

IP Inclusive Management 2025 Financial Report



1 Formal matters

IP Inclusive Management (IPIM)¹ is an unincorporated association and is not VAT-registered. In accordance with its constitution², it operates on a not-for-profit basis. All income is used to pursue the IP Inclusive objectives³ and to ensure that our events and resources remain free at the point of delivery to UK-based IP professionals. Payments received by IPIM are accepted as voluntary donations to the IP Inclusive cause; no products or services are provided in return.

IPIM currently banks with Royal Bank of Scotland plc. Its accountants are Gravita⁴ (a trading name of Gravita Western Limited), based in Bristol, who also provide outsourced payroll and pension scheme management and associated financial advice. Its accounting records are kept on the cloud-based Xero platform.

Internally, the IPIM finances are managed by our Lead Executive Officer Andrea Brewster and executive team member Anne Burgato. They are overseen by the IPIM Treasurer Gordon Harris. IPIM's formal financial documents, including its annual financial reports and budgets, are published on the IP Inclusive website⁵. The IPIM financial year runs from 1 April to 31 March.

2 Summary of 2025 finances

Opening bank balance 1.1.25:	£33,164.59
Income:	£92,906.60
Expenditure:	£86,278.30
Closing bank balance 31.12.25:	£39,792.89
(incl ring-fenced contingency fund)	(£19,000.00)
Creditors at 31.12.25:	£0
Debtors at 31.12.25:	£250.00

¹ See <https://ipinclusive.org.uk/ip-inclusive-management/>

² See <https://ipinclusive.org.uk/wp-content/uploads/2021/06/210607-new-ipim-constitution.pdf>

³ To promote and improve equality, diversity, inclusivity and wellbeing in the UK's IP professions, and to act for the benefit of the community of UK-based IP professionals and those they work with, and also of those wishing to join that community (see section 2 of the IPIM constitution)

⁴ See <https://www.gravita.com/>

⁵ See <https://ipinclusive.org.uk/newsandfeatures/ip-inclusive-finances/>

3 Breakdown of 2025 income and expenditure

	In £	Out £
Income:		
General donations towards the 2024-25 business plan	35,295.96	
General donations towards the 2025-26 business plan	47,520.64	
Donations for Careers in Ideas Mentorloop subscriptions	9,000.00	
Donations to IP Out	500.00	
Donations from IPIM members	590.00	
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Total	92,906.60	
Expenditure:		
Lead Executive Officer fees		34,181.25
HR costs ⁶		37,137.00
Executive team expenses ⁷		1,478.54
Accountants' advice, Xero subscriptions and payroll charges		1,362.00
Mentorloop subscriptions for Careers in Ideas		8,913.60
Website hosting and maintenance		414.00
Other operational costs ⁸		1,741.91
IP Out May event speaker fee ⁹		500.00
Hospitality-related items ¹⁰		550.00
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Total		86,278.30

IPIM's registered address is c/o The Chartered Institute of Patent Attorneys, Viaro House, 20-23 Holborn, London EC1N 2JD. It can also be contacted via its Lead Executive Officer Andrea Brewster (andrea.brewster@ipinclusive.org.uk) or the general IP Inclusive email address contact@ipinclusive.org.uk.

⁶ Includes salaries, tax, NI, pension contributions and Christmas bonuses

⁷ Includes travel expenses for the Lead Executive Officer (LEO) and other executive team members plus the LEO's basic office expenses

⁸ Includes Eventbrite, Mailchimp, SurveyMonkey and Zoom subscriptions; insurance; domain name registrations and email account hosting; ICO data protection fee; distribution of IP Inclusive Ally and Careers in Ideas pin badges

⁹ Covered by a donation to IP Out

¹⁰ Includes cupcakes for annual meeting and afternoon tea for executive team; covered by donations from IPIM members