

# NATIONAL SIKH POLICE ASSOCIATION UK

England & Wales · Charity number 1188264

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2020-03-02

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

## Contact

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**Address** West Midlands Police  
Lloyd House  
2 Colmore Circus Queensway  
Birmingham  
B4 6AT

**Phone** 03451146000

**Email** [FINANCE@NSPAUK.ORG](mailto:FINANCE@NSPAUK.ORG)

**Website** <https://nspauk.org/>

## Activities

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**Objects:** 1) TO ADVANCE THE SIKH RELIGION PARTICULARLY (BUT NOT EXCLUSIVELY) AMONG MEMBERS OF THE POLICE.2) TO PROMOTE THE EFFICIENCY OF THE POLICE BY:A) SUPPORTING THE RECRUITMENT, RETENTION AND PROGRESSION OF SIKH OFFICERS AND STAFF TO SUPPORT WIDER REPRESENTATION OF BAME OFFICERS AND STAFF WITHIN THE POLICE SERVICE.B) PROVIDING ASSOCIATIONS WHICH SUPPORT THE POLICE AND ENABLE SERVING AND FORMER MEMBERS TO MIX TOGETHER.C) FACILITATING PARTNERSHIP WORKING BETWEEN THE POLICE SERVICE AND LOCAL COMMUNITIES TO PROMOTE CRIME PREVENTION.3) THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS.

**Activities:** The National Sikh Police Association (NSPA) aims to ensure Sikh officers and staff have an official and national voice and will support members to help develop wider relations between the police and Sikh communities across the country.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Religious Activities, Armed Forces/emergency Service Efficiency, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

## Geography

- Throughout England And Wales

## Finances

| Period end | Income  | Expenditure | Assets | Employees |
|------------|---------|-------------|--------|-----------|
| 2025-03-31 | £510    | £4,100      | -      | -         |
| 2024-03-31 | £13,579 | £7,131      | -      | -         |
| 2023-03-31 | £904    | £6,107      | -      | -         |
| 2022-03-31 | £5,111  | £3,641      | -      | -         |
| 2021-03-31 | £7,982  | £3,255      | -      | -         |

## Trustees

| Name                  | Role | Appointed  |
|-----------------------|------|------------|
| HARVINDER SINGH RAI   |      | 2020-03-02 |
| Jagvinderjit Sohal    |      | 2020-04-01 |
| Jagwant Singh Badesha |      | 2020-03-02 |
| Kameldeep Singh Samra |      | 2020-03-02 |

**NATIONAL SIKH POLICE ASSOCIATION UK**

England & Wales - Charity number 1188264

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# Accounts

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## Trustees' Annual Report for the period

From 01.04.2024 to 31.03.2025

Charity name: National Sikh Police Association UK

Charity registration number: 1188264

### Objectives and Activities

|  | SORP reference     |  |
|--|--------------------|--|
| Summary of the purposes of the charity as set out in its governing document  | Para 1.17          | <b>1) To advance the Sikh religion particularly (but not exclusively) among members of the Police.</b><br><b>2) To promote the efficiency of the police by:</b><br><b>A - Supporting the recruitment, retention and progression of Sikh Officers and Staff to support wider representation of Ethnic Minority officers and Staff within the Police Service. B - Providing associations which support the Police and Enable serving and former members to mix together.</b><br><b>C - Facilitating partnership working between the Police service and local communities to promote Crime Prevention.</b><br><b>3) The promotion of equality and diversity for the public benefit by promoting activities to foster understanding between people from diverse backgrounds.</b> |
| 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 | <b>Advice on issues causing tension in the Sikh community with the view to promoting engagement between the Police and Community.</b>  |
| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit   | Para 1.18          | <b>The trustees have had regard to the guidance issued by the Charity Commission on public benefit.</b>  |

## 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><b>Advice on issues causing tension in the Sikh community with the view to promoting engagement between the Police and Community.</b></p> <p><b>Articles of faith guidance updates with the College of Policing and distributed to all Forces.</b></p> <p><b>Support of Home Office uplift recruitment drive as part of the National Police Uplift Programme.</b></p> <p><b>Ongoing Support of Sikh officers and staff with welfare related issues.</b></p> <p><b>Continued support with members in assisting setting up of local Sikh associations within Forces.</b></p> <p><b>Faith related advice to police organisations.</b></p> <p><b>Pastoral support to members with grievances and discrimination.</b></p> |

