

IP Inclusive: LEO's report 3Q 2026



Contents

1	General.....	3
2	Business plan theme: community.....	3
3	Careers in Ideas	4
3.1	General	4
3.2	<i>Summer of IP 2026</i>	4
3.3	Mentoring Hub	7
3.4	Website & comms	8
4	The EDI Charter.....	8
4.1	General	8
4.2	Charter scheme (& Senior Leaders' Pledge) review	9
5	The six communities	9
5.1	General	9
5.2	IP & ME	10
5.3	IP Ability	10
5.4	IPause.....	11
5.5	IP Futures	12
5.6	IP Out	12
5.7	Women in IP	13
5.8	Potential new communities	14
6	Regional activities	16
7	Mental health & wellbeing.....	16
7.1	With Jonathan's Voice	16
7.2	With LawCare	17
7.3	Other.....	17
8	Resources	17

8.1	General	17
8.2	Events	17
8.3	Other.....	18
9	Operational.....	18
9.1	IPIM.....	18
9.2	Advisory Board	19
9.3	Executive staff	19
9.4	Websites & comms.....	21
9.5	Financial	22
9.6	Other.....	23
10	Other activities during 3Q 2026.....	24
10.1	Senior Leaders’ Diversity Think Tank & Senior Leaders’ Pledge	24
10.2	External publications & events.....	24
10.3	Lobbying & influence	26
11	Notes.....	26

1 General

As usual, late July and August were relatively quiet for IP Inclusive as a whole. Our Careers in Ideas *Summer of IP* campaign continued at pace, however, with events and insight opportunities throughout the summer. By mid-September the IP Inclusive calendar had begun to pick up again, and we have plenty of events to look forward to in the last quarter of this year.

Having published a new budget in late July, which needs to accommodate a shortfall in 2025-26 income levels, we have embarked with renewed vigour on the current year's fundraising efforts. I have also been busy, with my executive team colleagues and fellow IPIM members, planning for my phased retirement from the Lead Executive Officer role by the end of 2027. This and other key issues for IP Inclusive were tackled at our now-annual IPIM strategy meeting in September.

Looking ahead, 4Q 2026 will see tenth anniversary celebrations for both IP Out and Women in IP, and the launch of our new community for IP Business Services Professionals.

2 Business plan theme: community

Our current business plan covers the two years from August 2025 to July 2027. Its over-arching theme is "community". In line with that plan, our work during 3Q 2026 to strengthen and support the IP Inclusive community, and to increase its impact in the IP professions, has fallen under four headings:

- 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.
 - For more specific community-focused commitments, see 5.8 below on our newer networks for business services professionals and men in IP.
- Strengthening engagement
 - See 4.2 below for our review of the Charter and Senior Leaders' Pledge schemes, and 5 below on strengthening engagement among the groups represented by our communities as well as on attracting wider support.
- Keeping equity, diversity and inclusion (EDI) and wellbeing on the agenda
 - Our events and other resources (8 below), including those from the communities, have helped keep EDI-related conversations live and relevant; see also 7 below for activities designed to promote conversations about wellbeing.
- Developing the pipeline
 - Our work to raise awareness of and improve access to IP sector careers – in particular for disadvantaged and under-represented groups – is being done through our Careers in Ideas outreach arm: see 3 below.
 - For work specifically on the *Summer of IP* campaign, see 3.2.

Strengthening engagement and keeping EDI and wellbeing on the agenda were both central to the discussions at IPIM's September strategy meeting (9.1.2 below).

3 Careers in Ideas

3.1 General

Work under the Careers in Ideas banner has been largely devoted, in 3Q 2026, to this year's *Summer of IP* campaign: see 3.2 below.

- We have had extra help from science educator Veronica Forcina, who approached us as a volunteer and has contributed blog posts for both the Careers in Ideas and the IP Inclusive websites (3.4 and 9.4.1 below).
 - Overseen by Helen Smith in the executive team, Veronica may help with other Careers in Ideas-related projects in future.
- Further help with *Summer of IP*-focused comms has come from Hetavi Bari and Kadija Begum (3.2.4 below).
- September: several volunteers represented Careers in Ideas at a three-day Physics at Work exhibition for 14-16-year-olds in Cambridge.
 - Showcased careers to which the study of physics in further education can lead.
 - Exhibitors from academia and industry ran twenty-minute activities twelve times a day for small groups of students; overall the event had over 1,900 attendees from 46 schools.
 - Our involvement was through a collaboration between various local firms, spearheaded by Careers in Ideas task force member Naomi Slater (Marks & Clerk) and Debbie Slater, Chair of CIPA's Education Committee.
 - We were invited to take part by the leader of Cambridge University's Physics Outreach programmes (himself introduced to us by the charity Physics Partners).
 - Feedback so far has been positive, from both students and teachers.
- Changes to task force membership:
 - Kadija Begum (King's College London) and Veronica Forcina (Bristol Brunel Academy) joined in September.
 - Edward Rose (IPO) stepped down in September; his colleague Joe Wiltshire joined in his place.

3.2 *Summer of IP 2026*¹

3.2.1 General

Officially launched on 1 June, this biennial programme of awareness-raising events and work experience/taster opportunities has now drawn to a close. It remains one of our most important – and popular – outreach activities.

¹ See <https://careersinideas.org.uk/summer-of-ip-2026/>

Feedback from both student and employer participants has been, as for the 2023 and 2024 campaigns, very positive. Events were generally well subscribed and participants engaged and appreciative. We have been able to publish positive reports and feedback from both the Careers in Ideas events and the individual employer activities.

The campaign brought new contacts for Careers in Ideas and built on existing ones. It increased interest in the Careers in Ideas Mentoring Hub (3.3 below), for which it also brought potential new mentors, and indeed generally strengthened our relationships with IP professional volunteers.

“Part I” events and resources were provided by Careers in Ideas (3.2.2 below) and the “Part II” opportunities (3.2.3 below) by IP sector employers. Organisations who contributed to the campaign – either organising and hosting Part I events or providing Part II opportunities – included Abel + Imray, Appleyard Lees, Bristows, Brodies, Burness Paull, Carpmals & Ransford, CMS-CMNO, Dehns, D Young & Co, Forresters, Freshfields, F R Kelly, Harper James, HGF, the IP Federation, the IPO, Kilburn & Strode, Marks & Clerk, Mewburn Ellis, Mishcon de Reya, Murgitroyd, Powell Gilbert, Schlich, Script IP, Sol-Gel, Stratagem IP, Tidman Legal, Venner Shipley and Withers & Rogers.

