

50 MILLION VOICES

England & Wales · Charity number 1189541

Details

Status Registered

Legal form CIO

Registered 2020-05-18

Register [View on the Charity Commission register](#)

Contact

Address 21 Seymour Road
Kingston Upon Thames
KT1 4HN

Phone 07768936791

Email info@50millionvoices.org

Website www.50millionvoices.org

Activities

Objects: THE PROMOTION OF SOCIAL INCLUSION AMONG PEOPLE WHO STAMMER WHO ARE SOCIALLY EXCLUDED FROM SUITABLE EMPLOYMENT AND CAREER PROGRESSION AS A RESULT OF COMMUNICATION IMPAIRMENT, BY:I. PROVIDING GUIDANCE AND INFORMATION TO SUPPORT AND ENABLE ADULTS WHO STAMMER TO MAXIMISE EMPLOYMENT OPPORTUNITIES APPROPRIATE TO THEIR CAPABILITY AND SKILLS LEVEL;II. RAISING AWARENESS OF THE ISSUES AFFECTING ADULTS WHO STAMMER AMONGST EMPLOYERS, BOTH GENERALLY AND IN RELATION TO THEIR SOCIAL EXCLUSION;III. PROVIDING WORKSHOPS, FORUMS, ADVOCACY, MENTORING AND GENERAL SUPPORT;IV. SHARING OUR EXPERTISE FREELY WITH LEADERS OF OTHER STAMMERING ORGANISATIONS INTERNATIONALLY

Activities: I. PROVIDING GUIDANCE AND INFORMATION TO SUPPORT II. RAISING AWARENESS OF THE ISSUES AFFECTING ADULTS WHO STAMMER AMONGST EMPLOYERS, BOTH GENERALLY AND IN RELATION TO THEIR SOCIAL EXCLUSION;III. PROVIDING WORKSHOPS, FORUMS, ADVOCACY, MENTORING AND GENERAL SUPPORT;IV. SHARING OUR EXPERTISE FREELY WITH LEADERS OF OTHER STAMMERING ORGANISATIONS INTERNATIONALLY

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People With Disabilities

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£53,238	£20,532	-	-
2023-12-31	£13,633	£13,573	-	-
2022-12-31	£25,821	£16,166	-	-
2021-12-31	£16,793	£5,645	-	-
2020-12-31	£3,728	£73	-	-

Trustees

Name	Role	Appointed
Iain Rob Wilkie	Chair	2020-05-18
Andrew Christopher Janes		2025-06-20
Aonghus Tomas Heatley		2026-05-05
Christopher Gemmell		2022-03-22
Elias Yaw Nyamekye Apreko		2022-11-18

50 MILLION VOICES

England & Wales - Charity number 1189541

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/01/2024
Period end date

Period start date To 31/12/2024

Charity name: 50 Million Voices

Charity registration number: 1189541

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	50 Million Voices promotes social inclusion among people who stutter who are excluded from suitable employment and career progression as a result of communication impairment, by advancing education and raising awareness about stuttering with employers, people who stutter and allies.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	The activities of 50 Million Voices throughout the year reflect our role and purpose as an organisation that: • Focuses specifically on employment and career progression for people who stutter • Is UK-led with an international mindset and connections • Shines a spotlight on good communication involving speakers who stutter and listeners who may or may not stutter • Always brings together people who stutter, allies and employers to create change. We have done this in 2024 through: 1. Flagship Activities • Delivering two global Practice Interview events, in March and October, with a combined total of 186 participants from 22 countries across 6 continents, involving 80 interviewees who stutter, 106 interviewers (a mix of people who stutter and allies) and 285 individual interview learning experiences • Presenting to a wide range of global companies and other organisations throughout 2024, including leading global employers Cargill, EY and

		Rolls-Royce, and major stuttering community events such as StutterFest' 24, StammaFest '24 and many smaller groups' activities. 2. Strengthening our Foundations • Delivering on our fundraising target and developing our future planning • Welcoming new stuttering leaders from several countries • Broadening the base of employers with whom we work 3. Building our Reputation, Reach and Relationships with Employers, Other Organisations and Individuals • Individual global award presented to Iain Wilkie, our founder and chair, at the World Stuttering and Cluttering Organization Congress in Austin, USA, for "improving the lives for people who stutter or clutter" and "for his unique contribution to the community of people who stutter." • 50 Million Voices team members featured in articles with wide readership - e.g. BBC Future • Building our network and communications through our newsletter and platforms such as LinkedIn • Continuing and deepening relationships with a range of employers and allies, through involvement in the Practice Interviews, as panellists and contributors in other ways, including financially. More information about all of the above in the section on achievements and performance below.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	All trustees are made aware of the relevant guidance and the need to take this into account as part of their induction as trustees (PB1, 2 and 3).

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
	Para 1.38	

Policy on social investment including program related investment		
Contribution made by volunteers	Para 1.38	
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Each year since the origins of 50 Million Voices in 2019 and its formal registration as a Charitable Incorporated Organisation in May 2020, has seen a demonstrable increase in its reputation, reach and impact. This is amply evidenced by unsolicited posts, comments and feedback on platforms such as LinkedIn and from the levels of participation and support from a growing number of companies. We have worked hard as a team throughout 2024, largely entirely on a voluntary basis, to build relationships across a wide range of organisations and individuals, within the community of people who stutter, with an increasing number of global and smaller employers and with enthusiastic allies, bridging very different cultures and geography. Our track record for running successful Practice Interview events, with our 7th programme in October 2024, means we can reap the benefits of incorporating learning from previous events each time, building on existing collaborations and developing new ones. As ever, special thanks go to all our donors and supporters and to our volunteers for their generosity, thoughtfulness and commitment. Our volunteers include our volunteer leaders who stutter all around the globe, people working quietly behind the scenes, our trustees and others providing administrative or other support. It also includes everyone who has contributed to our Practice Interview programme or other events, for example by walking the Thames