## Financial Review

|  |           |   |
|--|-----------|---|
| Review of the charity's financial position at the end of the period              | Para 1.21 | <b>The charity was able to make payments as required in the year, as well as receiving donations for future projects and support. The following financial year will see the continued development of the website and support, as well as further donations that will support the charity in achieving its objectives.</b> |
| Statement explaining the policy for holding reserves stating why they are held   | Para 1.22 | <b>Cash at bank at 31.03.2025 was £3852.59 in unrestricted funds.</b>   |
| Amount of reserves held  | Para 1.22 | <b>Cash at bank at 31.03.2025 was £3852.59</b>  |
| Reasons for holding zero reserves  | Para 1.22 | <b>N/A</b>  |
| Details of fund materially in deficit  | Para 1.24 | <b>N/A</b>  |
| Explanation of any uncertainties about the charity continuing as a going concern | Para 1.23 | <b>The biggest risk would be loss of funding from PCCs, Forces, and reduced donations. However the lack of continuous running costs helps mitigate this risk.</b>   |

## Structure, Governance and Management

|  |           |   |
|--|-----------|---|
| Description of charity's trusts:   |           |   |
| Type of governing document<br>( <a href="#">trust deed</a> , <a href="#">royal charter</a> )             | Para 1.25 | <b>Constitution</b>                             |
| How is the charity constituted? (e.g. <a href="#">unincorporated association</a> , <a href="#">CIO</a> ) | Para 1.25 | <b>CIO – Foundation</b>                         |
| Trustee selection methods  | Para 1.25 | <b>Trustees are appointed or reappointed at</b> |

|   |  |  |
|---|--|--|
| including details of any constitutional provisions e.g.                                 |  | <b>Senior Executive meeting periodically</b> |
| election to post or name of any person or body entitled to appoint one or more trustees |  |  |

### Reference and Administrative details

|                             |  |
|-----------------------------|--|
| Charity name                | <b>NATIONAL SIKH POLICE ASSOCIATION UK</b>   |
| Other name the charity uses |  |
| Registered charity number   | <b>1188264</b>   |
| Charity's principal address | <b>West Midlands Police<br/>Lloyd House<br/>2 Colmore Circus Queensway<br/>BIRMINGHAM<br/>B4 6AT</b> |
|                             |  |

### 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) |
|---------------------------------|-----------------------|-----------------------------------|---|
| <b>Harvinder Singh Rai</b>      | <b>Trustee</b>        |                                   |   |
| <b>Kameldeep Singh Samra</b>    | <b>President</b>      |                                   |   |
| <b>Jagwant Singh Badesha</b>    | <b>Vice President</b> |                                   |   |
| <b>Jagvinderjit Singh Sohal</b> | <b>Treasurer</b>      |                                   |   |
| <b>Ravjeet Singh</b>            | <b>Trustee</b>        |                                   |   |
|                                 |                       |                                   |   |
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Corporate trustees – names of the directors at the date the report was approved

| Director name |  |  |
|---------------|--|--|
|               |  |  |
|               |  |  |

Name of trustees holding title to property belonging to the charity

| Trustee name | Dates acted if not for whole year |  |
|--------------|-----------------------------------|--|
|              |                                   |  |
|              |                                   |  |

**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 |

**Exemptions from disclosure**

Reason for non-disclosure of key personnel details

N/A


### Other optional information

|  |
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|  |
|--|

### Declarations

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

Signed on behalf of the charity's trustees

|                                     |   |                       |
|-------------------------------------|---|-----------------------|
| Signature(s)                        |  | J.S.Badesha           |
| Full name(s)                        | Jagvinderjit Singh Sohal  | Jagwant Singh Badesha |
| Position (eg Secretary, Chair, etc) | Treasurer   | Vice President        |
| Date                                | 23.09.2025  |                       |

**NATIONAL SIKH POLICE ASSOCIATION UK**

England & Wales - Charity number 1188264

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# Accounts

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## **Trustees' Annual Report for the period**