Coordination of *Summer of IP* activities, resources and comms was shared between all three members of the executive team, assisted by members of the Careers in Ideas task force, with Helen Smith taking the lead for most of the Part I and Part II activities.

3.2.2 *Part I events & resources*

- July: six events providing information about the IP sector, the careers available here and how to access them, including:
 - In-person “Meet the IP Professionals” event with panel discussion and networking, hosted by Kilburn & Strode (in person, but main presentations recorded).
 - Hybrid events on “Life as an IP Solicitor/Barrister” and “Introduction to the Different Forms of IP”, both hosted by Powell Gilbert.
 - Online panel discussion, with Q&A, on “Routes to Qualification for IP Solicitors and Barristers”, hosted by Mishcon de Reya.
 - In-person networking event run by IP Futures (5.5 below).
 - Webinar about CIPA’s new apprenticeship schemes.
- August: two further events:
 - Online coffee date run by Women in IP (5.7.2 below).
 - In-person careers-focused panel discussion and networking event run by IP Out and IP Futures in Manchester (5.6 below).
- Event recordings now available on the *Summer of IP* webpages.
- During July and August we offered online “coffee date” chats for 59 would-be recruits, with IP professionals in a range of roles.
 - Allowed individual would-be recruits to speak informally with a matched volunteer from the IP professions.
 - Due to high demand, many met in groups of two or in cases three per host.

- Covered a range of career roles, including patent and trade mark attorney, IP solicitor, IP barrister and IP paralegal.

3.2.3 *Part II opportunities*

- Part II involves IP sector employers offering taster sessions, work experience and other similar opportunities.
 - Run by individual organisations but promoted centrally through Careers in Ideas.
 - Embrace a range of IP sector roles including patent attorney, trade mark attorney, IP solicitor and business support professional, though with a high proportion focused on patent and trade mark attorney careers.
 - Participating employers include in-house IP departments as well as private practice firms.
 - Most activities involve an interactive element such as a case study or drafting exercise, which have proved popular with participants.
 - Employers register to take part via a webform on the Careers in Ideas site; we continued accepting contributions throughout 3Q 2026.
- July:
 - Eight employer activities and events, including taster days and insight events, work experience placements and a webinar on CVs, applications and the recruitment process.
 - Venues included Cambridge, Guildford, London, Manchester, West Sussex and online.
- August:
 - Twelve employer activities and events, including taster days and insight events, workshops, work experience placements, webinars and an online Q&A about careers as an IP solicitor.
 - Venues included Birmingham, Glasgow, London, Manchester, Southampton and online.
 - Glasgow insight event was a collaboration between several local organisations, organised through our Scotland Network (6 below).
- September:
 - In-person insight event in London, organised by the IP Federation, on “An IP Career in Industry”.
 - Also promoted through IP Federation’s outreach charity contacts, some of whom had been introduced to them by Careers in Ideas.
 - In-person taster afternoon hosted by Bristows and organised jointly with a leading biotech company.
 - Webinar by the IPO about life as a patent examiner, particularly focused on digital technology.
 - Originally scheduled for August but postponed due to technical issues.
- A suite of podcasts by Carpmaels & Ransford, providing insights into careers in the patent profession, was available throughout the summer and promoted through *Summer of IP*.

- By the end of 3Q 2026 we had advertised 27 opportunities with IP sector employers for this year's campaign.

3.2.4 *Summer of IP* comms

- Careers in Ideas website carries a main landing page, and separate pages tailored for student participants and IP sector employers.
 - Individual pages summarise Part I events and resources, Part II opportunities, and the Careers in Ideas coffee date scheme.
 - Events and activities also included on the main website events page.
 - Part I resources (in particular event recordings and slide sets) will also soon be posted on the main website resources page.
 - Reports from both Part I and Part II events – provided by *Summer of IP* participant (and now task force member) Kadija Begum and by other event participants – published on both the news page and a dedicated page for collected *Summer of IP* participant "stories".
 - Seven of these published through July, August and September.
 - Helen Smith curating all website content for *Summer of IP*.
- Continued to use LinkedIn to promote *Summer of IP* activities and resources; both Part I and Part II events generated numerous positive exchanges there.
- Hetavi Bari created and posted content on the Careers in Ideas Instagram account to promote *Summer of IP* and IP careers more generally.
 - Managed and supported by Anne Burgato and me, with a break mid-summer due to Hetavi's personal time constraints.
- Had intended to use the new Careers in Ideas TikTok account, set up in May by task force member Taylor Wise, to promote *Summer of IP* events and resources, but unfortunately Taylor had to step back from this project in early July due to personal reasons.
- Hope to seek feedback on the campaign in early 4Q 2026, from *Summer of IP* participants including event attendees, coffee date participants and hosts, and providers of Part II employer opportunities.
- See 3.4 below for social media and event stats for 3Q 2026.

3.3 **Mentoring Hub**

- *Summer of IP* generated more mentee applicants.
- September call-out for new mentors, especially in less well-represented roles such as trade mark attorney and IP solicitor, generated a new cohort of volunteers for whom training will take place in October.
 - Some had become interested in Careers in Ideas through the *Summer of IP* coffee date scheme (3.2.2 above).
- Anne Burgato and Jane Wainwright (9.3.3 below) continue to handle all mentee and mentor correspondence via the Mentorloop platform; Jane runs the mentor training.
- Mentorloop subscription next due for renewal in October/November.

- Donations from Marks & Clerk and Haseltine Lake Kempner, the former provided in recognition of mentor training provided for their staff through the Hub, will together cover the cost.
 - Each will be acknowledged for a portion of the six-month “season” from November.
- Stats at end of 3Q 2026:
 - 170 registered participants, of which 71 mentors, 98 mentees and one “either”.
 - These figures were 153, 65, 87 and one respectively at 1 July.
 - 65% of participants currently in 1:1 mentoring loops (52% at 1 July).
 - “Mentoring quality score” currently 4.56 out of 5 (4.62 at 1 July); Mentorloop benchmark is 4.2.

