



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	<ul style="list-style-type: none">- 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	<p>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.</p> <p>Achievements Practice Interview events</p> <p><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></p> <p>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.</p> <p>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.</p> <p>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</p>

		<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>The feedback below provides just one example of what interviewees took from the experience:</p>
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	<p><i>“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</i></p> <p>More feedback in impact report attached.</p> <p>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.</p> <p>Engaging with employers</p> <p>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.</p> <p>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.</p> <p>Other examples include a podcast recorded for Eli Lilly, a talk for TSB staff, and participation in a panel discussion at Sage</p>
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		<p>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.</p> <p>Working with media and with other organisations</p> <p>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).</p> <p>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.</p>
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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	<p>The Receipts and Payments account shows net receipts for the year of £11,148.</p> <p>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.</p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p>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.</p> <p>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).</p> <p>This was exceeded by the amount of cash funds held at 31 December 2021 of £14,658.</p>
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
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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 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.

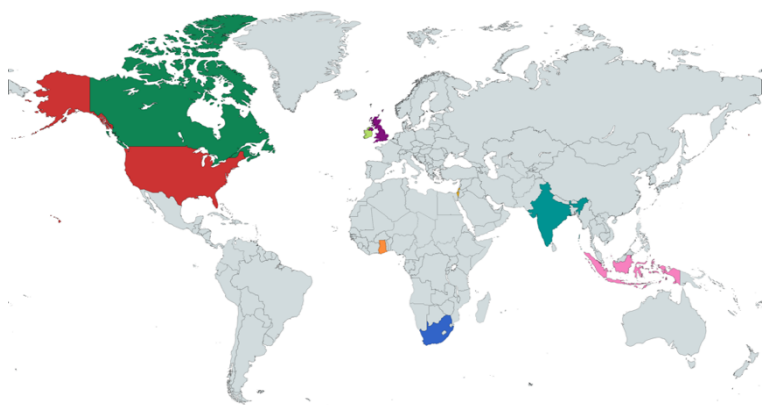
Who took part?

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