**From 01.04.2023 To 31.03.2024**

**Charity name: National Sikh Police Association UK**

**Charity registration number: 1188264**

### **Objectives and Activities**

|  | SORP reference     |   |
|--|--------------------|---|
| Summary of the purposes of the charity as set out in its governing document  | Para 1.17          | <p><b>1) To advance the Sikh religion particularly (but not exclusively) among members of the Police.</b></p> <p><b>2) To promote the efficiency of the police by:</b></p> <p><b>A - Supporting the recruitment, retention and progression of Sikh Officers and Staff to support wider representation of Ethnic Minority officers and Staff within the Police Service. B - Providing associations which support the Police and Enable serving and former members to mix together. C - Facilitating partnership working between the Police service and local communities to promote Crime Prevention.</b></p> <p><b>3) The promotion of equality and diversity for the public benefit by promoting activities to foster understanding between people from diverse backgrounds.</b></p> |
| 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><b>Advice on issues causing tension in the Sikh community with the view to promoting engagement between the Police and Community.</b></p>  |
| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit   | Para 1.18          | <p><b>The trustees have had regard to the guidance issued by the Charity Commission on public benefit.</b></p>  |

### **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><b>Advice on issues causing tension in the Sikh community with the view to promoting engagement between the Police and Community.</b></p> <p><b>Provided support and advice to Forces, linking in with the Sikh Community, on the Farmer's Protests held in India. Liaised with, and influenced Govt to clarify the status of the Katar.</b></p> <p><b>Articles of faith guidance updates with the College of Policing and distributed to all Forces.</b></p> <p><b>Support of Home Office uplift recruitment drive as part of the National Police Uplift Programme.</b></p> <p><b>Ongoing Support of Sikh officers and staff with welfare related issues. Continued support with members in assisting setting up of local Sikh associations within Forces.</b></p> |
|---|-----------|--|

## Financial Review

|  |           |  |
|--|-----------|--|
| Review of the charity's financial position at the end of the period              | Para 1.21 | <p><b>The charity was able to make payments as required in the year, as well as receiving donations for future projects and support. The following financial year will see the continued development of the website and support, as well as further donations that will support the charity in achieving its objectives.</b></p> |
| Statement explaining the policy for holding reserves stating why they are held   | Para 1.22 | <p><b>Cash at bank at 31.03.2024 was £7442.57 in unrestricted funds.</b></p>   |
| Amount of reserves held  | Para 1.22 | <p><b>Cash at bank at 31.03.2024 was £7442.57</b></p>  |
| Reasons for holding zero reserves  | Para 1.22 | <p><b>N/A</b></p>  |
| Details of fund materially in deficit  | Para 1.24 | <p><b>N/A</b></p>  |
| Explanation of any uncertainties about the charity continuing as a going concern | Para 1.23 | <p><b>The biggest risk would be loss of funding from PCCs, Forces, and reduced donations. However the lack of continuous running costs helps mitigate this risk.</b></p>   |

## Structure, Governance and Management

|  |           |                            |
|--|-----------|----------------------------|
| Description of charity's trusts:                       |           |                            |
| Type of governing document (trust deed, royal charter) | Para 1.25 | <p><b>Constitution</b></p> |

|   |           |   |
|---|-----------|---|
| How is the charity constituted? (e.g unincorporated association, CIO)                   | Para 1.25 | <b>CIO - Foundation</b>   |
| Trustee selection methods including details of any constitutional provisions e.g.       | Para 1.25 | <b>Trustees are appointed or reappointed at Senior Executive meeting periodically</b> |
| election to post or name of any person or body entitled to appoint one or more trustees |           |   |

### Reference and Administrative details

|                             |  |
|-----------------------------|--|
| Charity name                | <b>NATIONAL SIKH POLICE ASSOCIATION UK</b>   |
| Other name the charity uses |  |
| Registered charity number   | <b>1188264</b>   |
| Charity's principal address | <b>West Midlands Police<br/>Lloyd House<br/>2 Colmore Circus Queensway<br/>BIRMINGHAM<br/>B4 6AT</b> |
|                             |  |

### 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) |
|---------------------------------|-------------------------------|-----------------------------------|---|
| <b>Harvinder Singh Rai</b>      | <b>Chair</b>                  |                                   |   |
| <b>Kameldeep Singh Samra</b>    | <b>Director of Operations</b> |                                   |   |
| <b>Jagwant Singh Badesha</b>    | <b>Vice President</b>         |                                   |   |
| <b>Jagvinderjit Singh Sohal</b> | <b>Treasurer</b>              |                                   |   |
| <b>Ravjeet Singh</b>            | <b>General Secretary</b>      |                                   |   |
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Corporate trustees - names of the directors at the date the report was approved

| Director name |  |  |
|---------------|--|--|
|               |  |  |
|               |  |  |

