higher-profile events such as Women in IP’s annual panel discussion (5.7 above).
 - Regional events attract fewer attendees and sometimes have to be cancelled due to lack of support.
 - We have not noticed any significant drop-off in event numbers due to changes in the EDI agenda abroad and so-called “anti-woke” sentiments.

8.2 EDI data gathering toolkit

- Final draft completed during 3Q 2025; input then sought from collaborators CIPA, CITMA, IP Federation, IPReg, our IPO contacts and Burley Law, as well as from the IP Inclusive communities.
- Draft webpage created as a hub for the toolkit once published.
- Hoping to publish before mid-4Q 2025.

9 Operational

9.1 IPIM

- Meeting held on 11 September:
 - Longer meeting to address higher-level strategic issues.
 - Originally intended to be in-person but due to limited member availability and the London Underground strikes, changed to online only.
 - Discussions covered:
 - A “horizon scanning” exercise to identify IP Inclusive’s strengths, vulnerabilities, future challenges and opportunities for addressing them.
 - The four strategic priorities from the 2025-27 business plan (see 2.2 above and 9.6 below).
 - IP Inclusive’s finances and potential future fundraising mechanisms.
 - Anne Burgato and Helen Smith from the executive team also took part, providing insights from the volunteers with whom they work as well as from the administrative and content creation aspects of IP Inclusive’s activities.
- Additional online meeting held 23 September to discuss more operational issues, including the Lead Executive Officer’s role and succession plans and the format of IPIM meetings.
- Online meeting also scheduled for November (including a joint session with the Advisory Board).
- 2026 meeting schedule to be agreed during 4Q 2025, in consultation with the Advisory Board to ensure alignment.

9.2 Advisory Board

9.2.1 Membership

- Sarah Vaughan (CITMA) and David Joo (Solve Intelligence, formerly Aon) stepped down from the Board in August.
- Total Board membership now 25.

9.2.2 Meetings

- Meeting held on 29 September:
 - Hybrid, hosted by Finnegan Europe in London and online.
 - Lesley Evans attended the first part as an IPIM rapporteur.
 - Discussed the appointment of a new Chair, and also two areas where IPIM had sought input following its 11 September meeting:
 - Maximising engagement with the Careers in Ideas website, its other resources and its 2026 *Summer of IP* campaign.
 - Enhancing our communications channels to improve our reach into the IP sector.
- Next meeting scheduled for November (joint meeting with IPIM, online).

9.2.3 *Other work*

- New Board members being introduced to specific communities where they have expressed an interest in more hands-on involvement; they have also contributed case studies to the Careers in Ideas website (3.4 above).
- Board provided input into the final draft 2025-27 business plan before its publication at the end of July (9.6 below).

9.3 **Executive staff**

9.3.1 *Lead Executive Officer (LEO)*

- Worked slightly shorter hours during June and August, so lower invoices at the start of July and September.
- Work done during 3Q 2025 included in particular:
 - Completing and publishing the 2025-27 business plan, in consultation with IPIM, the Advisory Board and the executive team.
 - Overseeing the IPIM finances and accounting, in particular:
 - Writing and publishing the 2025-26 budget, in consultation with IPIM.
 - Launching and overseeing the 2025-26 fundraising campaign.
 - Managing and supporting our employees and other executive support personnel (9.3.2 and 9.3.3 below); planning projects, roles and responsibilities for delivering on the new business plan.
 - Allyship work with Anne, Helen and the communities (2.1 and 5.1 above).
 - Coordinating initial plans for *Summer of IP 2026* (3.2 above).
 - Progressing the EDI data gathering toolkit (8.2 above).
 - Working with Anne on updates to our formal documents (9.7 below).
 - Overseeing and supporting the creation of new events.
 - Taking part in and/or managing some of these events, including for the IP Inclusive communities, the senior leaders' think tank and allyship- and mental wellbeing-related projects.
 - Attended the July event on Active Allyship (5.1 above) in person.
 - Working with Clair Curran, Jane Wainwright, Anne and others on activities to celebrate IP Inclusive's tenth anniversary, and participating in two of the tenth anniversary podcasts (10.1 below).
 - Preparation for and involvement in external publications and events, including by delivering talks and writing content (10.3 below).
 - Responding to a consultation on IPReg's 2026 business plan and budget (10.4 below).
 - Preparing agendas and other papers for the September IPIM meetings (9.1 above).
 - With help from Anne and Helen, general administrative issues for IPIM, the Advisory Board and IP Inclusive more generally, including ongoing maintenance of the websites and social media accounts.