3.4 Website & comms

- August: guest post on the website news page from science educator Veronica Forcina, about the role Careers in Ideas can play in inspiring school students to consider a future in IP.
 - Drew on her own teaching experiences to explain what activities and resources students are most likely to engage with, and how IP professionals can help turn that engagement into career opportunities.
 - Veronica wrote a similar post tailored for the IP Inclusive website (9.4.1 below).
- In total, nine news posts published during 3Q 2026: the above from Veronica Forcina; seven about *Summer of IP* events and activities; and a call for new mentor volunteers.
- Also see 3.2.4 above regarding content and comms specific to *Summer of IP*.
- Stats at end of 3Q 2026:
 - Careers in Ideas LinkedIn page: 1,508 followers (1,170 at 1 July).
 - LinkedIn group (primarily for IP professionals): 135 members (134 at 1 July).
 - Instagram account: 149 followers (134 at 1 July).
 - TikTok account (new in 2Q 2026; little used): 12 followers (10 at 1 July).
 - Event registrations (*Summer of IP*): 43 for July “Meet the IP professionals” event; 73 for IP Futures networking event; 24 for July webinar on apprenticeships; 59 for August coffee date with Women in IP; 36 for August IPO webinar on life as a patent examiner (original not rescheduled version); 40 for August event in Manchester by IP Out and IP Futures. Figures not known for *Summer of IP* events where hosts handled their own registrations.

4 The EDI Charter

4.1 General

- No signatory changes during 3Q 2026.
 - Current total 157 signatories.
- During the quarter, donations received from twelve signatories.

4.2 Charter scheme (& Senior Leaders' Pledge) review

- Stakeholder surveys open from early June to early August; results now being analysed by the Charter review group.
 - Two similar versions tailored for (a) IP professionals in Charter signatory organisations and (b) individual IP Inclusive supporters to complete anonymously.
 - Responses received from 18 signatories for survey (a) and 82 individuals for (b).
- I met with senior members of the patent and trade mark professions in July (10.1 below), through two informal online meetings: a “Pledge Prattle” discussion focused on the Senior Leaders’ Pledge, and a roundtable about the Charter.
- Helen Smith taking the lead on creating the review report, including both quantitative and qualitative data gathered through the survey and the stakeholder meetings.
 - Vanessa Stainthorpe assisting with data analysis.
 - Report will include follow-up plans for developing the Charter scheme and its use to engage, support and strengthen the IP Inclusive community; Anne Burgato will lead on this aspect of the review.
- Hope to complete the review and publish the report before the end of 2026, with follow-up work beginning early in 2027.
- Overall the review has been a useful exercise, providing valuable information about our Charter and other activities plus an opportunity to strengthen stakeholder relationships.
 - Initial indications from the surveys are broadly in line with feedback from face-to-face meetings.
 - Feedback about the Charter has been largely positive, identifying few faults with the existing commitments and our approach to implementing them.
 - Contributors have made useful suggestions for improving the value of the Charter to existing and would-be signatories and for achieving wider and deeper engagement among those businesses and their staff.

The review working group includes Anne, Helen and me from the executive team; Vanessa Stainthorpe (9.3.3 below) and IPIM member Lesley Evans, who established the original Charter scheme. All will have input into the review report and follow-up plans.

5 The six communities

5.1 General

- Community leads/representatives met with the executive team on 17 September, to discuss:
 - 2026 and 2027 plans, intended and potential collaborations, involvement in other IP Inclusive activities, and executive team support.
 - Current engagement levels and trends among the communities (in particular for events); the impact of changes in wider society; and options for improving engagement, including through collaborative projects and through emphasising the potential CPD value of our events.

- Particular opportunities possible through collaboration with the new IP Business Services Professionals community (5.8.1 below), which currently enjoys relatively high engagement levels.
- A social event, not directly linked to EDI, to attract more people into IP Inclusive.
 - This met with wide approval, with potential formats being discussed (eg quiz or bingo night) alongside associated fundraising opportunities.
- The concept of a central group to assist all communities with their comms (as originally proposed by the Advisory Board), how such a group could be used and who it might involve.
- Joint projects in 3Q 2026: IP Futures and IP Out event for *Summer of IP* in August; IPause webinar with the Men in IP working group in September; IP Ability and IP Futures survey on neuro-inclusive recruitment; intended collaborations between IP Business Services Professionals and both IP Ability and the Men in IP group.
- Further quarterly community leads' catch-ups will be scheduled for 2027.

5.2 IP & ME

- August: social get-together at a Lancelot Ribeiro retrospective at Swiss Cottage Library, to mark South Asian Heritage Month.
 - September website News and Features post reported and commented on highlights from the exhibition.
- In the planning:
 - New series of lunch-&-learn webinars, each taking the form of an informal “fireside chat” with an IP professional from a minority ethnic background.
 - First scheduled for early October, with Advisory Board member Rina Sond.
 - In-person/hybrid panel discussion to mark Black History Month, to be hosted by Mathys & Squire at the end of October.
 - I have been helping IP & ME source speakers for both of these.
- Bea Malacart stepped down as committee co-lead in September; Lianne Da Cunha continues as lead and hopes to bring in new co-lead volunteer(s) soon.
- Stats at end of 3Q 2026:
 - LinkedIn page: 920 followers (911 at 1 July).
 - LinkedIn group: 168 members (164 at 1 July).
 - Mailing list: 575 subscribers (584 at 1 July).
 - Event registrations: < 10 for August get-together.

5.3 IP Ability

- July: joint webinar with CIPA on “IP Business Development for the Neurodivergent”.
- September: launched joint survey with IP Futures on neuroinclusive recruitment.
 - Respondents asked to share (anonymously) their experiences of recruitment processes, whether as a candidate, interviewer, hiring manager, or recruiter – including aspects that are supportive or helpful, or conversely that create barriers or disadvantages, for neurodivergent candidates.

- Survey likely to stay open until at least mid-October.
- Aim is to use insights from the responses to develop practical tips and guidance on inclusive recruitment.
- Also in the planning:
 - Collaborations with the IP Business Services Professionals group on various topics (5.8.1 below).
 - Collaboration with the Men in IP working group (5.8.2 below) on an event relating to neuro-inclusion for men.
- Committee members involved in conversations with individual IP professionals and their HR colleagues over concerns about access and reasonable adjustments in the Patent Examination Board exams.
 - Considering ways to lobby for and facilitate improvements, including potential input on the subject into IPReg’s Education Review (10.3 below).
- Stats at end of 3Q 2026:
 - LinkedIn group: 163 members (158 at 1 July).
 - Mailing list: 285 subscribers (288 at 1 July).
 - Facebook group: 18 members (19 at 1 July).
 - Event registrations: N/A (figures not known for July webinar as registrations handled by CIPA).