Name of trustees holding title to property belonging to the charity

| Trustee name | Dates acted if not for whole year |  |
|--------------|-----------------------------------|--|
|              |                                   |  |
|              |                                   |  |

## 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 |

## Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

## Other optional information

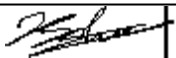
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## Declarations

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

Signed on behalf of the charity's trustees

Signature(s)

|   |             |
|---|-------------|
|  | J.S.Badesha |
|---|-------------|

Full name(s)

|                          |                       |
|--------------------------|-----------------------|
| Jagvinderjit Singh Sohal | Jagwant Singh Badesha |
|--------------------------|-----------------------|

Treasurer

Vice President

**Position (eg Secretary, Chair, etc)**

**Date**

**01.02.2025**

**NATIONAL SIKH POLICE ASSOCIATION UK**

England & Wales - Charity number 1188264

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# Accounts

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## Trustees' Annual Report for the period

From 01.04.2022 To 31.03.2023

Charity name: National Sikh Police Association UK

Charity registration number: 1188264

## Objectives and Activities

|  | SORP reference     |  |
|--|--------------------|--|
| Summary of the purposes of the charity as set out in its governing document  | Para 1.17          | <b>1) To advance the Sikh religion particularly (but not exclusively) among members of the Police.<br/>2) To promote the efficiency of the police by:<br/>A - Supporting the recruitment, retention and progression of Sikh Officers and Staff to support wider representation of Ethnic Minority officers and Staff within the Police Service. B - Providing associations which support the Police and Enable serving and former members to mix together.<br/>C - Facilitating partnership working between the Police service and local communities to promote Crime Prevention.<br/>3) The promotion of equality and diversity for the public benefit by promoting activities to foster understanding between people from diverse backgrounds.</b> |
| 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 | <b>Advice on issues causing tension in the Sikh community with the view to promoting engagement between the Police and Community.</b>  |
| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit   | Para 1.18          | <b>The trustees have had regard to the guidance issued by the Charity Commission on public benefit.</b>  |

## 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><b>Advice on issues causing tension in the Sikh community with the view to promoting engagement between the Police and Community.</b></p> <p><b>Provided support and advice to Forces, linking in with the Sikh Community, on the Farmer's Protests held in India.</b></p> <p><b>Liased with, and influenced Govt to clarify the status of the Kataar.</b></p> <p><b>Articles of faith guidance updates with the College of Policing and distributed to all Forces.</b></p> <p><b>Support of Home Office uplift recruitment drive as part of the National Police Uplift Programme.</b></p> <p><b>Ongoing Support of Sikh officers and staff with welfare related issues.</b></p> <p><b>Continued support with members in assisting setting up of local Sikh associations within Forces.</b></p> |

## Financial Review

|  |           |   |
|--|-----------|---|
| Review of the charity's financial position at the end of the period              | Para 1.21 | <b>The charity was able to make payments as required in the year, as well as receiving donations for future projects and support. The following financial year will see the continued development of the website and support, as well as further donations that will support the charity in achieving its objectives.</b> |
| Statement explaining the policy for holding reserves stating why they are held   | Para 1.22 | <b>Cash at bank at 31.03.2023 was £994 in unrestricted funds.</b>   |
| Amount of reserves held  | Para 1.22 | <b>Cash at bank at 31.03.2023 was £994</b>  |
| Reasons for holding zero reserves  | Para 1.22 | <b>N/A</b>  |
| Details of fund materially in deficit  | Para 1.24 | <b>N/A</b>  |
| Explanation of any uncertainties about the charity continuing as a going concern | Para 1.23 | <b>The biggest risk would be loss of funding from PCCs, Forces, and reduced donations. However the lack of continuous running costs helps mitigate this risk.</b>   |

## Structure, Governance and Management

|  |           |   |
|--|-----------|---|
| Description of charity's trusts:   |           |   |
| Type of governing document<br>( <a href="#">trust deed</a> , <a href="#">royal charter</a> )               | Para 1.25 | <b>Constitution</b>   |
| How is the charity constituted?<br>(e.g <a href="#">unincorporated association</a> , <a href="#">CIO</a> ) | Para 1.25 | <b>CIO – Foundation</b>   |
| Trustee selection methods including details of any constitutional provisions e.g.                          | Para 1.25 | <b>Trustees are appointed or reappointed at Senior Executive meeting periodically</b> |

|   |  |  |
|---|--|--|
| election to post or name of any person or body entitled to appoint one or more trustees |  |  |
|---|--|--|