		Path Challenge to raise funds with us. People have freely given their time and expertise as panellists, speakers and interviewers and we are very grateful for all the support. This also includes financial support from several companies without whom our work would not be possible, in particular Cargill and EY. Many thanks also go to our Global Coordinator Shilpa Sagwal and to Iman Sheperia for her work supporting our social media presence. As shown in our Receipts and Payments Account, our receipts during the year totalled £53,238 compared with £13,633 in 2023. The increase is due partly to a greater focus on fundraising, and also due to the timing of several receipts due in 2023 but not received until 2024. As a result of this increase in receipts and our continuing tight control of costs, our Cash Funds at 31 December 2024 grew to £57,079 compared with £24,373 at 31 December 2023. Achievements <u>Flagship Activities</u> Practice Interviews <i>6th Global Practice Interview Event 4-7 March 2024</i> <i>“I had a real interview, just five days after the practice interview and felt really confident.”</i> Interviewee (UK) <i>“A pleasure to meet my interviewee and see much potential. I’d be happy to recommend him for a job.”</i> Interviewer (anonymous) The event involved: ● 86 participants from 13 countries across 4 continents ● Support from 6 leading employers and several other employers ● 1:1 and panel practice interviews, after previous success trialling panel interviews in 2023 ● Interviews comprising over 140 individual learning experiences ● Educational group learning experiences
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		The educational group learning experiences included an educational briefing on 4 March, a feedback session at the end of the event, and a separate - and very dynamic - panel session on 5 March (in the run up to International Women's Day). This specifically explored solutions to workplace barriers faced by women who stutter, Clare Louise Partridge from the Civil Service (UK) expertly chaired this session on women who stutter, with contributions from Aashima Gogia (India) and Jia Bin (USA/China). They gave compelling personal accounts of their experiences and how they had learned to face down discrimination. This included calling it out, advocacy work, and refusing to accept the societal stigma placed on women who stutter across different cultures and settings. 7th Global Practice Interview Event 21-28 October, 2024 <i>"Excellent set of interviews. Learned a lot, got great practice and met some amazing people. Speaking to people who have succeeded in their career despite their stutter was also amazing."</i> Interviewee who stutters <i>"Little did I know how impactful this opportunity would be for me, but also for the interviewee by creating a psychological safe environment by being patient, allowing extra time for them to answer questions then following up with candid feedback regarding their CV/resume and overall interview."</i> Interviewer who does not stutter This event involved: • Over 100 participants from 22 countries across 6 continents • Welcoming first-time participants from Argentina, Australia, New Zealand, Nigeria, Pakistan, Spain and Switzerland • Bringing new companies and interviewers on board • Acting on previous feedback and stretching the timeframe to a full week, encompassing the educational briefing, panel session, closing feedback session and time for all the interviews to take place in between. The panel session explored the intersectionality between stuttering and other human characteristics with panel members
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		Dr Claire Tupling (UK), Dr Derek Daniels (USA) and Puneet Singh Singhal (India). Woven through their contributions, the panellists showed how differing life experiences can affect careers and specifically the complexities of the impact that gender, race and health, combined with having a stutter, can have on interviews and in the workplace. This expanded geographic and cultural representation underscores our commitment and emphasis throughout all the year's work to building a global community that fosters understanding and inclusion for people who stutter in the workplace. Impact of the event as a whole on participants providing formal feedback: • 100% of interviewees now feel more confident about their next interview as a person who stutters • 87% of interviewers feel more confident about their next interview with a person who stutters (with the remaining 13% feeling just as confident as before) • 88% agree that participating in the events helped them take a step toward becoming a more inclusive listener. All of this would not have been possible without the support of our partner employers. We warmly thank (in alphabetical order) Amazon, British Council, Cargill, EY, Mishcon de Reya LLP, Rolls-Royce, Sage, SLB and TSB Bank. Talks for employers and other organisations We ran awareness and educational sessions for a range of employers and other organisations in 2024, including for: • EY EMEA - a virtual session with speakers Elias Apreko (Ghana), Shilpa Sagwal (India) and Iain Wilkie (UK) involving multiple EY participants from Europe, Middle East, India & Africa on the theme <i>"In a world that doesn't listen, how can stuttering voices help us become more inclusive listeners?"</i> • Civil Service Stammering Network (UK) talk where Iain Wilkie spoke about his own career as a person
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		who stutters rising to become a senior partner in global firm EY. • Clty Lit Interiorised Stammering Group - a session on navigating a successful career with a stutter • Mishcon de Reya - a talk by Iain Wilkie on his post-EY career to 25 Mishcon de Reya partners. This led to volunteers coming forward as practice interviewers for our October 2024 event and other support • Cargill UK - an in-person session with 30 participants from the UK in June, with the theme <i>"Making a difference together by focussing on stuttering-inclusive cultures."</i> Cargill participants also shared their experiences as interviewers in our March Practice interview event. We also presented at a further very well received event in September with Cargill USA with an international audience across several countries on stuttering inclusive culture. • Rolls-Royce - a virtual session in July with almost 500 participants from several countries on the theme <i>"The courage to speak up and create a workplace culture inclusive of different voices"</i> co-delivered with staff from Rolls-Royce, one of whom reported <i>"I was overwhelmed with feedback from colleagues, with one person telling me it was the first time they felt seen at work."</i> • BDF's (Business Disability Forum) Global Taskforce (about 50 leading global employers). Talk by Elias Apreko, Shilpa Sagwal and Iain Wilkie, which led to introductions to new employers. Presentations at other events StutterFEST24 conference 4 May This was a hybrid event organised by the World Stuttering Network. We ran a virtual panel session with contributions from Chris Brady (USA - Talent Acquisition Leader), Rohit Sachdeva (India - software developer) and Iain Wilkie (UK). The session provided an opportunity to present different perspectives on Interviewing successfully with a stutter. All the panellists had previously participated in the 50 Million Voices Practice Interviews programme. WSCO - 11th World Congress on Stuttering and Cluttering, Austin,Texas, USA 16-18 May
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	Iain Wilkie met with several stuttering leaders and researchers from many different countries introducing them to the work of 50 Million Voices, while learning about valuable work happening elsewhere. He was also presented with a prestigious award for the impact of our work. More on this in the section below on building our reputation and relationships. STAMMAfest 2024 Nottingham, UK, 15-18 August Iain Wilkie ran a workshop together with Rory Sheridan on “<i>50 Ways To Be Stammering Assertive at Work</i>” with some 60 people attending. The workshop explored the unspoken dynamics of workplace communication and looked at when, how and with whom assertiveness about stammering can be helpful, and what are the risks and rewards attached. Disability Inclusion and Accessibility Summit, 12-13 November The summit included a pre-recorded fireside chat with Iain Wilkie about the work of 50 Million Voices and the workplace challenges faced by people who stutter. <u>Strengthening our Foundations</u> During the year, we continued our work behind the scenes from 2023 to enable us to consolidate our progress, sustain our activities and plan for the future. We worked with a small charity fundraiser in 2024 to start diversifying our funding base and gain support from charitable trusts, having thus far focused on support from employers and individuals. We were delighted to receive grants over a period of months from the Garfield Weston Foundation, The Chapman Charitable Trust, The Hadley Trust, The SMB Trust, and The Pat Newman Memorial Trust. We also received notification of a grant from The Carmela and Ronnie Pignatelli Foundation with the funds being received in January 2025. For the first time in 2024, we also took on a different kind of fundraising, with a small and intrepid 50 Million Voices team of five volunteers, including our Chair and one of our Trustees, by walking a 22 km section of the Thames Path Challenge. Able coordinated for us by Iman Sheperia, and with a few months of planning, we raised £6k between us (after costs) and had
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	a wonderful day with engaging conversation, sunshine and a refreshing breeze to accompany us to the finish line. We are now planning to undertake another section of the Thames Path Challenge in September 2025. Other administration and future governance requirements have also been part of our continuing internal discussions in 2024. Our chair and founder, Iain Wilkie, whose initial term of office as a trustee ended in 2024, was unanimously endorsed by trustees to stand for a further three years. As last year, we are very conscious that future planning is not necessarily visible and doesn't produce instant results. We continue to reach significantly more people with each passing year and our impact is significantly greater than the resources we have might suggest. This makes our capacity building planning work behind the scenes all the more important. Our presence on LinkedIn has gone from about 1,100 at the end of 2023, to over 1,550 by the end of 2024, an increase of over 40%. In the course of the year we also created a Facebook group and accounts on Instagram and Bluesky. We are glad to be working from 2024 with Willemijn Bolks, an illustrator from the Netherlands who stutters, who has provided us with impactful graphics to support our events and presentations. During 2024, we also welcomed new country leaders to our leaders' group, being Ana Karina Espinoza from Chile, and Voon Pang from New Zealand. An introduction to Amazon in New Zealand led to three interviewers coming forward for our Practice Interviews event in October. We also welcomed two new country leaders from Turkey - Diyar Zorlu and Halil Tayyip Uysal. <u>Building our Reputation, Reach and Relationships with Employers, Other Organisations and Individuals</u> Articles featuring members of the 50 Million Voices team Why DEI should include people who stutter (14 May 24) Through contact with our Trustee Chris Gemmell, Fast Company, a major business
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		media brand, published this article, featuring Chris and how he successfully navigates his career with a stutter. A part of me was crying for freedom. the people embracing their stutter (5 Feb 24) Published in BBC Future and written by Krupa Padhy, presenter of BBC World Service and Radio 4 Woman's Hour at the time the article was written, this piece shines a light on some of those who embrace their stutter, featuring amongst others our Global Coordinator Shilpa Sagwal, Trustee Elias Apreko, Chair Iain Wilkie and our leader for China, Jia Bin. Articles produced by 50 Million Voices Our Trustee Helen Carpenter writes regularly for SIGNAL, the magazine of the National Stammering Clinical Excellence Network, which reaches speech and language therapists who specialise in the management of stuttering and cluttering, to update them on 50 Million Voices' activities and opportunities. 50 Million Voices also produces its own newsletter from time to time, which goes to a growing network of individuals with whom we are in contact, both allies and people who stutter. Copies of this are available from the 50 Million Voices website. The second edition of the newsletter, in August 2024, included a powerful and personal article by Shilpa Sagwal on her experience of motherhood and stuttering. Awards We were all thrilled when the World Stuttering and Cluttering Organization (WSCO), at their Congress in Austin, Texas, in May, recognised our founder and chair Iain Wilkie, with their 2024 "Individual award for improving the lives of people who stutter or clutter" including for "his unique contribution to the community of people who stutter". The award was presented by Sharon Millard, chair of the WSCO Awards & Congress Bursaries Committee. Congratulations go to Iain, though he insists that it is a team achievement for everyone involved in 50 Million Voices! Networks and supporting others Supporting other organisations working in the field of stammering and being there when they have an activity or something to celebrate helps to develop our ongoing relationships as well as being valuable in
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	itself. A few examples of 50 Million Voices “being there” in 2024 are below: • Producing a short video in support of the 10th anniversary of the founding of the Ghana Stammering Association, an organisation that has been hugely supportive of 50 million Voices • Participating in the Heard AI pilot testing at Michigan State University in advance of its release at the National Stuttering Association conference on July 24. The aim of Heard AI is to make voice activated AI accessible and fair to people who stutter • Attending events - e.g. at Michael Palin Centre, and another example, the launch of the stammering pride art exhibition at City Lit. Companies praising our work Just two examples from 2024 below: We were delighted that leading global professional services firm EY reported on the highly positive impact of their ongoing collaboration with us in their UK Impact Report for 2024 (page 18). 2024 was the second year running that we’ve been called out by EY, who employ over 17,000 people in the UK and 400,000 people globally. The Chief People Officer of Rolls-Royce posted on LinkedIn in December 24, coinciding with the International Day of Persons with Disabilities, about the way the company’s participation in our Practice interviews had taught them valuable lessons about communication and accommodation. <i>“From avoiding assumptions - like finishing someone’s sentences - to offering alternate ways to engage, small adjustments can have a big impact.”</i> For 50 Million Voices, 2024 had its big moments of success and many smaller ones...together they add up to an important theme. In short, how we connect and build relationships is developing our reach and our impact well beyond our size, and this is increasing with each passing year. We are now tackling the challenge of continuing to develop in a sustainable way. We have a big opportunity with the increasingly diverse
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		network of people we collaborate with. This includes: • the wider stuttering community • employers and individual allies • other organisations who are working with purposes congruent with our own,
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The Receipts and Payments account shows receipts for the year of £53,238 less payments of £20,532, resulting in net receipts of £32,706. This amount added to the cash funds brought forward at 1 January 2024 of £24,373, resulted in cash funds at 31 December 2024 totalling £57,079
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The charity has a reserves policy whereby cash funds equal to 5 months' expenditure should be held in reserve. The policy is a prudent estimate of the amount of funds that could be required in the event of the winding up of the charity. On 31 December 2024, having incurred total cash expenditure of £20,532 in the year, the amount required to be held in reserve under the terms of the policy was £8,555 (5 months' expenditure). This was exceeded by the amount of cash held at 31 December 2024 of £57,079
Amount of reserves held	Para 1.22	The amount held was £60,216
Reasons for holding zero reserves	Para 1.22	n/a
Details of fund materially in deficit	Para 1.24	n/a
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	n/a

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution adopted May 2020
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are usually appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. At the end of their term of office, Trustees may put themselves forward for re-election to serve further 3 year terms.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	50 Million Voices
Other name the charity uses	
Registered charity number	1189541
Charity's principal address	21 Seymour Road Kingston-upon-Thames KT1 4HN

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustees (if any)
1	Iain Wilkie	Chair		
2	Helen Carpenter			
3	Chris Gemmell			
4	Elias Apreko			

Corporate trustees – names of the directors at the date the report was approved

Director name		
n/a		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
n/a		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	n/a
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	n/a
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	n/a

Additional information (optional)

Names and addresses of advisers (Optional information)

	Type of adviser	Name	Address
	n/a		
	Name of chief executive or names of senior staff members (Optional information)		
	n/a		

Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.
Signed on behalf of the charity's trustees

Signature(s)	Iain Wilkie	C. Gemp
Full name(s)	Iain Rob Wilkie	CHRISTOPHER ANDREW GEMP
Position (eg Secretary, Chair, etc)	CHAIR	TRUSTEE
Date	3 October, 2025	23.10.2025

CHARITY COMMISSION
FOR ENGLAND AND WALES

50 Million Voices

No (if any)
1189541

Receipts and payments accounts

CC16a

For the period
fromPeriod start date
1 January 2024

To

Period end date
31-Dec-24

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations and legacies	30,876	-	-	30,876	7,514
Charitable activities	21,702	-	-	21,702	5,900
Interest received	660	-	-	660	219
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	53,238	-	-	53,238	13,633
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	53,238	-	-	53,238	13,633
A3 Payments					
Cost of charitable activities	20,414	-	-	20,414	13,460
Bank charges	118	-	-	118	113
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	20,532	-	-	20,532	13,573
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	20,532	-	-	20,532	13,573
Net of receipts/(payments)	32,706	-	-	32,706	60
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	24,373	-	-	24,373	24,313
Cash funds this year end	57,079	-	-	57,079	24,373

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank	57,079	-	-
		-	-	-
		-	-	-
	Total cash funds	57,079	-	-

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
Debtors	4,550	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
Creditors	1413	-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on
behalf of all the trustees

