

**REGISTERED COMPANY NUMBER: 02748744 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1062008**

**Report of the Trustees and**  
**Unaudited Financial Statements for the Year Ended 31 March 2023**  
**for**  
**The Monitoring Group Limited**

Grant Harrod Lerman Davis LLP  
Chartered Accountants  
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# **The Monitoring Group Limited**

## **Contents of the Financial Statements for the year ended 31 March 2023**

	<b>Page</b>
<b>Report of the Trustees</b>	1 to 11
<b>Independent Examiner's Report</b>	12
<b>Statement of Financial Activities</b>	13
<b>Balance Sheet</b>	14
<b>Notes to the Financial Statements</b>	15 to 19

# **The Monitoring Group Limited**

## **Report of the Trustees for the year ended 31 March 2023**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

## **The Monitoring Group Limited**

### **Report of the Trustees for the year ended 31 March 2023**

#### **OBJECTIVES AND ACTIVITIES**

##### **Significant activities**

##### **1: The impact of Covid 19 pandemic and lockdown**

Last year we faced great challenges during the COVID 19 pandemic and the subsequent lockdown. During the current period these were accentuated by a number of key staff who took sickness leave for over 5 months. As a result, our work suffered and all of us - Trustees, staff, volunteers and especially clients - felt its adverse impact.

In summary, however, our operational response, reflected:

" Increase in working hours for the remaining staff despite adapting to working remotely " Our team-work has suffered given the lack of person and person contact and absences " Increased use of emotional support to everyone involved with our services

" Increased volunteering to provide mutual aid to many our clients suffered economic hardship. Despite our efforts the impact of poverty in poorer communities was harder to manage and bear

In summary, the group continued to appraise its work will in the future by assessing on the following areas:

" Increase in remote working

" Expanded roles for Trustees and staff " Separation of critical skills and roles

" De-humanising of people in work settings

" Building resilience to face the uncertainty and impact of the pandemic

##### **2: Advocacy for victims of race hate crimes - the main headlines**

TMG have continued to support victims of racism in London, primarily through a project called CATCH. CATCH is a group of charities providing advocacy services to victims of hate crime. The service has been funded by the Mayor's Office for Policing and Crime (MOPAC) specifically to deliver better criminal justice outcomes. It is a unique project not replicated anywhere else in Britain and works with a coalition of partners. The current partners are:

Galop: Lesbian, gay, bisexual, and transgender hate crime

East European Resource Centre (EERC): Eastern European hate crime

The Community Security Trust (CST)

Antisemitic hate crime

Tell MAMA: Anti-Muslim (Islamophobic) hate crime

Choice in Hackney: Anti-Disability hate crime

Stay Safe East: Anti-Disability hate crime

Real: Anti-Disability hate crime

During the year we assisted 819 people, and at any given moment we have around 145 live cases. The types of cases can vary, and so can the backgrounds of individuals employed to manage the casework is varied, reflecting both the class, race, gender, and nationalities present in London. The types of incidents can be persistent harassment which could be noise, verbal threats to actual assaults and death threats.

All our clients come from BAMH communities, reflecting people whose heritage comes from global majority backgrounds. However, within this group there are a variety of intersectional issues we address since over 60% of the clients are women, 4% from LGBT communities and 16% have some form of disability, including mental ill health. All clients require emotional, legal and information support, and most cases we deal with ourselves, since less than 1% will get referred to other agencies.



## **The Monitoring Group Limited**

### **Report of the Trustees for the year ended 31 March 2023**

#### **Case studies**

##### **Case of A**

A was facing racial harassment from her neighbour for a long time. In February 2022 she was violently attacked after the neighbour entered her premises and dragged her across the floor and punched her many times in the face/over her body. Client has sustained injuries from the attack, and after these another two other physical assaults occurred. In May 2022 she opened her front door and found a letter outside on the floor of her doorstep reading 'watch your back paki'. A's anxiety levels were high, and she had a few panic attacks and rarely leaves her flat. She also attempted suicide and called the local crisis line. She is now on anti-depressants and anti-anxiety medication. She called CATCH after she received from the police informing her that she was being treated as a suspect and needed to attend a police interview.

TMG assisted her by asking the Housing Association to take action against the perpetrator, and install security cameras. We also bought in services from a solicitor to ensure that the client had proper legal representation during the police interview. With the assistance of the solicitor the police accepted she was the victim, and no further action was taken. After TMG intervention the case was reviewed, and the perpetrator was with assault.