5.4 IPause

- July: peer support group pilot ended.
 - Participant feedback mixed; most felt the sessions had been useful but individual concerns expressed about timings, format and discussion topics.
 - Organisers Jane Wainwright and Helen Smith now considering whether, and if so how and when, to re-run the scheme to improve engagement and value.
 - They hope to publish an article about the pilot during 4Q 2026.
 - If appropriate, informal online “coffee dates” – of the type run in IPause’s early days – could be reinstated instead or in addition.
- September: webinar on “Menopause Myth-Busting for Men”, co-promoted with the Men in IP group, about supporting others who experience (peri)menopause symptoms.
 - Returning guest speaker Dr Fiona O’Donoghue.
 - For attendance only by men and people who identify as men, so as to provide a safe and non-judgemental forum for discussing potentially sensitive topics.
 - Good attendance and engagement levels.
 - Recording of the main presentation to be published shortly after.
- September committee meeting discussed other plans, including:
 - List of things organisations could provide in a “menopause support box” for their team members and visitors, with associated guidance.
 - Collation of general best practices for menopause support in the workplace.
 - Webinar to help employers prepare for menopause-related aspects of the new employment legislation, including creation of menopause action plans.

- Sourcing more personal menopause stories.
- Intended event on general women's health issues, with IP Ability and Women in IP.
- Stats at end of 3Q 2026:
 - LinkedIn group: 79 members (78 at 1 July).
 - Mailing list: 118 subscribers (115 at 1 July).
 - WhatsApp group: 18 members (18 at 1 July).
 - Event registrations: 28 for September webinar on menopause for men.

5.5 IP Futures

- July: informal in-person networking event, as part of *Summer of IP*.
 - Hosted by Freshfields in London.
 - Brought together existing IP professionals and people seeking a future career in IP.
- August: in-person event in Manchester with IP Out (5.6 below), also part of *Summer of IP*.
- September: launched joint survey with IP Ability on neuroinclusive recruitment (5.3 above).
- Stats at end of 3Q 2026:
 - LinkedIn page: 883 followers (834 at 1 July).
 - LinkedIn group: 228 members (229 at 1 July).
 - Mailing list: 474 subscribers (471 at 1 July).
 - Event registrations: 73 for July *Summer of IP* networking event; 40 for August *Summer of IP* event with IP Futures.

5.6 IP Out

- July: new IP Out logo launched with "save the date" mailshot for annual event.
- August: event with IP Futures as part of *Summer of IP*.
 - Panel discussion about building a career in IP, including through an LGBTQ+ lens, followed by informal networking.
 - Hosted by Appleyard Lees in Manchester.
- September: joint webinar with Proud Science Alliance on "Understanding the EHRC Code of Practice", with returning speaker Robin White (barrister at Old Square Chambers).
- Plans progressing for annual event in November.
 - To be hosted in person in London, by Kilburn & Strode.
 - Celebration of the community's tenth anniversary.
 - As a follow-up to its inaugural event, panel discussion will explore how the issue of "How out can I be at work?" has changed since 2016.
- Stats at end of 3Q 2026:
 - LinkedIn page: 51 followers (37 at 1 July).
 - LinkedIn group: 273 members (262 at 1 July).
 - Mailing list: 639 subscribers (650 at 1 July).
 - Event registrations: 40 for August *Summer of IP* event with IP Futures; figures not known for September webinar as registrations managed by a third party.

5.7 Women in IP

5.7.1 Main committee

- Continued to meet monthly (focus groups meet separately as needed).
- Amy McSkimming acting as committee lead until Lucy Coe's return from maternity leave (likely to be in 1Q 2027) and will stay on as co-lead thereafter.

5.7.2 Events & Coffee Dates Focus Groups

- August: *Summer of IP* coffee date, targeted for people who identify as women, allowing would-be IP professionals to speak in small online breakout rooms with those already working in the sector.
- Scheduled for 4Q 2026:
 - October webinar on recent changes in data protection law and their potential impact on EDI.
 - Annual event in November, on navigating the career journey after a period of absence.
 - To be hosted in London and online by Carpmals & Ransford.
 - Live viewings will also be hosted in several non-London venues, as is usual for Women in IP's annual events.
 - Opportunity to celebrate the community's tenth anniversary and reflect on progress for women in the IP professions since 2016.
- Further coffee date on self-promotion (repeating a popular theme from a few years back) also in the planning.
- Webinar on "Addressing Pay Inequality in the IP Profession", with the IPO's Head of Employee Experience Nicola Smith, postponed from June to accommodate changes in speaker availability, has had to be further postponed; will likely now run in 2027.

5.7.3 Career Guidance Focus Group

- Still planning follow-up to the group's February event on "Is there a Secret to Climbing the Ladder?" and the survey that inspired it.
 - Aims to produce "best practice" guidance on criteria for, and support with, career development.
 - Looking at opportunities to feed into IPReg's Education Review (10.3 below) and its training-related outcomes.
- Also assisting with other Women in IP events on related topics, in particular the annual event on returning to work after time out.

5.7.4 Mentoring Focus Group

- 2026 pilot continuing and still appears to be going well.

5.7.5 Socials Focus Group

- LinkedIn posts throughout 3Q 2026 to promote Women in IP and wider IP Inclusive activities, to share photos and feedback from events, and to recirculate updates and event listings sent to IP Inclusive mailing list subscribers.

5.7.6 Other

- Committee members continue to attend Men in IP working group meetings on a rota basis, and to support the group with its comms and event promotion.
- Stats at end of 3Q 2026:
 - LinkedIn page: 1,498 followers (1,344 at 1 July).
 - LinkedIn group: 2,007 members (2,002 at 1 July).
 - Mailing list: 1,170 subscribers (1,191 at 1 July).
 - Event registrations: 59 for August *Summer of IP* coffee date.

5.8 Potential new communities

5.8.1 IP Business Services Professionals (formerly the Business Support Professionals group)

The working group's successful first year has shown a clear need and appetite for a dedicated business services community. At present it sees the highest levels of engagement among our communities, with its events fully booked and no-show rates low.

During 4Q 2026, the group will transition into a committee which will establish and run the new community, IP Business Services Professionals (name chosen by group members). Its last meeting on 24 September discussed the transition and ideas for promoting it.

Hannah Harding (Page White Farrer) and Aimee Hardman (Mewburn Ellis) will co-lead the new committee. Daniel John (IP Support), Cara Kavinsky (Murgitroyd), Charlotte Knight (Slingsby Partners), Meg Pickup (Foot Anstey), Jo Reeves-Smith (D Young & Co), Coral Salmon (Boult Wade Tennant), Megan Swann (Page White Farrer), Meera Taank (Taank IP), Jessica Vincent (Cytiva) and Rosie Wise (EIP) will also be members.

