IP Inclusive Management
2026-27 budget

This budget covers the second year of our 2025-27 business plan[1], from August 2026 to July 2027. Although we have a two-year business planning cycle, we budget annually to allow for operational and other changes and to ensure sensible financial forecasting.

During July 2027 we will publish a new two-year business plan and a budget covering its first twelve months.

We welcome feedback and suggestions on this budget from all our stakeholders. Please contact us via our Lead Executive Officer Andrea Brewster (andrea.brewster@ipinclusive.org.uk), or write to contact@ipinclusive.org.uk.

IP Inclusive Management
31 July 2026

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

The budget

Item	*In £*	*Out £*	*Notes*
Fundraising campaign target	**108,000**		
HR costs:			
Lead Executive Officer fees		30,500	1
Executive support		47,100	2
Executive team expenses		2,500	3
Executive team training & development		2,000	4
IT & comms:			
Website hosting & maintenance		1,000	5
Domain name registrations (incl email accounts)		500	
Mailchimp, Eventbrite, SurveyMonkey & Zoom accounts		1,400	
Xero subscription for online accounting		500	
MentorLoop subs (Careers in Ideas Mentoring Hub)		9,900	
Donation already received towards Mentorloop subs	3,000		
Other operating costs:			
Accountants' fees		1,000	
Third party liability insurance & ICO data protection fee		400	
Contingency fund annual top-up		1,000	6
IP Inclusive & Careers in Ideas pin badges & their distribution		700	
Deficit remaining from 2025-26 budget		12,500	7
Totals	**111,00**	**111,00**	
If funds allow:			
IP Inclusive website upgrade		9,000	8

Contingency fund

Of our cash assets, £19,000 is currently ring-fenced as a contingency fund. This will be increased to £20,000 during the 2026-27 budgeting year. See note 6 below.

Notes

1. Our Lead Executive Officer (LEO) is currently paid £2,541 pcm, as a contractor, for 16 hours' work a week. Additional LEO work on specific projects (for example a website upgrade if feasible) will be accommodated, where necessary, within the relevant project budgets.
2. A total of 32 hours a week provided by our two part-time employees, including payroll costs, employer's NI where applicable, pension scheme contributions and Christmas bonuses.
3. Whilst the executive team members work largely from their own offices, they travel occasionally to attend key meetings and events. We have allowed for eight such trips by the LEO, as well as attendance by the other team members at appropriate events during the year. A small amount has also been included for team members' home office expenses and employee eye tests.
4. We want to allow for some development of our employees as their roles expand, to allow the LEO to delegate more and to assist with succession planning.
5. Embraces the current website hosting plans, plus an additional £500 + VAT contingency for unforeseen technical issues with the IP Inclusive and Careers in Ideas websites.
6. The ring-fenced contingency fund already contains £19,000, as provided in the 2025-26 budget. The intended 2026-27 top-up takes account of increases in HR and operational costs in line with IP Inclusive's development and external inflation. A total fund of £20,000 will represent between about 2.5 and 3 months' worth of essential operating costs (including HR costs) in this budgeting year. The LEO's contract requires 3 months' notice and our employees' contracts one month. We will continue to increase the fund annually to take account of corresponding cost increases.
7. Our overspend during the 2025-26 budgeting year (expenditure vs actual funds raised) was approximately £12,500. We would like to recoup that in the coming year.
8. This would move the site to a more up to date CMS, so as to improve its functionality and editability and the overall user experience. We intend to raise funds separately for this (for example by crowdfunding and/or dedicated "sponsorship" opportunities) and will not embark on the project until sufficient money is available. The figure quoted includes provision for some additional LEO time to manage the project and some intern-level support to help with migrating and checking content.