##### **Case of B**

Mrs S has been facing racial harassment from her neighbour for a long time. She was referred to CATCH and TMG in July 22. After talking to the client, we contacted the Housing Association who informed us that little action due to lack of evidence. In August we met with the client and discovered video recording and witnesses to various incidents, including incidents where the perpetrator is shouting 'monkey' over the fence. A report from our visit was sent to the client, but the Housing association did not want to act, instead they agreed to visit the client themselves within 10 days. This took 3 weeks to arrange and eventually the housing association collated a detailed report of all the incidents, but still, they did not act. TMG wrote to the MP to request a meeting with the Housing Association. A few days we received a letter to inform us that the perpetrator will give a Notice to Quit soon. This process is still underway, and we are awaiting a court date.

##### **Case of C**

Mr and Mrs C had been facing racial harassment from her neighbour for around 2 and a half years. This consisted of regular racist abuse, assaults and things thrown at them. Although the Police and Council have visited them, they had failed to take any action to deter the neighbour from continuing his conduct. Mr C's anxiety levels were high, and he attempted suicide, and now both Mr and Mrs D receive mental health support from the local Trust. They are both on anti-depressants and anti-anxiety medication. They were referred to CATCH by a police officer.

TMG assisted them through visited and calling on a regular basis, and writing to both the Police and Council to raise concerns about how the case was handled. After another incident we raised the issue again, and the neighbour was arrested. He was arrested and is being detained in custody, and then later imprisoned. He no longer lives next door after the council take away his property. Mr and Mrs C say they feels more confident but are still struggling. They appreciate the support network around them.

### **3: Undercover Policing Inquiry**

#### **Tranche 1 phase 3 Hearings**

From 9 May to Friday 20 May 22, the Undercover Policing Inquiry held its Tranche 1 (Phase 3) opening statements and evidence hearings.

The evidence hearings were the first that the Inquiry has conducted in person. The Inquiry's hearings in November 2020 and in April-May 2021 were virtual and conducted remotely due to restrictions in place due to the coronavirus (COVID-19) pandemic.

All evidence and corresponding open ground schedules related to the Tranche 1 (Phase 3) hearings have now been published on the 'Published evidence' page of the Inquiry website, bringing the total number of evidential documents published by the Inquiry to nearly 3,200.

## **The Monitoring Group Limited**

### **Report of the Trustees for the year ended 31 March 2023**

Recordings of the oral opening statements and evidence can be found on the respective hearing day pages, where you can also find transcripts and other associated documents.

Phase 3 of Tranche 1 covered Special Demonstration Squad (SDS) managers over the period 1968 and 1983. In total, there were three days of opening statement hearings and seven days of evidence hearings.

Fourteen separate oral opening statements specific to the phase were made, including a statement from David Barr QC Counsel to the Inquiry. Oral statements were streamed - in real-time - on YouTube.

Nine witnesses gave oral evidence: two civilian witnesses and seven former SDS managers. In addition, six SDS managers had summaries of their evidence or their written statements read out, and eleven SDS managers had documents associated with them introduced and published on the Inquiry website.

The full list of officers included in Phase 3 of Tranche 1 can be found in the relevant press notice.

The evidence hearings were held in person at the Thistle Marble Arch Hotel in central London. The venue was open to core participants and their legal representatives, media representatives, and the general public.

Proceedings could also be followed remotely. The oral evidence of the civilian witnesses was live-streamed on YouTube with a 10-minute delay, as were the evidence summaries. For the rest of the oral evidence, there was an audio feed available on YouTube with a 10-minute delay.

Transcripts were published at the end of each hearing day. All documents associated with each witness were published just before the witness began their oral evidence or their evidence summaries were read out. Daily indices were published throughout the evidence hearings, listing all evidential materials associated with the day's witnesses. You can find the indices on the 'Published evidence' page.

The Inquiry intends to produce an interim report for Tranche 1. Those who have participated in Tranche 1 will be afforded the opportunity to make closing submissions in due course.

The Tranche 2 evidence hearings are expected to start in the spring of 2024. This tranche focuses on SDS officers and managers and those affected by deployments between 1983 and 1992.

Publication of interim report (June 2022)

The Chair of the Undercover Policing Inquiry, Sir John Mitting, published the Inquiry's Tranche 1 interim report in June 2022. The interim report is available on the Inquiry's website and marks an important milestone in the Inquiry's mission to get to examine undercover policing as set out in its Terms of Reference.