Current co-leads Anne Burgato (IP Inclusive executive team) and Jodie Bates (Withers, also IP Inclusive Advisory Board Chair) will step back to allow the committee to run independently, but will provide background oversight and support, at least in the short term. In the meantime both have been representing the group at community leads' meetings (5.1 above).

- July:
 - Recorded panel discussion for *Summer of IP*, with speakers from a range of business support roles discussing their work and career paths.
 - Provided volunteer hosts for the *Summer of IP* coffee dates (3.2.2 above).
 - Anne Burgato attended the inaugural InterLaw Diversity Forum Business Services Summit.
 - Her report of the event, containing interesting insights and ideas, was posted on our website News and Features page the following week; the presentation slides were also published on the website resources page.
 - Publication, on the website resources page, of Jodie Bates's summary of different learning styles with tips on maximising learning outcomes for each.
- September:
 - Daniel John represented the group at the CITMA Paralegal Conference.

- Webinar on “Changing Mindsets: Imposter Syndrome” and the “just a support role” mindset.
- In the planning:
 - Webinar on providing effective feedback, with Focal Point, scheduled for mid-November.
 - In-person social/networking opportunity in late 2026 or early 2027, to launch the new community.
 - Collaboration with IP Ability on a panel event about asking for reasonable adjustments for chronic health conditions and neurodivergence.
 - Collaboration with the Men in IP group on a panel event about inclusivity for men in business support roles.
- Other potential events being explored include:
 - Managing stress and workloads for business support professionals.
 - Collaboration with IPause on experiences of perimenopause and workplace support and adjustments.
 - Collaboration with IP Futures on early-stage careers in support roles.
- Stats at end of 3Q 2026:
 - LinkedIn page: 204 followers (161 at 1 July).
 - Mailing list: 51 subscribers (36 at 1 July).
 - Event registrations: 107 for September webinar on imposter syndrome.

5.8.2 *Men in IP*

- July: Helen Smith’s IP Inclusive update for the June *CIPA Journal* included a description of the Men in IP working group’s activities and why it was established.
- September:
 - Joint webinar with Jonathan’s Voice on “The Next Chapter of Suicide Prevention: Hope, Progress and Possibility” (7.1 below).
 - Webinar with IPause on “Menopause Myth-Busting for Men”, for attendance only by men and people who identify as men (5.4 above).
 - My article in *CITMA Review* about supporting men in IP (10.2.1 below).
- Collaborations ongoing with:
 - Jonathan’s Voice, for a webinar on men’s mental health to mark “Movember”.
 - IP Ability on neurodiversity, Women in IP on shared parenting, and the IP Business Services Professionals on men in non-attorney roles.
 - IPO networks for men and for neurodivergent people.
 - The Law Society of Scotland’s men’s network.
- Plans for 2027 include:
 - Coffee date on parenting, as follow-up to the May 2026 Ted Bradshaw webinar.
 - Webinar with Ed Frauenheim, comms coach and co-author of *Reinventing Masculinity*.
- Working group continues to develop gradually, seeking feedback from the wider IP Inclusive community about the role of, and support for, a men’s network.

- Women in IP committee continues to support and is represented at working group meetings.
- Helen Smith (executive team) usually represents the group at community leads' meetings (5.1 above); as she was off ill, I took the role for the September meeting.
- Event registrations in 3Q 2026: 19 for webinar with Jonathan's Voice; 28 for webinar with IPause (both in September).

6 Regional activities

- Scotland Network:
 - August: careers insight event for *Summer of IP*, hosted by HGF in Glasgow with involvement from six other IP sector employers.
 - Interactive event showcasing a range of roles.
 - Promoted through the Careers in Ideas website and comms.
 - Repeated a successful format used by the network in 2024 and 2025.
- South West Network: no activity during 3Q 2026.
- Other: Women in IP's annual event (5.7.2 above) will have a hybrid format, with live viewings at gatherings around the country; several regional hosts secured already.
- Stats at end of 3Q 2026:
 - Scotland Network LinkedIn group: 91 members (90 at 1 July).
 - Scotland Network mailing list: 136 subscribers (134 at 1 July).
 - South West Network mailing list: 188 subscribers (190 at 1 July).
 - Event registrations: 23 for Scotland Network *Summer of IP* event.

7 Mental health & wellbeing

7.1 With Jonathan's Voice

- September: webinar on "The Next Chapter of Suicide Prevention: Hope, Progress and Possibility".
 - With returning speaker and male suicide expert Dr Susie Bennett.
 - Co-promoted with the Men in IP working group (5.8.2 above).
 - Technical issues on the day made it difficult for some registrants to attend; the recording link was however circulated to all and is available on the website.
- Jonathan's Voice involved more generally with the Men in IP group, through its trustee Ed Belknap.
 - Collaborations underway include a "Movember" webinar on men's mental health.
- I provided an updated foreword to the Jonathan's Voice publication "Protecting your mental health and wellbeing: a guide for patent and trademark attorneys", for its republication later this year.

7.2 With LawCare

- September: “The Case for Developing our Managers”, a joint webinar with LawCare and Focal Point.
 - Explored LawCare’s 2025 *Life in the Law* survey results, their implications for leaders and managers, and practical ways to address the problems identified.
 - I chaired the webinar; LawCare’s Engagement and Relationship Manager Niamh Warnock spoke about the survey results; Focal Point Director Stella Chandler provided practical advice for managers.
 - Slides available on our website afterwards, with a recording of Stella’s session.

7.3 Other

- Continue to promote activities, resources and content from external mental health specialists, in particular Jonathan’s Voice and LawCare, in our newsletters and on LinkedIn.
- Also collaborating with Focal Point to develop management training for the IP sector, at least in part to address the mental health implications of poor management as identified by the 2025 *Life in the Law* survey (see 7.2 above).
- Various community activities and resources also likely to have value in improving mental wellbeing in the IP professions, including the IP Business Services Professionals’ September webinar on imposter syndrome (5.8.1 above) and the IPause webinar, also in September, on menopause myth-busting for men (5.4 above).
- Event registrations in 3Q 2026: 19 for September World Suicide Prevention Day webinar; 27 for September webinar with LawCare and Focal Point.

8 Resources

8.1 General

- Published four new resources during 3Q 2026, including:
 - Presentation slides from the InterLaw Diversity Forum Business Services Summit (5.8.1 above).
 - Guidance from Jodie Bates, created for the IP Business Services Professionals group, on different learning styles (5.8.1 above).
 - Recordings and associated information from the September webinar with Jonathan’s Voice to mark World Suicide Prevention Day and the IP Business Services Professionals’ September webinar on imposter syndrome (7.1 and 5.8.1 above).
- Many of our website News and Features posts feature practical tips and supporting resources, some as follow-up to IP Inclusive events: see 9.4.1 below.