## Reference and Administrative details

|                             |  |
|-----------------------------|--|
| Charity name                | <b>NATIONAL SIKH POLICE ASSOCIATION UK</b>   |
| Other name the charity uses |  |
| Registered charity number   | <b>1188264</b>   |
| Charity's principal address | <b>West Midlands Police<br/>Lloyd House<br/>2 Colmore Circus Queensway<br/>BIRMINGHAM<br/>B4 6AT</b> |
|                             |  |

## 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  | <b>Harvinder Singh Rai</b>      | <b>Chair</b>                  |                                   |   |
| 2  | <b>Kameldeep Singh Samra</b>    | <b>Director of Operations</b> |                                   |   |
| 3  | <b>Jagwant Singh Badesha</b>    | <b>Vice President</b>         |                                   |   |
| 4  | <b>Jagvinderjit Singh Sohal</b> | <b>Treasurer</b>              |                                   |   |
| 5  | <b>Ravjeet Singh</b>            | <b>General Secretary</b>      |                                   |   |
| 6  |                                 |                               |                                   |   |
| 7  |                                 |                               |                                   |   |
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## Corporate trustees – names of the directors at the date the report was approved

|                      |  |  |
|----------------------|--|--|
| <b>Director name</b> |  |  |
|                      |  |  |
|                      |  |  |

Name of trustees holding title to property belonging to the charity

| Trustee name | Dates acted if not for whole year |  |
|--------------|-----------------------------------|--|
|              |                                   |  |
|              |                                   |  |

### 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 |

### Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

### Other optional information

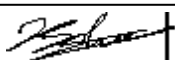
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### Declarations

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

Signed on behalf of the charity's trustees

Signature(s)



J.S.Badesha

Full name(s)

Jagvinderjit Singh Sohal

Jagwant Singh Badesha

Position (eg Secretary,  
Chair, etc)

Treasurer

Vice President

Date

01.04.2024

**NATIONAL SIKH POLICE ASSOCIATION UK**

England & Wales - Charity number 1188264

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# Accounts

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## Trustees' Annual Report for the period

From 01.04.2021 To 31.03.2022

Charity name: National Sikh Police Association UK

Charity registration number: 1188264

### Objectives and Activities

|  | SORP reference     |  |
|--|--------------------|--|
| Summary of the purposes of the charity as set out in its governing document  | Para 1.17          | <b>1) To advance the Sikh religion particularly (but not exclusively) among members of the Police.<br/>2) To promote the efficiency of the police by:<br/>A - Supporting the recruitment, retention and progression of Sikh Officers and Staff to support wider representation of Ethnic Minority officers and Staff within the Police Service. B - Providing associations which support the Police and Enable serving and former members to mix together. C - Facilitating partnership working between the Police service and local communities to promote Crime Prevention.<br/>3) The promotion of equality and diversity for the public benefit by promoting activities to foster understanding between people from diverse backgrounds.</b> |
| 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 | <b>Advice on issues causing tension in the Sikh community with the view to promoting engagement between the Police and Community.</b>  |
| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit   | Para 1.18          | <b>The trustees have had regard to the guidance issued by the Charity Commission on public benefit.</b>  |

## 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><b>Advice on issues causing tension in the Sikh community with the view to promoting engagement between the Police and Community.</b></p> <p><b>Provided support and advice to Forces, linking in with the Sikh Community, on the Farmer's Protests held in India.</b></p> <p><b>Liased with, and influenced Govt to clarify the status of the Katar. Articles of faith guidance updates with the College of Policing and distributed to all Forces.</b></p> <p><b>Support of Home Office uplift recruitment drive as part of the National Police Uplift Programme.</b></p> <p><b>Ongoing Support of Sikh officers and staff with welfare related issues.</b></p> <p><b>Continued support with members in assisting setting up of local Sikh associations within Forces.</b></p> |