The interim report covers Tranche 1 of the Inquiry's investigations: "Special Demonstration Squad officers and managers and those affected by deployments (1968-1982)", across 14 years of undercover policing activity by the Met Police's Special Operation Squad/Special Demonstration Squad.

The interim report sets out the Chair's assessment of the history of the unit and draws conclusions about the purposes for which it was set up, continued to operate and the justification for doing so.

The interim report is the result of a thorough investigation, drawing on over 3400 evidential documents, records and files from multiple sources. This included contemporaneous documents, witness statements given in writing and evidence heard orally during 29 days of evidential hearings. Tranche 1 received evidence, either in writing (and/or orally) from 56 surviving former undercover officers, 22 of their managers and 21 members of the public whom they interacted with during 1968-1982.

The evidence uncovered in Tranche 1 will continue to be used alongside the evidence in later Tranches to get to the truth of overarching issues, such as the impact of the conduct of male police officers on women deceived into sexual relationships and on the families of the officers; the impact on the surviving relatives of deceased children of the adoption of their identity and the purpose of gathering intelligence on 'justice' campaigns.

Selected individuals with a particular interest in the report, including core participants to the Inquiry were given access to the interim report 48 hours in advance of publication.

## **The Monitoring Group Limited**

### **Report of the Trustees for the year ended 31 March 2023**

The interim report refers only to published evidence. A separate, closed interim report has been presented to the Home Secretary alongside the interim report. The findings reached in this published interim report take into consideration the closed evidence, even where it is impossible to detail that evidence safely within the open report.

The Inquiry's work investigating over 50 years of undercover policing in England and Wales continues, with the next set of evidential hearings scheduled to cover Tranche 2 investigations, "Special Demonstration Squad officers and managers and those affected by deployments (1983-1992)". A full report will be published once all Tranche investigations have been completed.

#### **Background**

The Inquiry was set up in 2015, announced by the then-Home Secretary Theresa May. This was in response to independent reviews by Mark Ellison QC, which found "appalling practices in undercover policing".

The Inquiry's investigations are broken down into three modules:

- Module One: Examination of the deployment of undercover officers in the past, their conduct, and the impact of their activities on themselves and others.
- Module Two: Examination of the management and oversight of undercover officers, including their selection, training, supervision, care after the end of an undercover deployment, and the legal and regulatory framework within which undercover policing was carried out.
- Module Two (a) will involve managers and administrators from within undercover policing units.
- Module Two (b) will involve senior managers higher in the chain of command as well as police personnel who handled intelligence provided by undercover police officers. Module Two (c) will involve other government bodies with a connection to undercover policing, including the Home Office.
- Module Three: Examination of current undercover policing practices and of how undercover policing should be conducted in future.

To manage such a broad remit, the Inquiry has divided its work for Modules One and Two into the following six "tranches":

1. Special Demonstration Squad officers and managers and those affected by deployments (1968-1982)
2. Special Demonstration Squad officers and managers and those affected by deployments (1983-1992)
3. Special Demonstration Squad officers and managers and those affected by deployments (1993-2007)
4. National Public Order Intelligence Unit officers and managers and those affected by deployments
5. Other undercover policing officers and managers and those affected by deployments
6. Management & oversight (including of intelligence dissemination) by mid and senior rank officers, other agencies and government departments

Management and oversight issues that form Tranche 6 will now be investigated in the relevant tranche for the relevant period or policing unit.

As investigations into future Tranches are still ongoing, the Chair of the Inquiry will not be making a statement or giving interviews on the publication of this interim report.

#### **4: Leicester disturbances**

#### **Introduction**

## **The Monitoring Group Limited**

### **Report of the Trustees for the year ended 31 March 2023**

During August-September 2022, violence between groups of South Asian Hindus and Muslims rocked Leicester, a city that previously had a long, proud history of inter-communal conviviality and joint struggles against racism and for justice. The violence was said to have been sparked by tensions over India-Pakistan cricket matches, and it threatened to spread to other cities in Britain. The depth of the polarisation in Leicester's South Asian communities was reflected in contestations around the constitution of the Mayor's Commission of Inquiry, the latter collapsing after doubts were expressed about the neutrality of the proposed academic head of the panel from the University of Leicester.