Signature

Print Name

Date of approval

Iain Wilkie

Iain Wilkie

3 October, 2025



Section A

Independent Examiner's Report

Report to the trustees

Charity Name
50 Million Voices

On accounts for the year
ended

31 December 2024

Charity no
(if any)

1189541

Set out on pages

1 & 2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/ 12 /2024.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

Phil Gellhorn

Date:

22/10/2025

Name:

Phil Gellhorn

Relevant professional
qualification(s) or body
(if any):

Address:

38 Haslemere Road, London N8 9RB

Section B**Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

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50 MILLION VOICES

England & Wales - Charity number 1189541

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From **01/01/23** To **31/12/23**

Charity name: **50 Million Voices**

Charity registration number: **1189541**

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	50 Million Voices promotes social inclusion among people who stutter who are excluded from suitable employment and career progression as a result of communication impairment, by advancing education and raising awareness about stuttering with employers, people who stutter and allies.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	The activities of 50 Million Voices throughout the year reflect our role and purpose as an organisation that: • Focuses specifically on employment and career progression for people who stutter • Is UK-led with an international mindset • Shines a spotlight on good communication involving speakers who stutter and listeners who may or may not stutter • Always brings people who stutter, allies and employers together to create change. We have done this in 2023 through: 1. Flagship Activities & Events • Delivering a global Practice Interviews event in June, involving 97 participants, being 42 interviewees who stutter, 55 interviewers (a mix of stutterers and non-stutterers) and 62 interviews with participants from 15 countries. • Organising "How Stuttering Voices Can Help Us All Become Better Listeners" panel event in October,

		with a global audience of over 70 people from 5 continents. 2. Strengthening our Foundations • Developing fundraising and other strategy/planning/management • Welcoming new stuttering leaders from several countries • Broadening the base of employers with whom we work. 3. Collaborations with Employers, Other Organisations and Individuals • Delivering virtual workshops for several employers, including collaboration with the British Council, with whom we co-delivered 4 workshops for their global employee community • Continuing and deepening relationships with other employers, with involvement in the Practice Interviews programme, as panellists and contributors in other ways • Supporting the Heard AI programme led by Michigan State University • Expanding our freely available resources with the addition of 2 videos and 2 one-to-one podcast interviews about our work and impact. More information about all of the above in the section on achievements and performance below.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	All trustees are made aware of the relevant guidance and the need to take this into account as part of their induction as trustees (PB1, 2 and 3).

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	

Contribution made by volunteers	Para 1.38	See Achievements and Performance
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	In many respects, 2023 was a year of consolidation for 50 Million Voices, building on the achievements since its origins in 2019 and registration formally as a Charitable Incorporated Organisation in May 2020. In practice, this has meant incorporating learning from previous events into our activities through the year, deepening existing relationships with employers, organisations and individuals and developing important new ones, all of which is increasing our reach and impact. A special thanks to all our donors and all our volunteers for their generosity and commitment to our cause. Our volunteers comprise our volunteer leaders who stutter from across the world, people working quietly behind the scenes, our trustees and all those providing administrative or other support and also everyone who has contributed to our continuing flagship Practice Interview programme and other events. This includes everyone who has given their time and expertise as panellists, speakers and interviewers. Many thanks also to our development coordinator Shilpa Sagwal, without whom our events (and more) would not be possible. We continue to have impact beyond our size and have also spent valuable time in the course of the year developing our thinking around sustainability, much of which, we hope, will yield results after the end of 2023. It should be noted that our fall in income in 2023 does not reflect a fall in support or ambition, but is mainly due to the timing of donation receipts compared with prior years. Consequently, we are confident that our receipts in 2024 will return to at least the level of £25,667 seen in 2022.

		Achievements Flagship Activities and Events Practice Interview event 5th-8th June <i>“For the first time in my life, I have entered an interview situation not afraid to stammer. Everyone involved in the {Practice Interview} process has a genuine desire to improve this difficult situation that we all face, and make it more comfortable for those who stammer. I thought the optional sessions were great for those new to the world of stammering, and would make a great resource for advocating for change to interview practices. Thank you all.”</i> Interviewee who stutters <i>“It has increased my understanding massively and has helped me think broader and really focus on how I can change my approach to make this a better experience for anyone with a stutter, stammer, clutter.”</i> Ally interviewer Running this for the fourth consecutive year, this event has become a regular fixture for 50 Million Voices. Our ambitious 2023 virtual event involved 42 interviewees, 55 interviewers and 62 interviews with participants from 15 countries. However, the numbers only tell one part of the story. For example, we are attracting more and more senior interviewers each time. Other innovations in 2023 included: • Offering 10 panel interviews, as well as the 1:1 opportunities, to reflect interviews in real life. • Producing 2 short captioned videos with practical information - both of which are available on our website. www.50millionvoices.org/resources/. In one, we hear from three former practice interviewees on approaching interviews successfully if you stutter and giving tips. In the other, three experienced interviewers from leading employers offer advice and guidance for successfully interviewing candidates who stutter. • Offering a second optional panel session with Q&A the day after the initial briefing. This brought together interviewees and interviewers from previous practice interview events to
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		share their experiences and practical tips from varying perspectives, with differences in ways of speaking, gender, geography, career paths and more. • Running a panel discussion on 3rd July, a month after the main Practice Interviews event with speakers from Sage Group plc (USA) TSB in the UK and our co-leader from Kenya. One was an interviewee, and two were interviewers, one who stutters and one who does not. The panellists discussed what they had done or planned to do - after the Practice Interviews - to help their own development - and/or help their employers become more stuttering-confident. • Giving each participant in the Practice Interviews an individual signed certificate after the event. These attracted lots of positive feedback, including via unsolicited LinkedIn posts from recipients. How Stuttering Voices Can Help Us All Become Better Listeners 17th October Our panellists for this online event, chaired by senior BBC journalist Krupa Padhy, comprised internationally recognised researcher and author on stuttering, language and communication, Dr Paul Brocklehurst; Dr Julie Humphreys, ally and Head of Diversity and Inclusion at Markel International and creator of award-winning podcast D&I Spy; and our Chair and Founder Iain Wilkie. The event aimed to challenge long-held assumptions about stuttering and explore the theme from the perspective of the listener rather than the speaker who stutters. It opened up a lively discussion with a large, engaged international audience responding to the themes covered. These included how culture affects individual choices and listening, ableist expectations of fluency, the power of the stuttered word, and the value of attentive listening and what that means. Strengthening Our Foundations In the course of the year, as well as delivering events, we have also started to look at how we consolidate and plan for the future, with internal discussions in relation to fundraising strategy, administration and future governance requirements. One of our trustees, Helen Carpenter, whose initial term
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		of office ended in 2023, was unanimously endorsed to stand for a second three year term. Future planning is not necessarily externally visible and doesn't produce instant results, but it is no less important for that. We are moving forward and reaching significantly more people with each passing year. Also our impact is significantly greater than the resources we have might suggest. Our presence on LinkedIn has gone from c800 by the end of 2022 to over 1,100 at the end of 2023, a rise of c40%. We are delighted, also, in the course of 2023, to have welcomed new leaders who stutter from China/USA, Israel, Kenya, Northern Ireland and South Africa. Collaborations with employers, other organisations and individuals <i>"We have loved the learning that we gained from working with 50 Million Voices. We've had great feedback from colleagues across the British Council globally. Looking forward to more...."</i> Jane Franklin, Acting Head of DEI, British Council We started working with the British Council with 4 interactive awareness-raising online sessions in the autumn of 2023, attracting almost 1,000 participants in total from their worldwide workforce. This was a great privilege and opportunity to engage with people leading on work in the arts, engaging with schools across the UK and those who manage teaching centres reaching 1000s of English students worldwide. Senior-level commitment and having people who stutter inside the British Council working alongside us made all the difference. Indeed, Reece Waldron, British Council's Networks and Operations Lead and Senior Research Adviser, was nominated by the British Council's Senior Leadership Team as one of the organisation's 2023 Unsung Heroes for starting a global and organisation-wide conversation on stuttering. Our collaborations increasingly show the potential to move, and indeed are moving, beyond one-off events.
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		Another example is the recognition of 50 Million Voices in EY's UK Impact Report for 2023, along with a separate feature on a staff member who ended up with a job at EY after having 2 Practice Interviews with 50 Million Voices in 2021. We are grateful for the ongoing relationships we have had over the year with these and other organisations and companies. These also include, but are not limited to, BT, Compass, McCann, Reach plc, Sage plc, SLB and TSB. More developments have come at the end of the period covered by this annual report and we are excited to end the year with the prospect of working with Cargill and with Rolls Royce in 2024. As these relationships blossom, we have also delivered a number of other virtual awareness-raising sessions, in the course of the year across a wide range of sectors, including with BT, with the National Health Service East London Foundation Trust (NHS - ELFT) and with McCann Worldgroup (global marketing). Our Chair, Iain Wilkie, also gave talks to groups of people who stutter at City Lit and at Michael Palin Centre about thriving at work with a stutter and continued to network with other relevant organisations during the year, such as Purple Space and the Business Disability Forum. In 2023 Iain also contributed to two podcasts. The first was in March - the award-winning D&I Spy podcast, hosted by Dr Julie Humphreys and Natasha Whitehurst, exploring 'the gift of stuttering' and how workplaces can be more supportive of employees who stammer. He talks about quiet leadership and how listening attentively to voices that are different from our own is an 'open door'. The second was in August, when he featured on the podcast of the Specialized Center for Stuttering (Centro Especializado en Tartamudez) founded in 2018, which provides treatment for children, adolescents and adults who stutter and training for professionals in South America. The topic was stuttering in the workplace, the challenges if you stutter and the work of 50 Million Voices. This podcast is hosted by Angelica Bernabe, a Director of the Center, and the 50 Million Voices leader representing Peru.
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		Both podcasts are available to listen to via the Events/Resources page of our website. Heard AI - a different kind of collaboration This project is exploring the impact of AI for people who stutter. It's led by a team from Michigan State University (MSU) who are working with interested parties to identify the challenges of voice activated AI for people who stutter and to help find solutions. Two leaders from our international 50 Million Voices leaders' group are actively involved in this ground-breaking work. Given that existing AI voice technologies frequently fail to recognise disfluent speech patterns, this is leading to major questions that urgently need to be addressed around accessibility, employment and inclusion. The project is creating an inclusive voice AI platform that comprehends and respects the diversity of human speech, backed with significant funding in the US. More info: https://psychology.msu.edu/news-events/news/heardai.html and https://www.impactmedialab.com/our-work/heard-ai We are delighted to have signed up in 2023 as a partner organisation to support this important development.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	

Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The Receipts and Payments account shows receipts for the year of £13,632 less payments of £13,572, resulting in net receipts of £60. This amount added to the cash funds brought forward at 1 January 2023 of £24,313 resulted in cash funds at 31 December 2023 totalling £24,373
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The charity has a reserves policy whereby cash funds equal to 5 months expenditure should be held in reserve. This policy is a prudent estimate of the amount of funds that could be required to cover costs in the event of the winding up of the charity. At 31 December 2023, having incurred total cash expenditure of £13,573 in the year, the amount required to be held in reserve under the terms of the policy was £5,655 (5 months expenditure). This was exceeded by the amount of cash held at 31 December 2023 of £24,373
Amount of reserves held	Para 1.22	The amount held was £24,861
Reasons for holding zero reserves	Para 1.22	n/a
Details of fund materially in deficit	Para 1.24	n/a
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	n/a

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any	Para 1.46	

social investment policy adopted		
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution adopted May 2020
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are usually appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	

Other		

Reference and Administrative details

Charity name	50 Million Voices
Other name the charity uses	
Registered charity number	1189541
Charity's principal address	21 Seymour Road Kingston Upon Thames KT1 4HN

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Iain Wilkie	Chair		
2	Helen Carpenter			
3	Chris Gemmell			
4	Elias Apreko			

Corporate trustees – names of the directors at the date the report was approved

Director name		
n/a		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
n/a		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	n/a
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	n/a
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	n/a

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
n/a		

Name of chief executive or names of senior staff members (Optional information)

n/a

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Other optional information

Declarations

The trustees declare that they have approved the trustees' report above. Signed on behalf of the charity's trustees

Signature(s)	Iain Wilkie	Helen Carpenter
Full name(s)	Iain Rob Wilkie	HELEN JULIA CARPENTER
Position (eg Secretary, Chair, etc)	CHAIR	TRUSTEE
Date	25 September 2024	25 September 2024



Receipts and payments accounts

CC16a

For the period
from

1 January 2023

To

31 December 2023

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations and legacies	7,514	-	-	7,514	12,175
Charitable activities	5,900	-	-	5,900	13,600
Interest received	219	-	-	219	46
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	13,633	-	-	13,633	25,821
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	13,633	-	-	13,633	25,821
A3 Payments					
Cost of Charitable activities	13,460	-	-	13,460	15,901
Bank charges	113	-	-	113	265
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	13,573	-	-	13,573	16,166
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	13,573	-	-	13,573	16,166
Net of receipts/(payments)	60	-	-	60	9,655
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	24,313	-	-	24,313	14,658
Cash funds this year end	24,373	-	-	24,373	24,313

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at Bank	24,373	-	-
		-	-	-
		-	-	-
	Total cash funds	24,373	-	-

(agree balances with receipts and payments account(s))

OK

OK

OK

Unrestricted funds

Restricted funds

Endowment funds

to nearest £

to nearest £

to nearest £

B2 Other monetary assets

Details

Debtors

1,600

-

-

-

-

-

-

-

-

-

-

-

-

-

-

-

-

-

B3 Investment assets

Details

Fund to which asset belongs

Cost (optional)

Current value (optional)

-

-

-

-

-

-

-

-

-

-

B4 Assets retained for the charity's own use

Details

Fund to which asset belongs

Cost (optional)

Current value (optional)

-

-

-

-

-

-

-

-

-

-

-

-

-

-

-

-

B5 Liabilities

Details

Operating costs

Fund to which liability relates

Amount due (optional)

When due (optional)

1,112

-

-

1,112

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

Iain Wilkie

Iain Wilkie

25/9/24

50 MILLION VOICES

England & Wales - Charity number 1189541

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/01/2022 To 31/12/2022

Charity name: 50 Million Voices

Charity registration number: 1189541

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	50 Million Voices promotes social inclusion among people who stutter who are excluded from suitable employment and career progression as a result of communication impairment, by advancing education and raising awareness about stuttering with employers
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	The activities of 50 Million Voices throughout the year reflect our role and purpose as an organisation that: - Focuses specifically on employment for people who stutter - Is UK-led with an international mindset - Shines a spotlight on good communication involving speakers who stutter and listeners who may or may not stutter - Always brings people who stutter, allies and employers together to create change. We have done this in 2022 through: 1. Flagship activities • Delivering a global practice interview event in May involving 105 people from 13 countries • Presenting from the main stage at StammaFest Global conference in August • Organising "It Takes Two To Stutter" panel event in October, with 100-strong global audience 2. Sharing best practices • Educational talks and panels for large and small employers

		• 50 Million Voices international leaders' online meetings • New video featuring Practice Interview participants' 3. Communicating key messages • Launching new 50 Million Voices website • Building our social media presence • Launching our first newsletter • TedX talk by our founder on <i>The Gift of Stuttering</i> • Articles, for example in the 'trade' magazine Signal, which reaches speech therapists and other parties 4. Governance and broader contribution • Appointing two new trustees and planning for more as we grow More information about all of the above in the section on achievements and performance below.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	All trustees are made aware of the relevant guidance and the need to take this into account as part of their induction as trustees (PB1, 2 and 3).

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	See Achievements and Performance
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	The work of 50 Million Voices in 2022 has continued to build on the achievements from its origins in 2019, to formally registering as a Charitable Incorporated Organisation in May 2020 and trialling activities in the remainder of that year and in 2021. Building on our learning, our activities in 2022 have included reaching out and building relationships with more employers and other organisations and with people who stutter through practice interviews and other events. Launching our new website at the beginning of 2022 helped enormously in developing our reputation, our activities and our reach. We have received very positive feedback on its design and content. We are indebted to all our volunteers, including our volunteer leaders who stutter from different cultures and contexts across the world. Many thanks also to our freelance development coordinator Shilpa Sagwal, to Norbert Lieckfeldt who stood down as a Trustee in March 2022 and to Chris Gemmell and Elias Apreko who both joined as Trustees in 2022. We are also hugely grateful for the donations we have received, including a legacy. It is teamwork, trust and growing relationships which has made our progress with purpose possible and has led to impact beyond our size. Achievements Practice interview event 9-12th May <i>“For me, the event was hugely educational and really effective at helping me understand some of the challenges and inequities that people who stutter face. I have come away from this event with lots to reflect on and feeling that I definitely want to be an ally to the stuttering community going forward. Overall, a really powerful 3 days!” Ally interviewer, UK</i> Interviews are particularly stressful for people who stutter due to the expectation of needing to communicate fluently in time-pressured situations, where so much