9.3.2 *Employees*

- Although both employees (Anne Burgato and Helen Smith) took a fair bit of holiday during August, they continued to provide valuable assistance to the LEO and to many other parts of the IP Inclusive community.
- All three of us attended the July Active Allyship event (5.1 above), for which Anne led the preparations and Helen chaired the panel discussion.
 - Met up for coffee and an informal chat beforehand.
- Met in August to discuss delivery of the new 2025-27 business plan (9.6 below).
- Both Anne and Helen attended and contributed to the 11 September IPIM meeting (9.1 above).
- Salary increases for both employees, taking effect with the new budgeting year from 1 August 2025, were above inflation and slightly higher than current average UK pay rises; this reflects their increasing value to IP Inclusive and the high regard in which they are held by IPIM and the wider IP Inclusive community.
- Formal vote of thanks to both employees proposed and recorded in the minutes of IPIM's 24 June meeting, for their valuable contributions during the last twelve months, in particular for Anne's help towards achieving our fundraising target and for Helen's work on the 2025 Impact Report.
 - IPIM Chair James St Ville followed up with a letter of thanks to each of them in July.
 - By way of an additional thank you, a special treat afternoon tea is being organised for them in October, at IPIM members' personal expense.
- Annual reviews held in mid-September.
 - Yielded useful and largely positive feedback on all sides, and enthusiasm for both their current work and their potential future development.

9.3.3 *Other support*

- Additional voluntary support provided to the executive team during 3Q 2025 by former patent attorney and now executive coach Jane Wainwright.
 - She has been helping with the Careers in Ideas Mentoring Hub (3.3 above), and also organising our tenth anniversary podcast series (10.1 below).
- Patent attorney Vanessa Stainthorpe plans to help us again from 1Q 2026, in particular with the Charter review (4 above) and with a resource pack on the business case for EDI.

9.4 **Websites & social media**

- Twelve News and Features posts published on the IP Inclusive website during 3Q 2025, including IP Inclusive news, formal documents such as reports and meeting minutes, event reports, guest blogs and comment.
- Two news posts published on the Careers in Ideas website (3.4 above).
- Three items added to our website resources page (8.1 above).
- IP Inclusive LinkedIn page now has 2,298 followers (2,164 on 1 July 2025).
- IP Inclusive LinkedIn group has 742 members.
- Minor updates made to the IP Inclusive site in September, to improve the resources posts.

- Larger upgrade to the IP Inclusive site envisaged, as an additional “nice-to-have” project if funds allow, in the 2025-27 business plan and 2025-26 budget.
 - Aiming for a more up to date CMS editing system with improved structure, functionality and editability, so as to enhance the way we interact with both existing and potential supporters and help us reach a wider range of people.
 - In due course we will seek larger one-off donations to help us progress this project; estimated total cost = £8,000.

9.5 Financial

- Bank account balance at 30 September 2025 = £20,385.83
 - £19,000 of this is a ring-fenced contingency fund.
- Budget for August 2025 to July 2026 published 24 July¹.
 - Fundraising target for the new budgeting year = £96,000
 - = £99,000 budgeted expenditure minus a £3,000 surplus remaining from the 2024-25 budget.
 - An additional £8,000 would be required for an IP Inclusive website upgrade (9.4 above); funds will be sought separately for that.
- Progress on fundraising campaigns:
 - 2024-25 campaign completed during July; total raised = £82,849.46, sufficient to cover all actual expenditure during the year.
 - 2025-26 campaign launched in August:
 - Requests sent via Mailchimp to Charter signatory contacts and also mentioned in our newsletter, on the LinkedIn page and in our updates for the *CIPA Journal*.
 - Further calls for donations in event posts and at live events where appropriate; attendees also given the option to donate on registration.
 - In fundraising comms, 2025 Impact Report used to highlight our value and the importance, for the good of the whole sector, of IP Inclusive continuing.
 - Total donated towards 2025-26 campaign in 3Q 2025 = £6,748.80
 - £48.80 of this was from event registrants.
 - Included a £4,000 donation specifically for the November Mentorloop subscription renewal (3.3 above).
 - Significant further amounts pledged and invoiced but not yet received.
 - JustGiving page also created for individual donations but did not collect any donations during 3Q 2025.
 - In 4Q 2025 we will begin sending targeted reminders to Charter signatories who donated last year; this has proved effective in the past.
- Key expenditure during 3Q 2025 included:
 - Salaries (including PAYE tax, NI and pension contributions): £8,959.63