While an inquiry into the incidents in Leicester risks being drawn into the city's currently sharp divisions, we must better understand the causes that led to the violence. This understanding needs to be formed in collaboration with the communities that live in the city, and it needs to be disseminated within the city and the wider world, both for preventing the disintegration of durable modes of coexistence, and for recovery from episodes of violent breakdown of such relations. Unpacking the dynamics in this way may form the basis for a move towards more friendly co-existence. This proposal presents a plan for undertaking such an inquiry, with the participation of Leicester's communities, and as a resource for them to ease the prevailing tensions and build a more harmonious community.

We propose a public inquiry into the Leicester violence with the purpose of producing a Public Report to be launched in various venues in the city including the City Hall, through the mass media, and in Parliament. Two academic papers will also be produced. The inquiry will be headed by an internationally renowned Chair, who will be assisted by a Panel of Advisors.

#### **Background to the Constitution of the Inquiry**

In the immediate aftermath of the Leicester East public disorder last August/September 2022, the city Mayor, Sir Peter Soulsby, commissioned an unprecedented inquiry into the reasons for the violence. Since then, his review has been on hold, as the proposed head of such a review was forced to step down following accusations of bias.

However, discussions about the need and the nature of an Independent Inquiry have not halted. Suresh Grover of The Monitoring Group, a national anti-racist charity, and one of the organizations involved in this project, has been working in Leicester, meeting scores of civil society and community representatives, and he believes that a call for a genuinely independent inquiry will have a significant resonance within the city. He has also been approached by various stakeholders in Leicester who have voiced the need for such an inquiry which they could use as a resource for mending inter-community relations.

The Inquiry will demonstrate the following core values:

- Commitment to high-quality, independent, evidence-based, and objective investigation
- Excellence through the highest standards of professional conduct, supported by evidence-based findings
- Transparency in communications before, during and after investigation, relating to the process and the interim and final findings

The team will:

- Investigate the relevant events leading the public disturbances of August/September 2022 and their aftermath
- Produce an evidence-based chronology of key events during the disturbances
- Examine the context of these events
- Investigate the key drivers of violence and disharmony
- Evaluate the response of statutory agencies prior to, during, and after the events
- Examine the role of civil society and local associations
- Make recommendations about future prevention and lessons learnt

#### **Areas of investigation**

## **The Monitoring Group Limited**

### **Report of the Trustees for the year ended 31 March 2023**

Why did a city that has long been held up as a model of inter-communal amity and co-existence see the eruption of serious communal violence, and struggled to contain that violence? While acknowledging that disputes over India-Pakistan cricket matches may have acted as a 'trigger', our inquiry will place the recent outbreak against a backdrop of a longer drift towards antagonism within South Asian communities in Leicester and elsewhere in the UK. We will work with and learn from community organisations and leaders, including leaders of mosques, temples and gurdwaras, youth workers and community engagement officers, and law enforcement officials. Where relevant, we will request data and information from the local police and civic authorities for further analysis. Calls for a reappraisal of Leicester's status as a model of inter-community harmony have been made over the last decade, and the events of September 2022 lend urgency to this study.

The main issues we will investigate are:

#### **1. Demographic changes in Leicester**

1a. We intend to collect data relating to demographic changes in the city, and the impact they have had on eroding so-far resilient community structures and assumed practices of conviviality. We will track changes in the religious and regional make-up of the South Asian-origin population in the city.

1b. We want to test the proposition that a generational shift has occurred in which those who have had experience of inter-communal harmony, conviviality and common struggles have receded from positions of authority in community life, ceding these positions to a new generation of community actors who prefer to organise on the basis of religious and regional affiliations rather than across them.

1c. We want to examine in detail the social and regional backgrounds of new immigration from South Asia to Leicester that has occurred in more recent years. Historically, Leicester's South Asian community has been made up primarily of Gujarati and Punjabi migrants, arriving mainly from East Africa, as well as migrants from Pakistan. Recent migrants include dependent migration from Gujarat, but also new patterns of primary migration from Daman and Diu in north-western India. These recent migration trends were also observed in the 2011 exploration of the demographic make-up of South Asians in Leicester that was undertaken by the City Council (<https://www.leicester.gov.uk/media/177367/2011-census-findings-diversity-and-migration.pdf>) Our aim is to understand the extent to which these demographic changes shifts are significant and their effects on community dynamics.