	can hang on the outcome. This is compounded by most interviewers having little experience of candidates who stutter or of getting the best from them. The demand for our Practice Interview events in 2020 and 2021 encouraged us to repeat the event again in May 2022 for the fourth time. One of the most powerful aspects of our Practice Interview events is the high-quality interview and learning experience offered and the value and importance of bringing together people who stutter and employers in authentic conversations. This includes confidential individual feedback for interviewees and interviewers, and feedback to interviewees on their CVs. The feedback above illustrates the difference Practice Interview events can make to people who have not previously considered the challenges that people who stutter face in the context of work. In addition to the mandatory 90 minute educational briefing session on stuttering in the workplace, in 2022 we built on previous learning and experience by adding a 60 minute interviewer and interviewee workshop with a panel team discussion. The panel was chaired by one of our leadership group who stutters and comprised a previous interviewee, a previous interviewer who stutters and a previous interviewer who does not stutter - an ally. Just two examples of feedback illustrating what interviewees who stutter took from the Practice Interview event in 2022 are below: <i>“I actually ended up having two interviews (an opportunity to have a second interview opened up and I took it)...While I was apprehensive and dreading applying for new jobs, I felt really encouraged by the end, and I am already applying for several positions. I really can’t thank you enough for the programme”</i> Person who stutters, UK <i>“I find listening to be one of the most important aspects of communication. I, a owing to my stutter, have become a patient listener not only to stuttering voices, but to non stuttering voices as well”</i> Person who stutters, India
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		Led from the UK, and supported by a core volunteer team from the UK, Ghana and India, the event involved 105 people from 13 countries, including people who stutter, allies and the organising team, two of whom took part themselves, as an interviewer and interviewee respectively.. In total, 72 interviews took place over 3 days, with a higher percentage of participants from other countries than in our Practice Interview events in 2021. The event involved 41 interviewees who stutter and 60 interviewers (24 who stutter and 36 allies who do not stutter). Overall 65 people who stutter benefited directly as interviewees or interviewers. Six major employers from a variety of sectors supported the event, namely Compass in association with Levy Restaurants, EY, Reach, Sage, Schlumberger and TSB. It is important to acknowledge that Practice Interview events are labour intensive and require flexibility by organisers as inevitably circumstances can change at the last minute for interviewers and interviewees. The feedback, however, demonstrates its value, with comments about listening, patience and slowing down, which are highly relevant to workplace culture more generally. Overall 99% of the feedback rated the experience as valuable (53% extremely valuable, 31% very valuable and 15% valuable), with 98% saying they would recommend the event to people who stutter and potential allies. More information in the Impact Report on our website www.50millionvoices.org/our-impact/ Engaging with Employers, Other Organisations and Individuals Giving and receiving support from employers is not only key to our Practice Interview events (see list of major companies involved above), it extends to many additional employers, organisations and individuals, who have been involved with 50 Million Voices in the course of 2022. The value here is also connected to aligning our awareness-raising work and making a difference within wider themes that employers and other organisations may be exploring, such as Equity, Diversity and Inclusion, neurodiversity, and ethics in the use of Artificial Intelligence (AI).
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		We have demonstrated in 2022 how we have been able to tailor our contributions to very different audiences. Some examples below: Following an introduction by our 50 Million Voices leader in Germany, we gave presentations about stuttering and the work of 50 Million Voices at a “We Together - International Diversity & Inclusion Days” event at Audi on 30th May, reaching a global audience online. On 10 March, following an invitation from the head of Public Sector Consulting at PA Consulting, our Chair Iain Wilkie presented to their Public Sector UK leadership group about stuttering at work. This led to the involvement of a senior PA consultant who stutters in our Practice Interview event two months later. On 17th August, our Chair Iain Wilkie gave a presentation as part of an event at the company <i>User Testing</i> on neurodiversity at work and specifically on disability and neurodiverse conversations at work, drawing on the work of 50 Million Voices. On 4th November, 50 Million Voices ran a Lunch and Learn session for staff at the Royal College of Surgeons of England, specifically tailoring our choice of speakers to reflect the experiences of being a doctor who stutters and being a patient who stutters, leading to some thought provoking questions. Feedback showed that people had taken away practical learning: <i>"I think the most likely action I would take now would be to make a time allowance if I ever interviewed someone who stammers."</i> We introduced our leader in Kenya, Emmanuel (Manu) Makokha, to a SightSavers project in Kenya, which led to 15 people in Kenya who stutter going on a course preparing themselves for job applications, with the involvement of the United Disabled Persons of Kenya and Accenture Skills to Succeed programme. 50 Million Voices was one of the first organisations to support .Disability Ethical? AI https://disabilityethicalai.org/ a campaign led by Susan Scott-Parker, founder of the Business Disability Forum. Our leader from Ghana (and Trustee of 50 Million Voices from November 2022) spoke about the dangers of AI in interviewing candidates with disabilities from the perspective of someone
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		who stutters at a conference organised by Susan with the UN-backed International Labour Organisation on 15th March. The conference event was also the formal launch of a report by Gerard Quinn, the UN Special Rapporteur for the Committee on the Rights of Persons with Disabilities (CRPD) and attended by representatives from 74 states. Reaching new audiences We have reached new audiences beyond what is described above through a variety of means. Following on from the launch of our new website at the beginning of 2022, we launched our first newsletter (available to view on our website). Through the year we developed a substantially increased presence on LinkedIn with approximately 800 followers by the end of the year. We also developed further our presence on Twitter. Additionally, we have produced articles, such as for <i>Signal</i>, the newsletter reaching speech therapists in the UK with an interest and involvement with stuttering. Filmed content is also hugely valuable in reaching new audiences. The chair and founder of 50 Million Voices, Iain Wilkie, gave a moving and very well received TEDx talk on 30th April entitled <i>The Gift of Stuttering</i> which has reached a much wider public (currently over 6,000 views). In a very personal way, the talk covers themes which are at the heart of the work of 50 Million Voices' work, asking important questions about slowing down, being present and listening, and the immense power of words we have to wait for. The video of the TEDx talk is on our website and on YouTube. We also produced a video about Practice Interviews - more about this below. Other Events StammaFest Global 24-28th August We took part in Stammafest Global which took place in Liverpool, hosted by Stamma and run in collaboration with the International Stuttering Association, attracting 100s of delegates from across the world. Our panel event on the main stage included contributions from panellists from Ghana, India and the UK, full of advice on navigating
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		working life successfully with a stutter. The panel tackled themes such as the risks and rewards of disclosure, employer culture (inclusive and biased) and the strengths of people who stutter. Alongside the panel we launched a new video <i>Five practice interviews</i>, starring interviewee and interviewer participants from China, India and the UK sharing their recent Practice Interview success stories. The video is available to view on our website. It Takes Two to Stutter 18th October This event, organised by 50 Million Voices to mark International Stuttering Awareness Day, drew in a 100-strong global audience from 12 countries. Challenging our listening behaviour and drawing lessons about good communication from the voices of people who stutter at work was the subject. Four guest panellists from very different backgrounds drew on their professional and personal experiences to frame their own perspectives and opinions around two main questions: What does the expression ‘It takes two to stutter’ mean to you? and What can stuttering voices teach us about good communication and employment culture? The speakers were: Joshua St Pierre (Canada Research Chair in Critical Disability Studies, University of Alberta), Elias Apreko (Executive Director and co-founder, Ghana Stammering Association), Becca Wood, (EY Manager, Co-chair of the EY Stammering network, UK) and Megan Reitz (Professor of Leadership & Dialogue, Ashridge Hult Business School, UK). We were delighted with the feedback which underscores the value of discussion about speaking and listening and what it has made participants think about. Some examples below: <i>“...truly insightful and really reminded me of the importance of active listening. Love the comment about us being pathological busy and everything being so time focused that we don’t build meaningful relationship”</i> Co-chair Disability network, Global employer <i>“This very clearly opens up new ways of understanding stammering rather than focussing on stammering as an individual</i>
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		<i>problem. It invites the other person in the conversation to take some responsibility for the communication...” Speech & Language Therapist, UK</i> <i>“It was encouraging to see both people who stammer and those who don’t stammer/stammering allies attending the discussion, as this is how we raise stammering awareness in the general population” Counsellor</i> <i>“Just seeing the other employers who are doing so much more is inspiring and motivates me to get this embedded into the company I work in” - UK employer</i>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity’s financial position at the end of the period	Para 1.21	The Receipts and Payments account shows net receipts for the year of £9,655 This amount added to the cash funds brought forward at 1 January 2022 of £14,658 resulted in cash funds at 31 December 2022 totalling £24,313.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The charity has a reserves policy whereby cash funds equal to 5 months expenditure should be held in reserve. This policy is a prudent estimate of the amount of funds that could be required to cover costs in the event of the winding up of the charity.

		At 31 December 2022, having incurred total cash expenditure of £16,166 in the year, the amount required to be held in reserve under the terms of the policy was £6,736 (5 months expenditure). This was exceeded by the amount of cash held at 31 December 2022 of £24,513.
Amount of reserves held	Para 1.22	The amount held was £24,954
Reasons for holding zero reserves	Para 1.22	n/a
Details of fund materially in deficit	Para 1.24	n/a
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	n/a

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed , royal charter)	Para 1.25	Constitution adopted May 2020
How is the charity constituted? (e.g. unincorporated association , CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of	Para 1.25	Trustees are usually appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees

any person or body entitled to appoint one or more trustees		
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Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	50 Million Voices
Other name the charity uses	
Registered charity number	1189541
Charity's principal address	21 Seymour Road Kingston Upon Thames KT1 4HN

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Iain Wilkie	Chair		
2	Helen Carpenter			
3	Norbert Lieckfeldt		May 20 to 22 Mar 22	
4	Chris Gemmell		From 22 Mar 2022	
5	Elias Apreko		From 18 November 2022	
6				
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20				

Corporate trustees – names of the directors at the date the report was approved

Director name		
n/a		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
n/a		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	n/a
Name and objects of the charity on whose behalf the assets are held and how this	n/a

falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	n/a

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
n/a		

Name of chief executive or names of senior staff members (Optional information)

n/a

Exemptions from disclosure

Reason for non-disclosure of key personnel details

n/a

Other optional information

n/a

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s) Iain Wilkie HJ Carpenter

Full name(s) Iain Rob Wilkie Helen Julia Carpenter

Position (eg Secretary, Chair, etc) Chair of Trustees Trustee

Date 11 October 2023



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
50 Million Voices

No (if any)
1189541

CC16a

Receipts and payments accounts

For the period from	Period start date 01-Jan-22	To	Period end date 31-Dec-22
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations and legacies	12,175	-	-	12,175	11,892
Charitable activities	13,600	-	-	13,600	4,900
Bank interest	46	-	-	46	1
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	25,821	-	-	25,821	16,793
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	25,821	-	-	25,821	16,793
A3 Payments					
Cost of Charitable activities	15,901	-	-	15,901	5,637
Bank charges	265	-	-	265	8
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	16,166	-	-	16,166	5,645
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	16,166	-	-	16,166	5,645
Net of receipts/(payments)	9,655	-	-	9,655	11,148
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	14,658	-	-	14,658	-
Cash funds this year end	24,313	-	-	24,313	14,658

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at Bank	24,313	-	-
		-	-	-
		-	-	-
	Total cash funds	24,313	-	-

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
Debtors	1,450	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
Operating costs	809	-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
Iain Wilkie.	Iain Wilkie	11-Oct-23



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/ members of

Charity Name

50 Million Voices

On accounts for the year ended

31/12/2022

Charity no (if any)

1189541

Set out on pages

1 & 2

(remember to include the page numbers of additional sheets)

Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2022.

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

1/10/2023

Date:

Caroline Artis

Name:

WCOTA

Relevant professional qualification(s) or body (if any):

IER

Address:

97 Chesterton Road

London

W10 6ET

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

50 MILLION VOICES

England & Wales - Charity number 1189541

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/01/2021 To 31/12/2021

Charity name: 50 Million Voices

Charity registration number: 1189541

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	50 Million Voices promotes social inclusion among people who stutter who are excluded from suitable employment and career progression as a result of communication impairment, by advancing education and raising awareness about stuttering with employers
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	- Delivering two global practice interview events in April and October between them involving 215 people from 17 countries - Engaging with employers through and beyond the practice interviews, including running tailor-made workshops on stuttering at work - Delivering numerous podcasts, talks, media and conference presentations, and articles by 50 Million Voices leaders and allies - Sharing best practices through regular global meetings of 50 Million Voices leaders who stutter from 13 countries - Appointment of development coordinator on freelance consultancy basis - Aligning with other organisations/individuals developing leading edge change. - Individual advice to people who stutter - e.g. on job interviews and making connections to enable peer support - Received a generous legacy for the development of future activities - Launching LinkedIn page with circa

		350 followers at end of December 2021 - Maintaining virtual resources library of good practice for stuttering at work
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	At their Trustee meeting on 15 November 2021 the Trustees reminded themselves of the guidance on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	See Achievements and Performance
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	From its origins in 2019, to formally registering as a Charitable Incorporated Organisation in May 2020, and piloting activities in the rest of that year, 50 Million Voices went on to continue building on its foundations and expanding its activities in 2021, despite continuing challenges related to the pandemic. This included reaching and building relationships with significantly more employers and people who stutter through practice interview and other events. The year also saw increasing trust, mutual learning and development of activities through our network group of volunteer leaders who stutter from very different cultures and contexts across the world. Achievements Practice Interview events <i>“Humbling and inspiring, and jam packed with practical learning about how my organisation can improve the experience for people who stutter, to make sure we’re not missing out on great candidates.” – Ally, UK</i> Interviews are particularly stressful for people who stutter due to the expectation of needing to communicate fluently in time-pressured situations, where so much can hang on the outcome. This is compounded by most interviewers having little experience of candidates who stutter or of getting the best from them. The feedback above from one of the interviewers in our Practice Interview event held 20-21 April 2021, is just one example that sums up the high-quality interview and learning experience offered and the value and importance of our work bringing together people who stutter and employers with purpose. Led from the UK, and supported by a core volunteer team from UK, Ghana, India and USA, this event involved 102 people across 4 continents and 9 countries, a 35% increase and wider geographical reach than

		our previous pilot event in 2020. 64 people who stutter benefited directly as interviewees or interviewers and 32 allies benefitted as interviewers, with 69 interviews taking place. 94% of participants who provided feedback rated the value of the event as either extremely or very valuable, with 98% saying they definitely or probably would recommend it to others. Impact report attached. Taking inspiration, learning and sharing from this, our 50 Million Voices leader in France organised a local pilot practice interview event in French in June 2021 involving 15 interviewees who stutter and 15 interviewers who do not. Our second Practice Interview event in 2021 took place 18-20 October to coincide with International Stuttering Awareness Day on 22 October. This had even greater reach than our April event, attracting participants from 16 countries, and involving 52 interviewees who stutter and 59 interviewers (18 who stutter and 41 allies who do not stutter). Full list of countries and more information in our impact report attached. Over 3 days 78 interviews took place, with 8 major employers supporting the event from different sectors, namely, TSB, Reach, Compass, EY, Michael Page, Bristol Myers Squibb, Sage Group and SMBC. Interviewers also came from a further 22 employers or were self-employed. The mandatory briefing session for all and the individual, confidential feedback received by all those being interviewed, as well as the interviews themselves was highly valued, with 99% rating the experience valuable (52% extremely valuable, 39% very valuable and 8% valuable). Several interviewees have told us that since the event they have received a job offer, an internship or invitation to a formal interview from either their interviewer's employer or another employer. The feedback below provides just one example of what interviewees took from the experience:
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“I learned how I can confidently present myself and my work when I stutter. I also learned the importance of letting my interviewer know about my stuttering. This helped me to focus on my interview and help me to gradually become comfortable during the interview.” – Person who stutters, India

More feedback in impact report attached.