## Financial Review

|  |           |   |
|--|-----------|---|
| Review of the charity's financial position at the end of the period              | Para 1.21 | <b>The charity was able to make payments as required in the year, as well as receiving donations for future projects and support. The following financial year will see the continued development of the website and support, as well as further donations that will support the charity in achieving its objectives.</b> |
| Statement explaining the policy for holding reserves stating why they are held   | Para 1.22 | <b>Cash at bank at 31.03.2022 was £6,197 in unrestricted funds.</b>   |
| Amount of reserves held  | Para 1.22 | <b>Cash at bank at 31.03.2022 was £6,197</b>  |
| Reasons for holding zero reserves  | Para 1.22 | <b>N/A</b>  |
| Details of fund materially in deficit  | Para 1.24 | <b>N/A</b>  |
| Explanation of any uncertainties about the charity continuing as a going concern | Para 1.23 | <b>The biggest risk would be loss of funding from PCCs, Forces, and reduced donations. However the lack of continuous running costs helps mitigate this risk.</b>   |

## Structure, Governance and Management

|                          |  |  |
|--------------------------|--|--|
| Description of charity's |  |  |
|--------------------------|--|--|

|   |           |   |
|---|-----------|---|
| trusts:   |           |   |
| Type of governing document<br>(trust deed, royal charter)   | Para 1.25 | <b>Constitution</b>   |
| How is the charity constituted?<br>(e.g unincorporated association, CIO)  | Para 1.25 | <b>CIO - Foundation</b>   |
| 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 | <b>Trustees are appointed or reappointed at Senior Executive meeting periodically</b> |

## Reference and Administrative details

|                             |  |
|-----------------------------|--|
| Charity name                | <b>NATIONAL SIKH POLICE ASSOCIATION UK</b>   |
| Other name the charity uses |  |
| Registered charity number   | <b>1188264</b>   |
| Charity's principal address | <b>West Midlands Police<br/>Lloyd House<br/>2 Colmore Circus Queensway<br/>BIRMINGHAM<br/>B4 6AT</b> |
|                             |  |

## 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  | <b>Harvinder Singh Rai</b>      | <b>Chair</b>                  |                                   |   |
| 2  | <b>Kameldeep Singh Samra</b>    | <b>Director of Operations</b> |                                   |   |
| 3  | <b>Jagwant Singh Badesha</b>    | <b>Vice President</b>         |                                   |   |
| 4  | <b>Jagvinderjit Singh Sohal</b> | <b>Treasurer</b>              |                                   |   |
| 5  | <b>Ravjeet Singh</b>            | <b>General Secretary</b>      |                                   |   |
| 6  |                                 |                               |                                   |   |
| 7  |                                 |                               |                                   |   |
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Corporate trustees - names of the directors at the date the report was approved

| Director name |  |  |
|---------------|--|--|
|               |  |  |
|               |  |  |

Name of trustees holding title to property belonging to the charity

| Trustee name | Dates acted if not for whole year |  |
|--------------|-----------------------------------|--|
|              |                                   |  |
|              |                                   |  |

### 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 |

### Exemptions from disclosure

Reason for non-disclosure of key personnel details

|     |
|-----|
| N/A |
|-----|

## Other optional information


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## Declarations

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

Signed on behalf of the charity's trustees

Signature(s)

|   |             |
|---|-------------|
|  | J.S.Badesha |
|---|-------------|

Full name(s)

|                          |                       |
|--------------------------|-----------------------|
| Jagvinderjit Singh Sohal | Jagwant Singh Badesha |
|--------------------------|-----------------------|

Position (eg  
Secretary, Chair, etc)

|           |                |
|-----------|----------------|
| Treasurer | Vice President |
|-----------|----------------|

Date

|            |
|------------|
| 31.12.2022 |
|------------|

**NATIONAL SIKH POLICE ASSOCIATION UK**

England & Wales - Charity number 1188264

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# Accounts

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## Trustees' Annual Report for the period

From 02.03.2020 To 31.03.2021

Charity name: National Sikh Police Association UK

Charity registration number: 1188264

### Objectives and Activities

|  | SORP reference     |  |
|--|--------------------|--|
| Summary of the purposes of the charity as set out in its governing document  | Para 1.17          | <b>1) To advance the Sikh religion particularly (but not exclusively) among members of the Police.<br/>2) To promote the efficiency of the police by:<br/>A - Supporting the recruitment, retention and progression of Sikh Officers and Staff to support wider representation of Ethnic Minority officers and Staff within the Police Service. B - Providing associations which support the Police and Enable serving and former members to mix together. C - Facilitating partnership working between the Police service and local communities to promote Crime Prevention.<br/>3) The promotion of equality and diversity for the public benefit by promoting activities to foster understanding between people from diverse backgrounds.</b> |
| 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 | <b>Advice on issues causing tension in the Sikh community with the view to promoting engagement between the Police and Community.</b>  |
| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit   | Para 1.18          | <b>The trustees have had regard to the guidance issued by the Charity Commission on public benefit.</b>  |