1d. Since news reports on the Leicester violence mentioned 'Hindu' and 'Muslim' areas, and suggested separation or segregation along the lines of religious identity, the Inquiry will map the changing spatial profile of Leicester and its surroundings. Tracking the recent violence along such a map will help the Inquiry focus its investigation on why violence was concentrated in some locations and not others. We will also consider areas which are not so clearly separated, and in which different South Asian groups live together, to consider whether these are factors in preventing - or conversely encouraging - tensions.

#### **2. Spaces of Conviviality, Association and Common Struggles**

2a. Anecdotal evidence collected by The Monitoring Group during its visits and informal inquiries following the recent outbreak of violence suggests that there is a marked decline in inter-communal friendships, including in cross-community participation in family functions such as weddings, and in religious festivals. Examining this at the granular level will make possible an explanation of the larger process of separation within the community, and consolidation of more polarised religious and regional communal identities.

2b. To develop this aspect of the inquiry further, we wish to study the resilience and fragility of cross-community participation in more formal associations. Are local cricket clubs, football groups, trade unions, associations of shopkeepers and other associations organised around commemorations of historical events now increasingly separated along community lines? Have there been tensions along these lines within these associations? If so, what attempts have there been to address tensions and how have they fared?

2c. Leicester has had a proud history of trade union, anti-fundamentalist and anti-racist activism involving all constituents of the South Asian population. Our inquiry will examine how the legacy of such common struggles has fared in an atmosphere of increasing inter-community polarisation and antagonism.

## **The Monitoring Group Limited**

### **Report of the Trustees for the year ended 31 March 2023**

2d. The generational angle will be important in investigating these questions, given widespread reports suggesting that 'older community leaders' were 'unable to anticipate' the violence. We want to investigate the propositions that younger South Asians and new migrants have forms of conviviality, association and common struggles that are very different from those that historically have governed inter-communal relations in the city, that these are more invested in created separatist identities, and that they are less integrated with local civic and social institutions.

#### **3. Transnational and Transregional Flows**

Because some of the slogans shouted and actions taken during the recent violence mirror those in South Asia, the inquiry is interested in investigating transnational flows of ideas and their impact on sharpening antagonisms that led to the recent violence.

3a. Given the access to South Asian news channels among diasporic populations, including through cable and satellite subscriptions and through phone apps, the Inquiry will study the coverage of the violence in Indian and Pakistani newspapers and television channels, the reception of such coverage by South Asians in Leicester and, where possible, the impact of such reception on the formation of antagonistic communal identities.

3b. Social media has emerged worldwide as a primary means for the organised flow of unverified (and sometimes unverifiable) information. In addition to Facebook, Twitter and Instagram, encrypted communication apps such as WhatsApp, Telegram and Signal are now prominent modes for the circulation of news and fake news, and for mobilising action. The Inquiry is interested in documenting what sorts of information has been circulating on these platforms and apps, and the effect it had in creating and accelerating local tensions.

3c. Local religious institutions are reported to have invited preachers from several different religious traditions from South Asia and from elsewhere in the UK to events in Leicester. Some of these preachers have had a history of hate speech, and of exhorting actions against those of other religious communities. The inquiry will try to understand the motivations behind inviting and sponsoring such preachers to Leicester and elsewhere, what these preachers actually said, and their role, if any, in sharpening antagonisms in the lead-up to the violence.

#### **4. Local Civic and Public Authorities**

4a. The inquiry will examine the actions taken by local civic authorities - the Mayor's office, the City Council, councillors and other local government representatives - in response to their constituents' concerns about inter-communal tensions, and in response to episodes of public violence.

4b. The local MP and national leaders of the main political parties made statements either blaming immigration or one or the other communities for the violence. The Inquiry will examine the role of the local and national leadership of the main political parties in response to increasing inter-communal tensions. Additionally, it will attempt to gain an understating of changing party affiliations of different segments of the South Asian population in Leicester, and the effect, if any, this has had on the resilience of community institutions.

4c. The Inquiry will examine the role of political parties from South Asia, and their UK affiliates, as well as that of the diplomatic missions of South Asian governments, in facilitating the flow of polarising preachers and politicians to Leicester and elsewhere in the UK.

#### **Timeline**

- Announcement on the Inquiry: March 7, 2023.
- Recruiting and training of researchers, preliminary visits to Leicester: March-April, 2023.
- Data collection by researchers and field visits by Grover, Bhatt, and Sinha: April-July 2023.
- Preparation of Interim Report by end of August 2023, which will mark the 1-year anniversary of the violence.
- Writing up of the Final Report: September-December 2023.
- Drafting of academic papers by Bhatt and Sinha: September to December 2023.
- Public presentation of the Inquiry's Report locally in Leicester City Hall in early 2024, and the dissemination of the findings and recommendations in educational and community institutions and the wider community, and on local radio and television.
- Dissemination of the Inquiry's findings in early 2024 on national television and print media, and in the UK and regional Parliaments.