The work involved in coordination of the October practice interview event and much of the work described below would not have been possible without the input of our part-time development coordinator on a freelance basis for 50 Million Voices from August 2021.

Engaging with employers

As well as giving and receiving support from the major employers listed above for the Practice Interview events, more than 25 other large and small employers have also been involved. We have also run stuttering-friendly events for employers through the year, including, for example, a Stuttering Friendly Talent Acquisition workshop in May 2021 for some 50 recruitment specialists at EY.

The engagement is not limited to events. Demonstrating our value to employers, Reach plc included its involvement with 50 Million Voices in its public list of the 50 reasons it was named as one of the top 50 inclusive employers in the UK. Following a Lunch and Learn session at Compass Group in September, led by our Chair, our leader for India and development coordinator, the company went on to produce an attractive poster for internal circulation to their employees sharing all the learning points. Compass Group's poster is a great example of how stuttering-friendly employers increase awareness and encourage positive change.

Other examples include a podcast recorded for Eli Lilly, a talk for TSB staff, and participation in a panel discussion at Sage

		on the International Day of People with Disabilities as part of an event about invisible disabilities. Some 50 Million Voices leaders in countries around the world have also given presentations in their own countries, related to stuttering and work. Though not necessarily “badged” as 50 Million Voices events, we benefit from sharing learning and practice in our regular leaders’ meetings. Working with media and with other organisations Talks, presentations and other activities have involved many other organisations and individuals coming together. Examples of media work include our 50 Million Voices leader for India being interviewed on BBC Radio 4 The World Tonight in January 2021 (weekly listeners: 10.8 million); and our 50 Million Voices founder and our leader for India being interviewed separately on BBC Radio 5 Live in September 2021 (weekly listeners: 5.9 million). Other activities include a talk to Business Disability Forum in February 2021 by 50 Million Voices leaders, from UK, India, Ghana and France, a talk to a group of UK Speech and Language Therapists in July 2021 about disclosing a stutter, and co-presenting talks or podcasts for stuttering associations in Canada, Peru and South Africa. We have also been collaborating with Megan Reitz, Professor of Leadership and Dialogue at Ashridge Executive Education– part of Hult International Business School. We were delighted to feature in her blog in September 2021 “How You Show Up Affects My Voice” https://www.meganreitz.com/blog/how-you-show-up-affects-my-voice.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	

Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The Receipts and Payments account shows net receipts for the year of £11,148. This amount added to the cash funds brought forward at 1 January 2021 of £3,510 resulted in cash funds at 31 December 2021 totalling £14,658.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The charity has introduced a reserves policy whereby cash funds equal to 5 months expenditure should be held in reserve. This policy is a prudent estimate of the amount of funds that could be required to cover costs in the event of the winding up of the charity. At 31 December 2021, having incurred total cash expenditure of £5,645 in the year, the amount required to be held in reserve under the terms of the policy was £2,365 (5 months expenditure). This was exceeded by the amount of cash funds held at 31 December 2021 of £14,658.
Amount of reserves held	Para 1.22	The amount held was £14,658.
Reasons for holding zero reserves	Para 1.22	n/a
Details of fund materially in deficit	Para 1.24	n/a
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	n/a

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed , royal charter)	Para 1.25	Constitution adopted May 2020
How is the charity constituted? (e.g unincorporated association , CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are usually appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	50 Million Voices
Other name the charity uses	
Registered charity number	1189541
Charity's principal address	21 Seymour Road Kingston Upon Thames KT1 4HN

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Iain Wilkie	Chair	Since May 2020	n/a
2	Helen Carpenter		Since May 2020	n/a
3	Norbert Lieckfeldt		Since May 2020	n/a
4				
5				
6				
7				
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17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		
n/a		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
n/a		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	n/a
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	n/a
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	n/a

Additional information (optional)

Type of adviser	Name	Address
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n/a		

Name of chief executive or names of senior staff members (Optional information)

n/a

Exemptions from disclosure

Reason for non-disclosure of key personnel details

n/a

Other optional information

n/a

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	Iain Wilkie	HJ Carpenter
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Full name(s)	Iain Rob Wilkie	Helen Julia Carpenter
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Position (eg Secretary, Chair, etc)	Chair of Trustees	Trustee
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Date	23 August 2022
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Practice Interview Event

21-22 April 2021

50 Million Voices aims to create a world where everyone who stutters can enjoy a fulfilling working life and where more organisations benefit from the talents and skills of people who stutter.

Interviews are particularly stressful for people who stutter due to the expectation of needing to communicate fluently in time-pressured situations, where so much can hang on the outcome. This is compounded by most interviewers having little experience of candidates who stutter or of getting the best from them.

After the success of our pilot Practice Interview event held in October 2020, we organised a larger event with 35% more participants and a wider geographical reach.

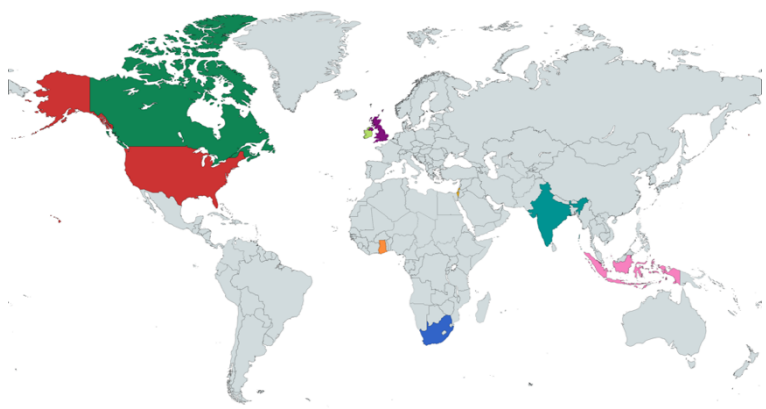
Who took part?

The event involved a total of 102 people from 9 countries: Canada, Ghana, India, Indonesia, Ireland, Israel, South Africa, UK and USA - spanning 4 continents: Africa, Asia, Europe and North America. The majority of participants came from the UK, Ghana and India.

There were 45 interviewees who stutter and 51 interviewers (19 who stutter & 32 allies who do not stutter).

Both the interviewee and interviewer groups comprised 53% females and 47% males.

A core team from the UK, Ghana, India and the USA organised the event. Please see note 1 for the names of our core team members which included interviewers and an interviewee.



What happened?

There were 69 one-to-one interviews, including confidential individual feedback for interviewees and interviewers.

To help prepare for the interviews, all participants attended a mandatory 90-minute educational briefing on stuttering in the workplace and interviewing people who stutter.

All interviewees then received either 1 or 2 individual interviews to help improve their interview skills. Interviewers each gave 1, 2 or 3 interviews to help broaden their interview skills.

Keen to maximise their learning and development, most participants attended a closing 60-minute group feedback session where they shared experiences and ideas.

What didn't happen - and why?

Unfortunately, 20 further planned interviews did not take place. Reasons for this included poor internet connections and sadly, the serious Covid situation in India. This was unforeseeable and our thoughts are with all those who have been affected. There were also a handful of late cancellations and to reduce these going forward, we plan to make changes to the scheduling of future events.

Did the participants find it valuable?

94% of participants providing feedback rated the **Value** of the event as '*extremely valuable*' (65%) or '*very valuable*' (29%). 6% rated the event as '*valuable*'.

98% of participants providing feedback would either '*definitely*' (92%) or '*probably*' (6%) **Recommend** the event to others. 2% '*possibly*' would.

A variety of comments from interviewees and interviewers are given in the two appendices.

Conclusions

- ⇒ The event provided a high-quality interview and learning experience which benefitted the 96 interviewees and interviewers involved.
- ⇒ 64 people who stutter benefitted directly as interviewees or interviewers.
- ⇒ 32 allies benefitted directly as interviewers.
- ⇒ Building on this, we will be running further Practice Interview events in 2021.

We are very grateful to all the interviewers and interviewees for your time, skill and generosity in making this experience happen.

Thank you TSB Bank, our main sponsor, without whom this event would not have been possible.

We are also grateful to Compass Group, EY, the NHS, Page Group, Reach PLC and Sage Group. The event would not have happened without your support either.

Subsequent updates – events in French and Spanish

⇒ In June 2021, our 50 Million Voices leader in France organised a pilot French-speaking Practice Interview event involving 30 people.

15 interviewees who stutter each had a one-to-one interview with 15 interviewers who don't stutter.

Feedback has been very positive with the benefits to interviewees and interviewers matching those experienced in our English-speaking events in October and April.

We're excited at this further expansion of our Practice Interview programme. It included local support from global employers Page Group and Sage Group who both provided several interviewers.

⇒ A Spanish-speaking Practice Interview event is also being planned for later this year.

Invitation

If you are interested in participating in future Practice Interview events, we would be delighted to hear from you.

Please contact Iain Wilkie at chair@50millionvoices.org or visit our website at www.50millionvoices.org

*50 Million Voices Trustees
June 2021*

Notes

1. The 50 Million Voices Practice Interview core team:
Elias Apreko, Mounah Bizri, Helen Carpenter, Norbert Lieckfeldt, Pamela Mertz, Carmen Savvas, Shilpa Sagwal, Sam Simpson, Iain Wilkie, Charlie Wiltshire.
2. 50 Million Voices is a community of leaders who stutter from 15 countries and 6 continents. We work with allies and employers to transform the world of work for the 50 million adults globally who stutter.
3. We are registered by the Charity Commission for England and Wales. Charity number: 1189541.
4. Our trustees are: Iain Wilkie (chair), Helen Carpenter, Norbert Lieckfeldt.
5. To support our work, including our practice interview events, please click here <https://cafdonate.cafonline.org/17227#!/DonationDetails>
6. For further information see <https://www.50millionvoices.org> and Twitter @50MillionVoices.