## 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><b>Advice on issues causing tension in the Sikh community with the view to promoting engagement between the Police and Community.</b></p> <p><b>Submission of racial disparities report to the NPCC and Police Forces after the George Floyd murder in August 2020.</b></p> <p><b>Adapted face coverings for bearded Police Officers, distributed to several Forces over the course of the pandemic in 2020/21.</b></p> <p><b>Articles of faith guidance created by NSPA UK and the College of Policing and distributed to all Forces in Spring 2020.</b></p> <p><b>Support of Home Office uplift recruitment drive as part of the National Police Uplift Programme.</b></p> <p><b>Ongoing Support of Sikh officers and staff with welfare related issues.</b></p> <p><b>Continued support with members in assisting setting up of local Sikh associations within Forces.</b></p> |

## Financial Review

|  |           |   |
|--|-----------|---|
| Review of the charity's financial position at the end of the period              | Para 1.21 | <b>The charity was able to make payments as required in the year, as well as receiving donations for future projects and support. The following financial year will see the development of a website and support, as well as further donations that will support the charity in achieving its objectives.</b> |
| Statement explaining the policy for holding reserves stating why they are held   | Para 1.22 | <b>Cash at bank at 31.03.2021 was £4,727 in unrestricted funds.</b>   |
| Amount of reserves held  | Para 1.22 | <b>Cash at bank at 31.03.2021 was £4,727</b>  |
| Reasons for holding zero reserves  | Para 1.22 | <b>N/A</b>  |
| Details of fund materially in deficit  | Para 1.24 | <b>N/A</b>  |
| Explanation of any uncertainties about the charity continuing as a going concern | Para 1.23 | <b>The biggest risk would be loss of funding from PCCs, Forces, and reduced donations. However the lack of continuous running costs helps mitigate this risk.</b>   |

## Structure, Governance and Management

|   |           |   |
|---|-----------|---|
| Description of charity's trusts:  |           |   |
| Type of governing document<br>(trust deed, royal charter)   | Para 1.25 | <b>Constitution</b>   |
| How is the charity constituted?<br>(e.g unincorporated association, CIO)  | Para 1.25 | <b>CIO - Foundation</b>   |
| 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 | <b>Trustees are appointed or reappointed at Senior Executive meeting periodically</b> |

## Reference and Administrative details

|                             |  |
|-----------------------------|--|
| Charity name                | <b>NATIONAL SIKH POLICE ASSOCIATION UK</b>   |
| Other name the charity uses |  |
| Registered charity number   | <b>1188264</b>   |
| Charity's principal address | <b>West Midlands Police<br/>Lloyd House<br/>2 Colmore Circus Queensway<br/>BIRMINGHAM<br/>B4 6AT</b> |
|                             |  |

## 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 | <b>Harvinder Singh Rai</b>      | <b>Chair</b>                  |                                   |   |
| 2 | <b>Kameldeep Singh Samra</b>    | <b>Director of Operations</b> |                                   |   |
| 3 | <b>Jagwant Singh Badesha</b>    | <b>Vice President</b>         |                                   |   |
| 4 | <b>Jagvinderjit Singh Sohal</b> | <b>Treasurer</b>              |                                   |   |
| 5 | <b>Ravjeet Singh</b>            | <b>General Secretary</b>      |                                   |   |
| 6 |                                 |                               |                                   |   |
| 7 |                                 |                               |                                   |   |

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

| Director name |  |  |
|---------------|--|--|
|               |  |  |
|               |  |  |

Name of trustees holding title to property belonging to the charity

| Trustee name | Dates acted if not for whole year |  |
|--------------|-----------------------------------|--|
|              |                                   |  |
|              |                                   |  |

### 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 |

### Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

### Other optional information

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|--|

### Declarations

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

Signed on behalf of the charity's trustees

Signature(s)



J.S.Badesha

Full name(s)

Jagvinderjit Singh Sohal

Jagwant Singh Badesha

Position (eg  
Secretary, Chair, etc)

Treasurer

Vice President

Date

31.01.2022