## **The Monitoring Group Limited**

### **Report of the Trustees for the year ended 31 March 2023**

#### **Media strategy**

Following the announcement of the Inquiry, there might be media interest in Leicester, and in the UK more broadly, primarily from the BBC's local radio and television affiliates, and from 'Asian' radio and television shows, including Urdu, Punjabi and Gujarati language media. Sinha has appeared frequently on these platforms, and also national BBC, BBC World, ITV and London-based international radio and TV (France24 TV, TRT, Al Jazeera). Bhatt and Grover also have similar media experience, and so the three principal investigators will be able to handle this.

Leicester print media might also ask for interviews. As the project will be based at SOAS, we anticipate they will route media appearance requests through our Press Office, or via the Project Administrator (to be recruited) whose remit might include managing media requests via the website. We will decide within the team who will handle particular media requests based on demand and expertise.

Local media in Leicester may also want to speak with Juan Mendez, Lisa Magarrell and Schona Jolly when they are there for the public hearings. In that case they will be briefed fully by the main investigators and, if needed, by the Leicester-based Advisory Group.

Media appearances might be asked for at the time of the presentation of the Interim and Final Reports. These requests will be handled by Bhatt, Sinha and Grover, as relevant.

At the completion of the Inquiry, UK media may want to interview the Chair. The Inquiry team will brief him thoroughly for these interviews.

Once the findings of the Inquiry are made public, we also anticipate considerable interest from Indian print and electronic media. Sinha and Bhatt will be available to field their questions.

#### **Academic Outputs**

Sinha and Bhatt plan to submit 2 academic articles in 2024 for publication based on the findings of the Inquiry.

#### **Post-Inquiry impact**

The Monitoring Group will use its networks in Leicester to make the findings widely available to various stakeholders (civic authorities, community organisations, youth groups, among others), and hold dissemination workshops.

## **5: Public Interest Campaigns**

### **Justice for Ricky Reel**

Met police announce a new investigation in FEB 2023 in a case supported by The Monitoring Group since 1997. The death of a student whose body was found in the River Thames 25 years ago is to be re-investigated by detectives.

Ricky Reel, 20, was found dead a week after he went missing on 15 October 1997 while on a night out in Kingston upon Thames in south-west London.

On the night he went missing, two white youths had attacked Mr Reel and his friends, a group of young Asian men.

The Met Police said the inquiry would be looked at with "fresh eyes" to "explore every possible avenue". As his friends fought the two attackers off, Mr Reel disappeared.

An open verdict was recorded at the Brunel University student's inquest in 1999.

His mother Sukhdev Reel told BBC London the pain "is very raw and still the same as it was 25 years ago". "People say time eases the pain, but for us it hasn't and in fact it is growing more every day."

The family say they need to be able to feel they have justice for Ricky

On Tuesday the Met Police said its major inquiries specialist casework team was re-examining the case, looking at certain lines of inquiry from the original investigation.

## **The Monitoring Group Limited**

### **Report of the Trustees for the year ended 31 March 2023**

"These lines of inquiry are being followed up with fresh eyes and the benefit of modern technology... in the hope of providing answers to Ricky's family," a force spokesman said.

Mr Reel's family have spent years campaigning for answers, including his mother who believes he was the victim of a racist attack.

Mrs Reel alleged the police spied on her because of her race, after she was told in 2014 that officers had gathered intelligence on her when she campaigned for answers about her son's death.

Police said there was no evidence officers had targeted family members associated with the campaign, or the campaign itself.

Mrs Reel said she hoped under that, under the new leadership of Commissioner Sir Mark Rowley, the Met Police could "finally approach this case with an open mind and make every effort to obtain justice for my son".

She added: "When dealing with racism and injustice, the litmus test is always in their actions and not in promises.

The MP for Hayes and Harlington, John McDonnell, said: "This will be a test for the Met on whether there is evidence of real change in its attitude and behaviour towards the Asian community and wider society.

"Our hope is that this time around no stone will be left unturned in the search for truth and justice for Ricky Reel," he added.