Appendix 1 – Interviewee Feedback

Interviewees

"I was an interviewee and got great insights into my CV and career opportunities. It was a very valuable session for me in terms of preparation for the world of employment."

Person who stutters, India

"Thank you for bringing such a sensitive topic to the borders of the world."

Person who stutters, South Africa

"I found it extremely valuable to get personalised advice from someone much further ahead of me in my field."

Person who stutters, UK

"Was a nice experience, because I had one interviewer from my home country and the other from UK."

Person who stutters, Ghana

"I had such a great time with people who stammer from around the world and gained very thoughtful knowledge."

Person who stutters, Indonesia

"It allowed me to connect with new people, they each offered me great advice with how to break into the world of work.

It was also nice to have the opportunity to speak about my stuttering with the allies and answer any questions about stuttering they may have."

Person who stutters, Anonymous

"As I enter my final year of academic life, I would definitely attend another event and work further on my interview skills."

Person who stutters, UK

"I wish I could have more of such platforms to express myself."

Person who stutters, Ghana

"It was a good learning experience. This was my first time interacting with international people."

Person who stutters, India

Appendix 2 – Interviewer Feedback

Interviewers

“The incredible candidate that I interviewed really opened my eyes to some of the challenges people who stutter face – most powerful take-away for me was that it takes two to stutter!” *Ally, UK*

“I was left feeling overwhelmed at the bravery of the individual I met. He chose his words very carefully and each one had power that is lost when too many words are used.” *Ally, UK*

“Humbling and inspiring, and jam packed with practical learning about how my organisation can improve the experience for people who stutter, to make sure we're not missing out on great candidates.” *Ally, UK*

“It helped to remind me of the (fluency) privilege I enjoy and take for granted sometimes.”
Ally, UK

“Insightful - I've interviewed candidates with stammers before but it was helpful for me to understand more at the briefing session about stammers and how to best support candidates.” *Ally, UK*

“It [the event] meets a real need that PWS have to become more comfortable in such interviews and thus be more impressive.”
Person who stutters, Canada

“Positive and great to be able to help and share my experiences.”
Person who stutters, UK

“It's really inspiring to be able to support someone and the individual I interviewed went on to be considered for a role I'm recruiting for. I hope he found it as helpful and enjoyable as I did.”
Person who stutters, UK

“Really useful to understand more about stammering and the language with it - it helped me make sure I was prepared as an interviewer.” *Ally, UK*

“I found the whole experience a real eye opener from start to finish - I've learnt some important life lessons around society's obsession with perfect communication and articulation and how I feel that. Also, the importance of staying present in the moment and really listening to another person.” *Ally, UK*



Practice Interview Event

18-20 October 2021

50 Million Voices aims to create a world where everyone who stutters can enjoy a fulfilling working life and where more organisations benefit from the talents and skills of people who stutter.

However, interviews are particularly stressful for people who stutter due to the expectation of needing to communicate fluently in time-pressured situations, where so much can hang on the outcome. This is compounded by most interviewers having little experience of candidates who stutter or of getting the best from them.

After the success of our pilot Practice Interview event held in October 2020 and then again in April 2021, we organised a more diverse event with a bigger geographical reach.

Who took part?

The event involved a total of 113 people from 16 countries: Canada, Congo, Egypt, Germany, Ghana, India, Israel, Italy, Ireland, Kenya, Nepal, Senegal, South Africa, The Netherlands, UK, USA.



- ✓ There were 52 interviewees who stutter and 59 interviewers (18 who stutter & 41 allies who do not stutter). A total of 78 interviews happened over 3 days.
- ✓ Both the interviewee and interviewer groups comprised approximately 48% females and 52% males. Typically, among adults who stammer, only 20% are females compared to 80% males.
- ✓ 8 major employers from a variety of sectors supported the event namely TSB, Reach, Compass, EY, Michael Page, Bristol Myers Squibb, Sage Group and SMBC. Other interviewers came from a further 22 employers or were self-employed.
- ✓ A core team from the UK, Ghana, India and the USA organised the event. Please see note 1 for the names of our core team members which included interviewers and an interviewee.

What happened?

- ✓ There were 78 one-to-one interviews, including confidential individual feedback for interviewees and interviewers.
- ✓ Interviewees also received feedback on their CVs / Resumés from their interviewers.
- ✓ To help prepare for their interviews and to maximise quality, all participants attended a mandatory 90-minute educational briefing on stuttering in the workplace and interviewing people who stutter.
- ✓ All interviewees then received either 1 or 2 individual interviews to help improve their interview skills. Interviewers each gave 1, 2 or 3 interviews to help broaden their interview skills.
- ✓ Keen to maximise their learning and development, most participants attended a closing 60-minute group feedback session where they shared experiences and ideas.

Did the participants find it valuable?

- ✓ 99% rated the value of the event as 'valuable' (52% extremely, 39% very and 8% valuable).
- ✓ 98% would 'definitely' participate in the future events.
- ✓ Several interviewees have told us that since the event they have received a job offer, an internship or invitation to a formal interview from either their interviewer's employer or another employer.
- ✓ Several highly encouraging comments from interviewees and interviewers are given in the two appendices.

Conclusions

- ✓ The event provided a high-quality interview and learning experience which benefitted the 111 interviewees and interviewers involved.
- ✓ 70 people who stutter benefitted directly as interviewees or interviewers.
- ✓ 41 allies benefitted directly as interviewers.
- ✓ Building on this, we will be running further Practice Interview events in 2022.

We are very grateful to all the interviewers and interviewees for your time, skill and generosity in making this experience happen.

Thank you TSB Bank, our main sponsor, without whose wonderful support this event would not have been possible.

We are also grateful for the excellent support from Compass Group, EY, Page Group, Reach PLC, BMS, Sage Group and SMBC.

Invitation

If you are interested in participating in future Practice Interview events, we would be delighted to hear from you. Please contact us at info@50millionvoices.org or visit our website at www.50millionvoices.org

50 Million Voices Trustees - November 2021

Notes

1. The 50 Million Voices Practice Interview core team:
Elias Apreko, Helen Carpenter, Norbert Lieckfeldt, Pamela Mertz, Carmen Savvas, Shilpa Sagwal, Sam Simpson, Iain Wilkie.
2. 50 Million Voices is a community of leaders who stutter from 15 countries and 6 continents. We work with allies and employers to transform the world of work for the 50 million adults globally who stutter.
3. We are registered by the Charity Commission for England and Wales. Charity number: 1189541. Our trustees are: Iain Wilkie (chair), Helen Carpenter, Norbert Lieckfeldt.
4. To help enable our practice interview events to continue, please donate here <https://cafdonate.cafonline.org/17227#!/DonationDetails>
5. For further information, please visit <https://www.50millionvoices.org>, or connect with us through Twitter: @50MillionVoices and LinkedIn: 50 MillionVoices.

Appendix 1 – Interviewee Feedback

Interviewees

Practice interview has really helped me to be more confident and stammer without regret. And my interviewers were amazing, wish all the interviewers I will go to have the same qualities as my practice interviewers – Person who stutters, Ghana

The practice interviews were extremely positive and useful. So far, they have helped me pass the first stage of my proper job interview – Person who stutters, UK

The most valuable part of the experience for me was to meet other people who stutter. I haven't felt that sense of community in a long time – Anonymous

I learned how I can confidently present myself and my work when I stutter. I also learned the importance of letting my interviewer know about my stuttering. This helped me to focus on my interview and help me to gradually become comfortable during the interview – Person who stutters, India

It was really beneficial to do a practice interview, plus have the interviewer look at my CV & give me advice on how to improve it. It was also useful to be asked real interview questions – Person who stutters, Egypt

I loved my interview because I realised that I don't need to rush; I can take time to talk my interlocutors will still listen. Slow down the rhythm – Person who stutters, UK

This was such a great opportunity to take away my initial fear of doing my first interviews and to experience them in a positive way. I was really touched by the deep empathy and compassion of my first interviewer without a stutter and inspired by my second interviewer's achievements with a stutter – Person who stutters, Germany

It made me believe that I can face the things I once feared as a stutter – Person who stutters, South Africa

Really open honest conversation with interviewers. It was great to have two interviewers rather than one. I learned a lot from both of them – Person who stutters, UK

Appendix 2 – Interviewer Feedback



It was helpful to hear from so many different people with stutters / stammers. I felt it really broke any stigma attached from my end and when I went into the interview I really felt like I could listen fully and support the interviewee -- Ally, UK

The experience reminded me that the essential things in life cannot be seen with the eye - patience and presence are both needed for a mutually beneficial partnership. "It takes two to stutter" captures this idea well – Ally, USA

The person whom I interviewed gave me heart warming feedback afterwards. I felt very moved by the experience, and felt a real connection with the person I interviewed – Ally, UK

I learnt so much out of this experience. I would recommend it to any recruiters as part of training sessions and also felt good about helping others – Ally, UK

My interviewee was a great match. We spent time learning more about each other's careers and interests before conducting the practice interview where I helped to build their confidence when answering questions that had caused them worry in past interviews. A great session and I hope valuable for my interviewee; certainly valuable for me – Ally, UK

I like the format and wished that it would have been available to me when I was a young professional – Person who stutters, Germany

It helped me to learn what individuals go through to secure a job, progress in the role and openly talk about their conditions. It was a mind-opening exercise that enable me to explore the ways to support this community and educate people with the ways to be a good ally – Ally, UK



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
50 Million Voices

No (if any)
1189541

Receipts and payments accounts

CC16a

For the period
from

Period start date
01-Jan-21

To

Period end date
31-Dec-21

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations and legacies	11,892	-	-	11,892	3,512
Charitable activities	4,900	-	-	4,900	-
Bank interest	1	-	-	1	-
Other	-	-	-	-	70
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	16,793	-	-	16,793	3,582
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	16,793	-	-	16,793	3,582
A3 Payments					
Cost of charitable activities	5,637	-	-	5,637	70
Bank charges	8	-	-	8	2
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	5,645	-	-	5,645	72
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	5,645	-	-	5,645	72
Net of receipts/(payments)	11,148	-	-	11,148	3,510
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	3,510	-	-	3,510	-
Cash funds this year end	14,658	-	-	14,658	3,510

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank	14,658	-	-
		-	-	-
		-	-	-
	Total cash funds	14,658	-	-

(agree balances with receipts and payments account(s))

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
<i>Helen Carpenter</i>	Helen J Carpenter	23/8/22
<i>Iain Wilkie</i>	Iain R Wilkie	23/8/22

50 MILLION VOICES

England & Wales - Charity number 1189541

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From **18/05/2020** To **31/12/2020**

Charity name: **50 Million Voices**

Charity registration number: **1189541**

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	50 Million voices promotes social inclusion among people who stammer who are excluded from suitable employment and career progression as a result of communication impairment, by advancing education and raising awareness about stammering with employers.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	• Deliver practice interview pilot event • giving presentations on stammering at work • recording podcasts about the work of 50 Million Voices for Business Disability Forum and for EY EMEA • adding new country leaders to our global sharing network from Kenya to Peru • producing a stammering awareness video for employers including captions indicating stammering • maintaining a virtual resources library of good practice • providing advice and support to emerging new employee stammering networks in specific sectors and • building a social media presence on Twitter
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	At their Trustee meeting on 15 November 2021 the Trustees reminded themselves of the guidance on public benefit.