8.2 Events

- Seven events run during 3Q 2026, in addition to those for *Summer of IP* (3.2 above).
 - Of these, six were organised or co-organised by one or more of the communities/potential new communities: see 5 above.

- Eventbrite stats at end of 3Q 2026:
 - Number of followers: 373 (370 at 1 July)
 - Total events so far: 220 (211 at 1 July)
 - Approx total attendees so far: 14,000 (13,500 at 1 July)

8.3 Other

- September: online EDI book club run by Advisory Board Secretary Sally Bannan discussed *Far from the Tree* by Andrew Solomon.
 - Follow-up discussion of the same book being considered for October or November.
- Also see 10.2.3 below regarding Focal Point's leadership and management training course.

9 Operational

9.1 IPIM

9.1.1 Membership

- Lesley Evans steps down from IPIM at the end of 2026; Robert Andrews has agreed to take on her role as Advisory Board liaison. IPIM may seek to recruit new members in 2027.
- Updated Register of Interests published 29 July².

9.1.2 Meetings

- Online meetings held on 16 July and 24 August:
 - July meeting discussed employee salary reviews, Lead Executive Officer (LEO) succession planning, finances and fundraising, initial plans for the September strategy meeting, and IPIM membership and succession planning.
 - August meeting held specifically to discuss LEO succession planning, and associated HR and financial matters, in more depth: see 9.3.4 below.
- Meeting held on 22 September:
 - Longer in-person/hybrid meeting to address higher-level strategic issues.
 - Discussions covered:
 - "Horizon scanning" to identify IP Inclusive's strengths and vulnerabilities, relevant external trends, and opportunities for addressing them.
 - IP Inclusive's direction of travel over the next three years, in view of the horizon scanning and also from the viewpoint of financial sustainability.
 - LEO succession planning.
 - Anne Burgato and Helen Smith took part, providing insights from the volunteers they work with and from their own roles in IP Inclusive's day-to-day operations.
- Next (online) meeting scheduled for November, part of which will be joint with the Advisory Board.

² See <https://ipinclusive.org.uk/ip-inclusive-management/> and <https://ipinclusive.org.uk/the-ip-inclusive-management-team/>

9.2 Advisory Board

9.2.1 Membership

- No changes during 3Q 2026; total Board membership currently 25.

9.2.2 Meetings

- Meeting held on 23 September.
 - Hybrid, hosted by Kilburn & Strode in London and online.
 - Lesley Evans and Robert Andrews attended as IPIM rapporteurs and outlined key outcomes from the previous day's IPIM strategy meeting.
 - Discussed, among other things, an Advisory Board-led AI-related panel discussion for incorporation into the 2027 annual meeting; this would explore the opportunities and risks that AI can presents for inclusivity.
 - Minutes of further discussions awaited.
- Next meeting scheduled for November (joint meeting with IPIM, online).

9.2.3 Other work

- Some Board members volunteered as hosts for *Summer of IP* coffee dates (3.2.2 above).
- Board members Vicki Barker and Abdulmalik Lawal represented IP Inclusive at the September CIPA Congress (10.2.1 below); Vicki also contributed a website News and Features post based on her talk there.
- Board members volunteered as or introduced speakers for IP & ME and Women in IP events being organised for 4Q 2026.
- Board members Sally Bannan, Ben Buchanan and Saiful Khan involved in the Men in IP working group (5.8.2 above).
- Sally also runs an EDI-focused online book club (8.3 above).

9.3 Executive staff

9.3.1 Lead Executive Officer (LEO)

- With Anne and Helen on leave for parts of the summer, I took only occasional days off in July and August so as to cover core executive functions and *Summer of IP* administration.
- Work done during 3Q 2026 included in particular:
 - Running and contributing to the Charter scheme review (4.2 above); meetings with relevant stakeholders.
 - With help from Anne Burgato and Helen Smith, running the Careers in Ideas *Summer of IP* campaign (3.2 above), in particular handling the coffee date matching process.
 - Overseeing the IPIM finances and accounting, with help from Anne where appropriate, in particular:
 - Helping source donations from IP Inclusive stakeholders, including to cover renewal of the Careers in Ideas Mentoring Hub.
 - Preparing and publishing the 2026-27 budget, in consultation with IPIM.
 - Launching and overseeing the 2026-27 fundraising campaign.
 - Liaising with our accountants over the formal 2025-26 financial statements.

- Working on LEO succession plans (9.3.4 below) and their HR and financial implications, in consultation with IPIM and the executive team.
- Reviewing progress towards the 2025-27 business plan objectives and continuing to progress projects envisaged there.
- Managing and supporting our employees and other executive support personnel (9.3.2 and 9.3.3 below).
- Helping to develop and support the wider IP Inclusive community and improve engagement levels, with Anne, Helen, the communities and the regional networks.
- Overseeing and supporting the creation of new events.
- Taking part in and/or contributing to some of those events.
- Assisting IPReg with EDI-related aspects of their Education Review (10.3 below).
- With help from Anne and Helen, general administrative issues for IPIM, the Advisory Board and IP Inclusive more generally, including (a) preparing agendas and other papers for July and August IPIM meetings, and (b) ongoing maintenance of the websites and social media accounts.

9.3.2 *Employees*

- Despite taking a fair bit of annual leave during July and August, to coincide with children's school holidays, Anne Burgato and Helen Smith continued to provide invaluable assistance to me and to other parts of the IP Inclusive community.
- They continue to develop their skills and their relationships with stakeholders both within and outside IP Inclusive.
- No significant changes this quarter in the allocation of roles and responsibilities.
 - *Summer of IP* has consumed a large part of their time, as have the two potential new communities (in Anne's case for IP Business Services Professionals and in Helen's for Men in IP) and fundraising to cover the 2026-27 budget (9.5 below).
- All three of us attended the September IPIM strategy meeting (9.1.2 above) in person.
 - Anne and Helen made significant and valuable contributions to the discussions.
 - We met for coffee beforehand for a general team catch-up.
- We meet online as a full executive team at least quarterly, most recently in mid-September, to discuss delivery of projects in the 2025-27 business plan.
- From 4Q 2026, weekly catch-ups will involve all three of us, rather than being conducted with Anne and Helen separately as before (unless the context requires otherwise).
- Salary increases for both employees took effect with the new budgeting year from 1 August 2026 and were in line with current average UK pay rises.
 - Helen received an additional uplift to reflect increases in her roles and responsibilities over the previous twelve months.
- Annual reviews held in late September.
 - Yielded positive feedback on all sides, and enthusiasm from both employees for developing their roles (see 9.3.4 below on LEO succession planning).