#### **FINANCIAL REVIEW**

##### **Reserves policy**

The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be equal to 3 months of unrestricted operating expenditure, which equated to £25,000 in general funds. At this level the Trustees feel that they would be able to continue the current activities of the charity in the event of a significant drop in funding. It would obviously be necessary to consider how the funding would be replaced or activities changed.

The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation.

The present level of reserves available to the charity met the target level. Although the strategy is to continue to build reserves through planned operating surpluses, the Management Committee has also considered the extent to which existing activities can be rationalised, should such circumstances arise.

#### **FUTURE PLANS**

The Monitoring Group continues to build contacts with new funders and make bids to develop its work strategically complementing its operational response to the problem of racism in all its forms. The current landscape on funding is changing significantly but we remain hopeful in galvanising our resources on a national basis, as one of the pivotal organisations in the UK that supports victims and communities experiencing the problem. A key element in our development plan is to increase our profile with private funders and usage of social media and media outlets.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Registered Company number**

02748744 (England and Wales)

##### **Registered Charity number**

1062008



**The Monitoring Group Limited**

**Report of the Trustees  
for the year ended 31 March 2023**

**Registered office**

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**Trustees**

A Njie  
Professor J I Siddiqi  
M Brar (resigned 5.5.2022)  
B Chan Legal Advisor (resigned 1.5.2022)  
Ms P Hua Senior Lecturer (resigned 1.5.2022)  
R Davies (appointed 6.6.2022)  
A Babarinde (appointed 9.5.2022)  
Dr A Elliot-Cooper (appointed 9.5.2022)  
J Nijjar (appointed 9.5.2022)

**Company Secretary**

Professor J I Siddiqi

**Independent Examiner**

Grant Harrod Lerman Davis LLP  
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Approved by order of the board of trustees on 04/12/23 and signed on its behalf by:

James Siddiqi  
Professor J I Siddiqi - Trustee

**Independent Examiner's Report to the Trustees of  
The Monitoring Group Limited**

**Independent examiner's report to the trustees of The Monitoring Group Limited ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Jeremy Harrod FCCA

Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
Healthaid House  
Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD

Date: 04/12/23

**The Monitoring Group Limited**

**Statement of Financial Activities  
for the year ended 31 March 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		325	-	325	310
<b>Charitable activities</b>					
Charitable activities		-	216,666	216,666	182,235
Other trading activities	2	21,000	-	21,000	24,000
<b>Total</b>		<u>21,325</u>	<u>216,666</u>	<u>237,991</u>	<u>206,545</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Charitable activities		<u>20,044</u>	<u>210,666</u>	<u>230,710</u>	<u>201,452</u>
<b>NET INCOME</b>		1,281	6,000	7,281	5,093
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		37,337	6,000	43,337	38,244
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>38,618</u></u>	<u><u>12,000</u></u>	<u><u>50,618</u></u>	<u><u>43,337</u></u>

The notes form part of these financial statements

**The Monitoring Group Limited**

**Balance Sheet  
31 March 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	6	5,418	-	5,418	4,077
<b>CURRENT ASSETS</b>					
Debtors	7	20,805	40,413	61,218	51,031
Cash at bank		14,907	-	14,907	16,932
		<u>35,712</u>	<u>40,413</u>	<u>76,125</u>	<u>67,963</u>
<b>CREDITORS</b>					
Amounts falling due within one year	8	(2,512)	(28,413)	(30,925)	(28,703)
<b>NET CURRENT ASSETS</b>		<u>33,200</u>	<u>12,000</u>	<u>45,200</u>	<u>39,260</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>38,618</u>	<u>12,000</u>	<u>50,618</u>	<u>43,337</u>
<b>NET ASSETS/(LIABILITIES)</b>		<u>38,618</u>	<u>12,000</u>	<u>50,618</u>	<u>43,337</u>
<b>FUNDS</b>	9				
Unrestricted funds				38,618	37,337
Restricted funds				12,000	6,000
<b>TOTAL FUNDS</b>				<u>50,618</u>	<u>43,337</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 04/12/23 and were signed on its behalf by:

  
J I Siddiqi - Trustee

The notes form part of these financial statements

## **The Monitoring Group Limited**

### **Notes to the Financial Statements for the year ended 31 March 2023**

#### **1. ACCOUNTING POLICIES**

##### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings                      - 15% on reducing balance

##### **Taxation**

The charity is exempt from corporation tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

