



**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	<p>The activities of 50 Million Voices throughout the year reflect our role and purpose as an organisation that:</p> <ul style="list-style-type: none"><li>• Focuses specifically on employment and career progression for people who stutter</li><li>• Is UK-led with an international mindset</li><li>• Shines a spotlight on good communication involving speakers who stutter and listeners who may or may not stutter</li><li>• Always brings people who stutter, allies and employers together to create change.</li></ul> <p>We have done this in 2023 through:</p> <p><b>1. Flagship Activities &amp; Events</b></p> <ul style="list-style-type: none"><li>• 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.</li><li>• Organising "How Stuttering Voices Can Help Us All Become Better Listeners" panel event in October,</li></ul>

		<p>with a global audience of over 70 people from 5 continents.</p> <p><b>2. Strengthening our Foundations</b></p> <ul style="list-style-type: none"> <li>• Developing fundraising and other strategy/planning/management</li> <li>• Welcoming new stuttering leaders from several countries</li> <li>• Broadening the base of employers with whom we work.</li> </ul> <p><b>3. Collaborations with Employers, Other Organisations and Individuals</b></p> <ul style="list-style-type: none"> <li>• Delivering virtual workshops for several employers, including collaboration with the British Council, with whom we co-delivered 4 workshops for their global employee community</li> <li>• Continuing and deepening relationships with other employers, with involvement in the Practice Interviews programme, as panellists and contributors in other ways</li> <li>• Supporting the Heard AI programme led by Michigan State University</li> <li>• Expanding our freely available resources with the addition of 2 videos and 2 one-to-one podcast interviews about our work and impact.</li> </ul> <p>More information about all of the above in the section on achievements and performance below.</p>
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	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>

		<p><b>Achievements</b></p> <p><b>Flagship Activities and Events</b>  <b>Practice Interview event 5th-8th June</b></p> <p><i><b>“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.”</b></i>  Interviewee who stutters</p> <p><i><b>“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.”</b></i> Ally  interviewer</p> <p>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.</p> <p>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:</p> <ul style="list-style-type: none"> <li>• Offering 10 panel interviews, as well as the 1:1 opportunities, to reflect interviews in real life.</li> <li>• Producing 2 short captioned videos with practical information - both of which are available on our website. <a href="http://www.50millionvoices.org/resources/">www.50millionvoices.org/resources/</a>. 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.</li> <li>• Offering a second optional panel session with Q&amp;A the day after the initial briefing. This brought together interviewees and interviewers from previous practice interview events to</li> </ul>
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		<p>share their experiences and practical tips from varying perspectives, with differences in ways of speaking, gender, geography, career paths and more.</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul> <p><b>How Stuttering Voices Can Help Us All Become Better Listeners 17th October</b> 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&amp;I Spy; and our Chair and Founder Iain Wilkie.</p> <p>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.</p> <p><b>Strengthening Our Foundations</b> 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</p>
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		<p>of office ended in 2023, was unanimously endorsed to stand for a second three year term.</p> <p>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%.</p> <p>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.</p> <p><b>Collaborations with employers, other organisations and individuals</b></p> <p><b><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></b>  <b>Jane Franklin, Acting Head of DEI, British Council</b></p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Our collaborations increasingly show the potential to move, and indeed are moving, beyond one-off events.</p>
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		<p>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.</p> <p>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.</p> <p>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).</p> <p>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.</p> <p>In 2023 Iain also contributed to two podcasts. The first was in March - the award-winning D&amp;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'.</p> <p>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.</p>
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		<p>Both podcasts are available to listen to via the Events/Resources page of our website.</p> <p><b>Heard AI - a different kind of collaboration</b>  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.</p> <p>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: <a href="https://psychology.msu.edu/news-events/news/heardai.html">https://psychology.msu.edu/news-events/news/heardai.html</a> and <a href="https://www.impactmedialab.com/our-work/heard-ai">https://www.impactmedialab.com/our-work/heard-ai</a></p> <p>We are delighted to have signed up in 2023 as a partner organisation to support this important development.</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	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	<p>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.</p> <p>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).</p> <p>This was exceeded by the amount of cash held at 31 December 2023 of £24,373</p>
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
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### **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 £
<b>A1 Receipts</b>					
Donations and legacies	7,514	-	-	7,514	12,175
Charitable activities	5,900	-	-	5,900	13,600
Interest received	219	-	-	219	46
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>13,633</b>	<b>-</b>	<b>-</b>	<b>13,633</b>	<b>25,821</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>13,633</b>	<b>-</b>	<b>-</b>	<b>13,633</b>	<b>25,821</b>
<b>A3 Payments</b>					
Cost of Charitable activities	13,460	-	-	13,460	15,901
Bank charges	113	-	-	113	265
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>13,573</b>	<b>-</b>	<b>-</b>	<b>13,573</b>	<b>16,166</b>
<b>A4 Asset and investment purchases. (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>13,573</b>	<b>-</b>	<b>-</b>	<b>13,573</b>	<b>16,166</b>
<b>Net of receipts/(payments)</b>	<b>60</b>	<b>-</b>	<b>-</b>	<b>60</b>	<b>9,655</b>
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	24,313	-	-	24,313	14,658
<b>Cash funds this year end</b>	<b>24,373</b>	<b>-</b>	<b>-</b>	<b>24,373</b>	<b>24,313</b>

### 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 £
<b>B1 Cash funds</b>	Cash at Bank	24,373	-	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	<b>24,373</b>	<b>-</b>	<b>-</b>



(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)

1,112
-
-
1,112

When due (optional)


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

Signature

Iain Wilkie

Print Name

Iain Wilkie

Date of approval

25/9/24