9.3.3 *Other support*

- Vanessa Stainthorpe and Jane Wainwright continued to provide additional voluntary support to the executive team during 3Q 2026, Vanessa as part of the Charter review group (4.2 above) and Jane with management of the Careers in Ideas Mentoring Hub (3.3 above).
- Also received volunteer help from outside the IP professions from Hetavi Bari, Kadija Begum and Veronica Forcina, all of whom have been involved with *Summer of IP* and/or general Careers in Ideas-related comms (3 above).

9.3.4 *LEO succession planning*

I plan to continue to reduce my hours gradually between now and the end of 2027, when I will step down as LEO. I have begun working with IPIM and the executive team to manage this transition, develop executive team capabilities, re-allocate roles and responsibilities, and communicate appropriately with stakeholders.

A dedicated IPIM meeting was held in August to discuss this and to consider the general requirements of, and options for appointing, a successor; opportunities for evolving the current executive and management teams; and potential impacts on IP Inclusive's structure. I had additional conversations with IPIM members unable to make the meeting or who provided further input. Key outcomes from the meeting were discussed with Anne and Helen, both before and at IPIM's 22 September strategy meeting.

After stepping down as LEO, I plan to be around for at least a year to play a more statesmanlike, ambassadorial role when needed. I also hope to stay on as an ordinary IPIM member for a while, to help provide continuity on the governance front.

9.4 **Websites & comms**

9.4.1 *Websites*

- Nine News and Features posts published on the IP Inclusive website during 3Q 2026, including IP Inclusive news, formal documents such as reports and meeting minutes, event reports, guest blogs and comment.
 - Formal documents included the 2026-27 budget, and updates to existing posts containing collated IPIM and Advisory Board meeting minutes, financial reports, LEO's quarterly reports and IP Inclusive consultation responses.
 - Event reports were for the June IP Business Services Professionals event on "Networking: The Theory and The Practice"; Women in IP's June event on "Professional Identity Across Jurisdictions: Insights from the UK, Australia and New Zealand"; and IP & ME's social gathering to mark South Asian Heritage Month.
 - Also published were Anne Burgato's report of the InterLaw Diversity Forum Business Services Summit (5.8.1 above); a post promoting Focal Point's proposed leadership and management training programme (10.2.3 below); a guest post from a science educator about how IP professionals can best use the Careers in Ideas resources to inspire students into IP careers (3.4 above); a call for new mentor volunteers for the

Careers in Ideas Mentoring Hub (3.3 above); and a post about accentism based on a talk at CIPA's pre-Congress drinks reception (10.2.1 below).

- Four items added to our website resources page in 3Q 2026 (8.1 above).
- Wider website update still included in 2026-27 budget but funds not yet achieved to go ahead with this.
- See 3.4 above regarding updates to the Careers in Ideas website.

9.4.2 *LinkedIn & mailing lists*

- Stats at end of 3Q 2026:
 - IP Inclusive LinkedIn page: 2,976 followers (2,815 at 1 July).
 - IP Inclusive LinkedIn group: 748 members (747 at 1 July).
 - IP Inclusive mailing list:
 - Total subscribers: 1,750 (1,772 at 1 July).
 - 1,185 for "IP Inclusive Updates" (1,205 at 1 July).
 - 865 for notifications of News and Features posts (877 at 1 July).
 - Careers in Ideas LinkedIn page and group: see 3.4 above.

9.4.3 *Other*

- See also 5.1 above regarding community leads' views on a potential central comms group.

9.5 **Financial**

- Bank account balance at 30 September 2026 = £24,652.40
 - £20,000 of this is a ring-fenced contingency fund.
- Budget for August 2026 to July 2027 published 31 July³.
 - Fundraising target for the new budgeting year = £108,000
 - = £95,500 budgeted expenditure plus making up the previous year's deficit of £12,500, which we are attempting to recoup in the coming year.
 - Planned expenditure offset by £3,000 already paid by Marks & Clerk towards the November Mentorloop subs (3.3 above).
 - An additional £9,000 would be required for an IP Inclusive website upgrade (9.4 above); funds will be sought separately for that if possible.
- In August, Gordon Harris (IPIM Treasurer) and I met with our accountants, Gravita, in Bristol, to review the formal financial statements for the year ending 31 March 2026; these were published on 2 September.
- Progress on fundraising campaigns:
 - 2025-26 campaign ended on 31 July; total raised = £77,819.57, resulting in an overspend during the 2025-26 budgeting year (expenditure vs actual funds raised) of approximately £12,500.
 - 2026-27 campaign launched in August:

³ See <https://ipinclusive.org.uk/newsandfeatures/our-2026-27-budget/>

- Requests sent via Mailchimp to Charter signatory and mailing list 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.
- Individual donors, in particular those who have donated before, also being approached through personal contacts; this has proved effective in the past and will be continued throughout the fundraising year.
- New JustGiving page created for donations from individual supporters.
- Total donated towards 2026-27 campaign in 3Q 2026 = £17,493.92
 - £43.92 of this was from event registrants.
 - An additional £130 (net of platform fees) donated via the JustGiving page but not yet withdrawn.
 - Significant further amounts pledged and invoiced but not yet received.
 - Donors during the quarter: 11 South Square, Bristows, Carpmaels & Ransford, Definition IP, D Young & Co, Eccora, FICPI-UK, Gill Jennings & Every, Haseltine Lake Kempner, HSF Kramer, John Gray IP and Keltie.
- We now have thirteen donors who make annual contributions: 8 New Square, 11 South Square, Beck Greener, Boulton Wade Tennant, Carpmaels & Ransford, CIPA, CITMA, HG Law International, the IP Federation, IPReg, John Gray IP, Marks & Clerk and Powell Gilbert; these are separately acknowledged on our website “Our Supporters and Partners” page.
- Key expenditure during 3Q 2026 included:
 - Salaries (including PAYE tax, NI and pension contributions): £10,817.23
 - Lead Executive Officer (LEO) fees: £7,502.00
 - Executive team travel and office expenses: £104.10
 - Accountants’ fees for preparation of annual financial statements: £864.00
 - Accountants’ fees for ongoing payroll subscriptions: £180.00
 - Annual fee for IP Inclusive and Careers in Ideas website hosting, plus minor updates to both sites: £408.00
 - Renewal of Eventbrite and Zoom accounts: £282.88
 - Other operational items (Mailchimp subscriptions; domain name registrations and webmail services, including annual renewals; postage): £248.61

9.6 Other

- July: ipinclusive.org.uk domain name registration renewed (with Ionos).
- August: Eventbrite “Pro” plan renewed.
- September: Zoom “Pro” account renewed.

