



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	<ul style="list-style-type: none">• 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 EMEIA• 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	<p>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.</p> <p>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.</p> <p>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).</p> <p>Achievements</p> <p>Building on foundations</p> <p>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.</p> <p>Captioned introductory video</p> <p>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</p>

		<p>speech. The video is available to view on the (interim) website created for 50 Million Voices in 2020. www.50millionvoices.org</p> <p>Practice Interviews pilot event</p> <p>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.</p>
--	--	---

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
---	-----

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


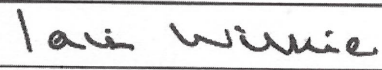
Other optional information

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

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)
		-	-
		-	-
		-	-
		-	-
		-	-


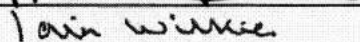
B4 Assets retained for the charity's own use

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