¹ See <https://ipinclusive.org.uk/newsandfeatures/community-is-key-our-2025-27-business-plan/>

- Lead Executive Officer fees: £7,713.25 (lower than budgeted due to reduced hours in June and August: see 9.3.1 above)
- Executive team travel and office expenses: £319.34
- Accountants' fees for preparation of annual accounts: £792.00
- Annual fee for IP Inclusive and Careers in Ideas website hosting, plus minor updates to IP Inclusive site: £414.00
- Creation of new Zoom Pro account and renewal of Eventbrite Pro account: £247.49
- Monthly Mailchimp subscriptions and domain name registrations, including annual renewals: £236.96

9.6 Business planning

- New two-year business plan, for the period August 2025 to July 2027, completed with input from IPIM, the Advisory Board and the executive team and published 24 July alongside the 2025-26 budget (see 9.5 above)¹.
- Key features:
 - “Community” as the over-arching theme.
 - A focus on the four strategic priorities outlined at 2.2 above.
- In addition to those mentioned in relevant sections above (see 3.1, 4, 5.1 and 5.7), specific objectives in the plan include:
 - Publishing a toolkit of basic standards and guidelines for EDI data gathering (8.2 above).
 - Re-running our 2019 sector-wide EDI survey.
 - Flagship social and networking event for the whole IP Inclusive community,
- Plan also includes continuing to develop our existing activities, and to work with other IP sector bodies (eg membership bodies and working groups, IPReg, the IPO), IP Inclusive partners and mental health charities (see 7 above and 10.3 below).
- Due to constraints on resources and executive capacity, and guided by responses to the early 2025 stakeholder survey, the business plan does not commit to any major structural changes during the next two years, although they remain on the radar.
- In August the full executive team met to discuss delivery of the business plan objectives, allocating roles and responsibilities to ensure each team member can support particular parts of our volunteer base and/or aspects of our work whilst still retaining an overview of all IP Inclusive activities.
 - Future quarterly executive team meetings will review progress against, and continue to work on, the business plan objectives.
 - Where feasible, all three of us will be involved (at least at the overview level) in most projects, so we can cover for one another when necessary and so as to develop our employees' skill sets and their relationships with IP Inclusive stakeholders.

9.7 Other

- Eventbrite “Pro” plan renewed in August.
- New Zoom account opened in September.

- IP Inclusive currently has use of a Zoom account belonging to me; this will continue. The new account, of the same type but set up in Anne's name, will allow the executive team more flexibility for scheduling and hosting meetings and events.
- Anne and I have continued to review and update IP Inclusive's formal documents (eg privacy notice, volunteers' code of conduct, communications policy).
 - New versions adopted and uploaded to the website in September, on a new "Policy Documents Hub" page of the website².
 - Included an updated compilation of IP Inclusive contact details, published on the website "Contact Us" page.

10 Other activities during 3Q 2025

10.1 Tenth anniversary celebrations

- July and August: began recording a series of ten anniversary podcasts looking at different aspects of IP Inclusive's work and achievements.
 - Project being led by Jane Wainwright, in collaboration with *Managing IP*.
 - Podcasts being hosted by Max Walters, Editor of *Managing IP*, and Jodie Bates (Boulton Wade Tennant) from the IP Inclusive Advisory Board.
 - Featured guests will include representatives from the six communities, the Careers in Ideas task force, the senior leaders' think tank and the executive team (Anne and I took part in two episodes in early August).
 - Publication to begin in 4Q 2025, with weekly release of the ten episodes by both IP Inclusive and *Managing IP*.
- September: "Coffee Connect" event organised by the Scotland Network to help celebrate IP Inclusive's tenth anniversary.
 - Online coffee date for people across the UK to chat informally in small breakout groups.
 - Hosted by Murgitroyd; open to all IP Inclusive supporters and would-be supporters.
 - Feedback received there reminded how important it is for the IP Inclusive community to exist, and the impact it can have on individual professionals' lives at different stages of their careers.
- IP Inclusive-focused episode of CIPA's "Two IPs in a Pod" podcast, recorded in April to mark the anniversary, published at the end of September in the run-up to CIPA Congress.
 - I will be speaking at CIPA Congress-related events in October, to mark the anniversary and promote IP Inclusive more generally.
- Women in IP's annual event in October will also be themed around the experiences of women working in IP over the last ten years and look ahead to the next ten.
- Invited to be interviewed for an article about IP Inclusive's first decade for the first *CITMA Review* of 2026.

