

IP Inclusive Advisory Board (IPIAB)

Formal Minutes of Meeting – 25 March 2026

Chair: Jodie Bates

Secretary: Sally Bannan

Attendance

Carol Arnold; Sally Bannan; Iona Berkeley; Julie Browne; Caelia Bryn-Jacobsen; Pete Fellows; Jodie Bates; Saiful Khan; Abdulmalik Lawal; Sherena Masharani; Doyinsola Oreagba; Megan Rannard; Vicki Barker; Eleanor Pilott.

Lesley Evans (IPIM), who joined online for agenda item (1) IPIM update.

Apologies:

Ben Buchanan; Liam Lawlor; Josh McLennon; Carol Nyahasha; Anna Smith; Paul Sweeden; Sheila Wallace.

(1) Lesley IPIM update, including IPIM-IPIAB interaction.

Lesley expanded on the main issues discussed at the March IPIM meeting.

Action items

- Lesley to follow up with IPIM regarding the proposed Q&A format for the May joint meeting, and confirm the preferred structure.
 - IPIAB members to indicate whether they are willing to join a rotating pool of volunteers to observe IPIM meetings (with reciprocal observation where appropriate).
 - Lesley/IPIM to circulate the planned charter feedback email to IPIAB members (around Easter) and advise whether any questions should be discussed at a future IPIAB meeting.
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(2) Comms working group.

Discussion on the proposed communications working group.

Action items

- Jodie to send a reminder about the communications working group and encourage participation.
- Jodie to forward relevant names to Andrea (as discussed in the meeting).
- Jodie to raise with Andrea/Anne/Helen the option of using LinkedIn newsletters (and related LinkedIn features) to amplify IP Inclusive communications, and connect them with Carys as appropriate.

- Working group to consider whether a light-touch HR/comms contact list at firms would help with external reach (and, if so, propose an approach that avoids excessive email traffic).
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(3) May joint meeting Monday 11th proposal to be a 15-min update plus 30 mins to Q&A.

This item was also covered under agenda item (1) above.

Action items

- Confirm the agenda and timings for the May joint meeting (15-minute update plus 30-minute Q&A), including who will provide the update and who will facilitate Q&A.
 - Agree and implement the invitation/communications approach for the joint meeting to maximise engagement.
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(4) Feedback on the charter – phase I will be announced at the AGM – everyone on IPIAB will be asked v general questions; then Phase II more targeted Qs to certain people.

This item was also covered under agenda item (1) above.

Action items

- Lesley/IPIM to announce Phase I charter feedback at the AGM and issue a short set of general questions to all IPIAB members.
 - Lesley/IPIM to confirm the proposed Phase II approach (targeted follow-up questions to specific individuals) and advise IPIAB of timings and any required input.
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(5) End of career community – part-time/finances/pension/U3A/private healthcare/etc – IP Ability-organised event?

The Board discussed potential interest in support/resources for members approaching the end of their careers.

Action items

- Vicki to explore whether any IP Ability contacts could deliver a talk/presentation relevant to end-of-career transitions and/or caring responsibilities (non-financial advice).
 - Jodie to raise the topic with the business support group to test interest in an event and/or a small working group to coordinate activity.
 - Suggestion for IP Inclusive to draft a short resource/fact sheet (links/signposting only).
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(6) Mentoring.

An update was provided on the Careers in Ideas mentoring system.

(7) Website feedback – extension and reminder.

A reminder that IPIAB feedback on the IP Inclusive website was requested.

Action items

- Jodie to circulate the website feedback link again and confirm the extended deadline (first two weeks of April).
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(8) Horizon scanning: “What is one barrier—big or small—that might prevent someone from a marginalised group from thriving in IP, and what practical steps could we take to remove it?”

The agenda item topic was discussed.

Action items

- Jodie to propose a more focused horizon scanning question for the next meeting and place the item earlier on the agenda.