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	50 Million Voices began as a campaign in 2019, founded by Iain Wilkie (now its Chair) to explore new ways of transforming the world of work for the 50 million people of employable age across the globe who stutter, building on and learning from existing experience and activities in different countries. Comprising an international volunteer network of leaders who stutter, the appetite to collaborate more with allies and employers and to develop further activities to achieve this led to the formal registration of 50 Million Voices as a Charitable Incorporated Organisation (CIO) in May 2020. Having launched formally in the midst of the pandemic, and with sharply rising unemployment and other work-related challenges, the bi-monthly virtual meetings of 50 Million Voices volunteer leaders have been the bedrock for active and generous sharing and mutual support at a difficult time. This growing relationship of trust and sharing in turn enabled the development of new activities in 2020, such as the Practice Interview pilot event, involving people who stutter, employers and allies from a range of cultures and backgrounds (see below). Achievements Building on foundations During the period covered by this report, 50 Million Voices has steadily built on its foundations. Examples include giving presentations, recording podcasts about the work of 50 Million Voices for Business Disability Forum and for EY EMEA, adding new country leaders to our global sharing network, from Kenya to Peru, maintaining a virtual resources library of good practice, providing advice and support to emerging new employee networks in specific sectors and building a social media presence on Twitter. Captioned introductory video 50 Million Voices launched a short video in July 2020 on the theme of stuttering-friendly teams at work and how 50 Million Voices can help create this culture. Made entirely pro bono by tvmi and narrated by Iain Wilkie, who stutters, 50 Million Voices, working with Business Disability Forum, has led the way in producing captioned content that authentically reflects stuttered

		speech. The video is available to view on the (interim) website created for 50 Million Voices in 2020. www.50millionvoices.org Practice Interviews pilot event To tackle the increasing difficulties related to employment facing people who stutter owing to the global pandemic, 50 Million Voices organised a pilot Practice Interview event on 21-22 October 2020, coinciding with International Stuttering Awareness Day (22 October). With participants from 8 countries and 6 continents, this created a safe space for experiential learning and development for 67 participants (49 who stutter and 18 allies who don't stutter) - all of them, and the organisers, as either volunteers or non-paying participants). The feedback showed 100% of participants found it either extremely valuable (84%) or very valuable 16%). The impact report is attached with fuller detail. The event provided a unique way of having multiple engaging conversations with purpose to open up understanding, relationships and potentially real job opportunities and to move the dial on positive culture change in employers - a proven and scaleable formula for further development.
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Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The charity has only just started seeking funding from the public and other supporters. It's income was well below £4k in the year to 30 December while expenditure was negligible as our operations are supported by volunteers.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The charity aims to hold reserves equal to six months' running costs [
Amount of reserves held	Para 1.22	£3,500
Reasons for holding zero reserves	Para 1.22	n/a
Details of fund materially in deficit	Para 1.24	n/a
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	n/a

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed , royal charter)	Para 1.25	Constitution adopted May 2020
How is the charity constituted?	Para 1.25	CIO

(e.g unincorporated association, CIO)		
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees

Reference and Administrative details

Charity name	50 Million Voices
Other name the charity uses	
Registered charity number	1189541
Charity's principal address	21 Seymour Road KINGSTON UPON THAMES KT1 4HN

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Iain Wilkie	Chair	Since May 2020	n/a
2	Helen Carpenter		Since May 2020	n/a
3	Norbert Lieckfeldt		Since May 2020	n/a

Corporate trustees – names of the directors at the date the report was approved

Director name		
n/a		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
n/a		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	n/a
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Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	n/a
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	n/a

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
n/a	n/a	n/a

Name of chief executive or names of senior staff members (Optional information)

n/a

Exemptions from disclosure

Reason for non-disclosure of key personnel details

n/a

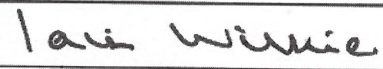
Other optional information

n/a

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Norbert Johannes Lieckfeldt	Iain Rob Wilkie
Position (eg Secretary, Chair, etc)	Trustee	Chair of Trustees
Date	15 November 2021	



Practice Interview Pilot

21-22 October 2020

Against the background of sharply rising global unemployment, 50 Million Voices¹ organised a pilot Practice Interview event for people who stutter to coincide with International Stuttering Awareness Day on 22 October.

Interviews are particularly stressful for people who stutter due to the difficulty in communicating fluently in time-pressured situations, where so much can hang on the outcome. This is compounded by most interviewers having little experience of candidates who stutter or of getting the best from them.

With participants from 8 countries and 6 continents, the programme created a safe space for experiential learning and development for a total of 67 participants, being 49 who stutter and 18 allies who don't stutter.

Impact – What happened and who benefitted

- All participants attended a 90 minute educational briefing on stuttering in the workplace.
- 50 one-to-one interviews took place, providing 100 individual interview experiences.
- 35 people who stutter received either 1 or 2 interviews to help improve their interview skills.
- 32 interviewers, being 14 who stutter and 18 allies who do not stutter, each gave up to 3 interviews to help broaden their interviewing skills.
- Participants came from Brazil, Canada, Ghana, India, New Zealand, UAE, UK and USA, with the majority from the UK and India.
- 18% of interviewees were women (4 out of 5 adults who stutter are men).
- 48% of interviewees were BAME.
- Most participants attended a 60 minute group feedback session.

Impact – What the data tells us

Confidential written feedback given by the interviewees and interviewers provided the following data on the 3 key questions of *Value*, *Recommendation* and *Future Participation*:

- 100% found the programme either extremely *valuable* (84%) or very *valuable* (16%).
- 97% would either definitely (87%) or probably (10%) *recommend* the Practice Interviews event to people who stutter or allies. 3% would possibly recommend it.
- 97% would definitely (84%) or probably (13%) like to *participate* again in a future Practice

Interviews event organised by 50 Million Voices. 3% possibly would.

Impact – What participants told us

"Up until a few days ago, I was utterly terrified at the prospect of having to interview for a future role outside of the military; however, the past two days have really enabled me to face and challenge my fears and preconceptions, but in a totally supportive and safe environment."

Interviewee – Howard Charlton, Military – UK

I just wanted to reiterate how thankful I am to those that have helped make this possible- I have nothing but great feedback. It's so inspiring to be aware of stammerers in my desired line of work, so to have such talented people on board and to be able to communicate with them is fantastic.

Interviewee – Not in employment – UK

"The briefing session was amazing...it gave us a different approach on stammering.....The most important thing I learnt is about "disclosure" that gave me a new perspective to face any communication in life be it an interview, group discussion, an elocution or public speaking. This helped me a lot during the practice interview round.

I fearlessly represented myself without having any anxieties or cold feet which I had earlier in all my interviews. This was my first interview session with an international interviewer in my life... I thoroughly enjoyed it. This was the first interview where I stammered without any tension . It was my learning experience and boosted my morale and confidence to present myself for any interview in the future.

In the group feedback session....people from different parts of the world shared their stammering stories. It was an awesome time being a part of this program. "

Interviewee – Samruddhi Samant – Manufacturing – India

"As someone who stammers, I could have really done with something like this 10 years ago when I was entering the world of work!"

Interviewer – Chris Gemmell, Corporate Development Director, Sage Group PLC – Global

"I am delighted that Compass was able to take part in the 50 Million Voices pilot interview project, to help individuals who stutter to build confidence and skills levels in an interview situation. I was lucky enough to be involved in the project and was extremely humbled by everyone's willingness to give their time to make a real difference to people who need it.

The pilot is not only a fantastic initiative in aiding people with a speech impediment, but was also an opportunity for the interviewers who took part to gain invaluable experience."

Interviewer - Dr Julie Humphreys, Group Head of Diversity & Inclusion, Compass Group PLC – Global

"It is always so rewarding to get to help people and as an HR professional, I felt I learned a lot."

Interviewer – Deise Grosso, Learning & Development Manager, Compass Group - Brazil

An amazing experience. I played my part as interviewer and ally and got the start of a much needed education around stuttering. I was blown away by my two 'candidates' and their courage.

Interviewer - Katie Osiadacz – Senior Responsible Business Manager – TSB - UK

Several interviewers have invited their interviewees to stay in contact so they can continue their allyship. At least one interviewee was invited back to a company involved in the Practice Interviews for a Student Assessment Day. Having passed this and a series of subsequent interviews, he has now accepted a job offer from them.

Conclusions

- The pilot achieved its objective to create a high quality international practice interview event which benefitted people who stutter and allies who don't stutter.
- 49 people who stutter benefitted directly, either as interviewees or as interviewers.
- 18 allies benefitted directly as interviewers.
- We now have a proven and scaleable formula for running similar events in the future.

Invitation

If you are interested in participating in future Practice Interview events, we'd be delighted to hear from you. Please contact Iain Wilkie at chair@50millionvoices.org.

The 50 Million Voices Team

December 2020 – Updated January 2021

Notes

1. 50 Million Voices is a community of leaders who stutter from 15 countries. We work with allies and employers to transform the world of work for the 50 million adults globally who stutter.
2. We are registered by the Charity Commission for England and Wales. Our charity number is 1189541



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
50 Million Voices

Ne (fons)
1169541

Receipts and payments accounts

CC16a

For the period from	Period start date 18/05/2020	To	Period end date 31/12/2020
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	3,512	-	-	3,512	-
Other income	70	-	-	70	-
	-	-	-	-	-
Sub total (Gross income for AR)	3,582	-	-	3,582	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	3,582	-	-	3,582	-
A3 Payments					
Other expenses	70	-	-	70	-
Bank charges	2	-	-	2	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	72	-	-	72	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	72	-	-	72	-
Net of receipts/(payments)	3,510	-	-	3,510	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	3,510	-	-	3,510	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds				
		3,510	-	-
		-	-	-
		-	-	-
	Total cash funds	3,510	-	-
	(agree balances with receipts and payments account(s))			
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets				
	1	-	-	9/11/2021

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

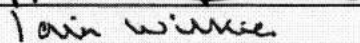
B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Helen J Carpenter	15/11/2021
	Iain Wilkie	15/11/2021