#### **2. OTHER TRADING ACTIVITIES**

	2023	2022
	£	£
Activities for generating funds	<u>21,000</u>	<u>24,000</u>

**The Monitoring Group Limited**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2023**

**3. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation - owned assets	956	719
	<u>          </u>	<u>          </u>

**4. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

**5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	310	-	310
<b>Charitable activities</b>			
Charitable activities	7,705	174,530	182,235
Other trading activities	24,000	-	24,000
<b>Total</b>	<u>32,015</u>	<u>174,530</u>	<u>206,545</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable activities	24,569	176,883	201,452
<b>NET INCOME/(EXPENDITURE)</b>	7,446	(2,353)	5,093
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	29,891	8,353	38,244
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>37,337</u>	<u>6,000</u>	<u>43,337</u>

**The Monitoring Group Limited**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2023**

**6. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £
<b>COST</b>	
At 1 April 2022	81,900
Additions	2,297
	<hr/>
At 31 March 2023	84,197
	<hr/>
<b>DEPRECIATION</b>	
At 1 April 2022	77,823
Charge for year	956
	<hr/>
At 31 March 2023	78,779
	<hr/>
<b>NET BOOK VALUE</b>	
At 31 March 2023	5,418
	<hr/>
At 31 March 2022	4,077
	<hr/>

**7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2023	2022
	£	£
Trade debtors	54,619	42,500
Prepayments and accrued income	6,599	8,531
	<hr/>	<hr/>
	61,218	51,031
	<hr/>	<hr/>

**8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2023	2022
	£	£
Trade creditors	-	2,900
Social security and other taxes	2,053	2,975
Other creditors	592	548
Accruals and deferred income	28,280	22,280
	<hr/>	<hr/>
	30,925	28,703
	<hr/>	<hr/>

**9. MOVEMENT IN FUNDS**

	At 1.4.22	Net movement in funds	At 31.3.23
	£	£	£
<b>Unrestricted funds</b>			
General fund	37,337	1,281	38,618
	<hr/>	<hr/>	<hr/>
<b>Restricted funds</b>			
GALOP (CATCH project)	6,000	6,000	12,000
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	43,337	7,281	50,618
	<hr/>	<hr/>	<hr/>

**The Monitoring Group Limited**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2023**

**9. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	21,325	(20,044)	1,281
<b>Restricted funds</b>			
The Joseph Rowntree Charitable Trust	54,666	(54,666)	-
GALOP (CATCH project)	162,000	(156,000)	6,000
	<u>216,666</u>	<u>(210,666)</u>	<u>6,000</u>
<b>TOTAL FUNDS</b>	<u>237,991</u>	<u>(230,710)</u>	<u>7,281</u>

**Comparatives for movement in funds**

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
<b>Unrestricted funds</b>			
General fund	29,891	7,446	37,337
<b>Restricted funds</b>			
The Joseph Rowntree Charitable Trust	8,353	(8,353)	-
GALOP (CATCH project)	-	6,000	6,000
	<u>8,353</u>	<u>(2,353)</u>	<u>6,000</u>
<b>TOTAL FUNDS</b>	<u>38,244</u>	<u>5,093</u>	<u>43,337</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	32,015	(24,569)	7,446
<b>Restricted funds</b>			
The Joseph Rowntree Charitable Trust	54,664	(63,017)	(8,353)
GALOP (CATCH project)	119,866	(113,866)	6,000
	<u>174,530</u>	<u>(176,883)</u>	<u>(2,353)</u>
<b>TOTAL FUNDS</b>	<u>206,545</u>	<u>(201,452)</u>	<u>5,093</u>



**The Monitoring Group Limited**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2023**

**9. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
<b>Unrestricted funds</b>			
General fund	29,891	8,727	38,618
<b>Restricted funds</b>			
The Joseph Rowntree Charitable Trust	8,353	(8,353)	-
GALOP (CATCH project)	-	12,000	12,000
	<u>8,353</u>	<u>3,647</u>	<u>12,000</u>
<b>TOTAL FUNDS</b>	<u>38,244</u>	<u>12,374</u>	<u>50,618</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	53,340	(44,613)	8,727
<b>Restricted funds</b>			
The Joseph Rowntree Charitable Trust	109,330	(117,683)	(8,353)
GALOP (CATCH project)	281,866	(269,866)	12,000
	<u>391,196</u>	<u>(387,549)</u>	<u>3,647</u>
<b>TOTAL FUNDS</b>	<u>444,536</u>	<u>(432,162)</u>	<u>12,374</u>

**10. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2023.