10 Other activities during 3Q 2026

10.1 Senior Leaders' Diversity Think Tank & Senior Leaders' Pledge

- July:
 - Fifteenth "Pledge Prattle" meeting, online, reviewing the impact of the Senior Leaders' Pledge five years from its inception and discussing potential developments (part of the Charter scheme review: see 4.2 above).
 - Online roundtable to gather input from think tank members, Senior Leaders' Pledge signatories and their colleagues about the EDI Charter itself, again as part of the Charter scheme review.
- Event numbers now small for Think Tank events (including Pledge Prattle sessions); co-lead Gwilym Roberts and I are considering ways to rekindle interest and widen participation, in particular to embrace new generations of leaders.
 - This could be aligned with outcomes from the Charter scheme review and wider IP Inclusive measures to improve engagement.

10.2 External publications & events

10.2.1 Founding organisations

- July: joint event by IP Ability and CIPA on business development for the neurodivergent (5.3 above).
- September: involved with CIPA's annual Congress in Manchester.
 - At the pre-Congress drinks reception, Vicki Barker (Advisory Board member and IP Ability co-lead) represented IP Inclusive in a popular joint talk on "accentism" with Kathryn Sayer from CIPA's EDI Committee.
 - They co-wrote a website News and Features post, based on the topic, published later in September.
 - Hope to involve them in a webinar on the same theme in 2027.
 - CIPA gifted IP Inclusive a stand in the Congress exhibition hall, which was manned by Advisory Board member Abdulmalik Lawal; IP Inclusive and Careers in Ideas pin badges were available on the stand, and leaflets encouraging donations to our 2026-27 fundraising campaign.
 - Had also helped the organisers source a more diverse range of speakers for the Congress sessions.
- Also in September:
 - *CITMA Review* published my article on the Men in IP working group and why IP Inclusive believes in supporting IP professionals who identify as men.
 - IP Business Services Professionals represented at the CITMA Paralegal Conference (5.8.1 above).
 - Group members will also attend CIPA's IP Paralegal Conference in early October, where they have been provided with a stand in the exhibitor's hall.
 - Donation from FICPI-UK.

- Anne Burgato and Helen Smith contributed IP Inclusive updates for the June, July and September issues of the *CIPA Journal*.

10.2.2 *UK Intellectual Property Office (IPO)*

- August:
 - Met with Ben Buchanan (the IPO's Head of Patents: Digital, Telecoms and Computing; long-time IP Inclusive champion and Advisory Board member) for a general catch-up on collaborations between our organisations.
 - Quarterly meeting with Erich Hou-Richards, Legal Advisor at the IPO and their representative for IP Inclusive liaison (also a member of our Advisory Board).
- IPO also contributed to *Summer of IP*, running events about careers as a patent examiner in both June and August (3.2 above), and the work of our Men in IP group (5.8.2 above).

10.2.3 *Other external stakeholders*

- July:
 - I attended (online) an IPReg Board meeting, to provide a brief update on IP Inclusive's plans and priorities in support of our request for donations (in particular towards the Careers in Ideas Mentoring Hub).
 - Anne Burgato attended the inaugural InterLaw Diversity Forum Business Services Summit (5.8.1 above).
 - Helped promote IPReg's 2026 diversity survey (which this year included questions on inclusivity, wellbeing and workplace culture).
 - I was included in *World IP Review's* 2026 list of Influential Women in IP.
- During the quarter, we worked with IP Inclusive partners Focal Point Training & Consultancy on a new "Inclusive and Healthy Management & Leadership Development Programme".
 - Developed in response to Women in IP's 2025 career guidance survey results, which had identified a need for management and leadership training for those progressing to such roles.
 - Also incentivised by LawCare's 2025 *Life in the Law* survey results, which identified a need for managers to be appropriately trained in order to safeguard staff wellbeing.
 - Interactive online course with limited participant numbers; spread out over several months; to include workshops, focused training sessions, and individual development plans.
 - Discount available for participants from IP Inclusive Charter signatory organisations.
 - Initial course postponed due to lack of take-up (possibly due to the time of year). A shorter, less costly version has now been created to cover basic management topics; this was mentioned at our September webinar with LawCare and Focal Point (7.2 above) and expressions of interest are now being gathered.
- See also:
 - Work with social mobility and outreach charities, through Careers in Ideas (3 above).
 - Mental wellbeing-related activities with Jonathan's Voice and LawCare (7 above).

- Work with IPReg on its Education Review and on improving access to the patent and trade mark professions (10.3 below).

10.3 Lobbying & influence

- August: responded to IPReg’s July 2026 consultation on its 2027/28 business plan and 2027 budget and practising fees proposals.
 - Recommended EDI be given greater prominence in IPReg’s proposed new strategic objectives.
 - Commended IPReg for conducting another diversity survey this year, and the inclusion of inclusivity-related questions, and urged republication of its Equality Impact Assessment as soon as possible based on data from the 2026 survey.
 - Recommended that IPReg disclose how it spent the £21,000 it budgeted for diversity initiatives in 2026, seeking an additional donation to IP Inclusive should there be unused funds.
 - As in 2025, sought clarification that the “not in active practice” fee category would be available to professionals affected by a temporary disability, illness or caring responsibility; and recommended broadening of the category, as a longer-term measure, for professionals working part-time.
 - Urged IPReg to change its practice on reimbursing practising fees when a registrant applies to move to the “not in active practice” category mid-year.
- Continued to provide input into EDI-related aspects of IPReg’s Education Review, to introduce the review team to relevant parts of the IP Inclusive community, and to be involved with the associated Expert Advisory Group (EAG).
 - In September, met with the head of the review, Sally Gosling, and her colleague Katie Flett to help them prepare for an October EAG meeting; also began planning a further workshop (which I will help to lead) to gather input on EDI-related aspects of the review outcomes.
 - The published responses to the initial call for evidence included encouraging references to the importance of inclusivity and access to the professions.

11 Notes

Statistics such as numbers of EDI Charter signatories, mailing list subscribers, social media followers and event registrations were recorded on 1 October 2026.

Andrea Brewster
IP Inclusive Lead Executive Officer
9 October 2026