² See <https://ipinclusive.org.uk/policy-documents/>

- Scotland Network’s in-person festive networking event being organised for December as a final birthday celebration.

10.2 Senior leaders’ diversity think tank

- July: informal virtual round-table to discuss current EDI challenges, both in the UK and further afield, including on the individual, business running and client levels.
 - Breakout discussions exchanged ideas and concerns under Chatham House rules.
 - Outcomes will help shape the November think tank event.
- September: thirteenth “Pledge Prattle” meeting, on reporting and addressing gender pay gaps.
- Plans progressing for November event, “The case for EDI: Why we need to continue”.
 - Keynote speaker confirmed as Daniel Winterfeldt from the InterLaw Diversity Forum.
 - Other panellists from the UK, US and elsewhere (including from private practice, in-house, regulatory, membership body and general legal backgrounds) will look at changes to perceptions of, and responses to, EDI.
- Review of the Senior Leaders’ Pledge scheme, along with our general EDI Charter, included in the 2025-27 business plan: see 4 above.
- Event registrations in 3Q 2025: 31 for the July round-table; 13 for the September Pledge Prattle.

10.3 External publications & events

- September:
 - *CITMA Review* published my article on the new “community” business plan theme and our 2025 Impact Report.
 - IP & ME working with CIPA and CITMA on a joint event for Black History Month in October.
- Contributed IP Inclusive updates for the July and September issues of the *CIPA Journal* (no issue in August).
- Speakers at the senior leaders’ think tank event in November (10.2 above) will represent, among others, InterLaw Diversity Forum, IPReg, CIPA, epi, AIPPI and INTA, as well as overseas organisations.
- See also:
 - Anniversary-related projects with CIPA, CITMA and *Managing IP* (10.1 above).
 - Work around mental wellbeing with Jonathan’s Voice and LawCare (7 above).

10.4 Lobbying & influence

- August: responded to IPReg’s July 2025 consultation on its 2026 business plan, budget and practising fees.
 - Thanked IPReg for its continuing support of EDI initiatives at this important time, with an increased budgetary allowance for that purpose.

- Expressed support for its proposed Education Review, in particular the inclusion of an independent equality impact assessment, and our willingness to help with any aspects of the Review relevant to EDI and accessibility.
- Applauded the proposal to update its 2024 diversity survey in 2026.
- Offered minor suggestions regarding the equality impact assessment for the proposals on practising fee changes, in particular regarding the presentation of statistics on proportions of minority groups in the sector.
- Sought clarification that the “not in active practice” fee category would be available to professionals affected by a temporary disability, illness or caring responsibility, which we believe would help reduce negative impacts in the context of two of the protected characteristics: disability and gender.
- Recommended broadening of the category, as a longer-term measure, for professionals working part-time.
- September: met with IPReg staff Sally Gosling and Katie Flett to provide EDI-related input into its Education Review.
- September: attended a reception for retiring IPReg Chair Lord Chris Smith.
 - Spoke with several members of the IPReg Board about the Education Review and more general EDI-related issues.
 - Briefly met Lord Smith’s successor Bill Matthews; hope to set up an initial meeting with him soon.
- IP Ability committee continued to help IP Inclusive supporters seeking reasonable adjustments for disabilities (5.3 above).

11 Notes

Statistics such as numbers of EDI Charter signatories, mailing list subscribers, social media followers and event registrations were recorded on 1 October 2025.

Andrea Brewster
IP Inclusive Lead Executive Officer
3 November 2025