

For the attention of: Pritam S. Jandhu (President) Baldip S. Chana (Secretary) Bavinder S. Bhachu (Treasurer) Ramgarhia Sikh Gurdwara Woodlands Avenue Slough, SL1 3BU

Copied to: Dr. Joginder S. Bhamra (Trustee 1/5) Avtar S. Bhoda (Trustee 2/5) Charity Commission for England & Wales – Charity No. 1057208 Life Members of the Gurdwara and other independent observers

We, the undersigned — representing a significant proportion of the Ramgarhia Sikh Community in Slough, write to bring the following matters to your attention for consideration and formal response.

We believe we are within our rights to raise these concerns publicly in the interest of the wellbeing, transparency, and integrity of Ramgarhia Sikh Gurdwara Slough.

Our concerns relate to longstanding patterns of conduct by **certain individuals** that, in our view, undermine the democratic spirit of the Constitution and breach the standards of charitable governance expected of a registered charity.

The key areas of concern are:

1. Flawed Selection of the Election Commission (Clauses 5.1 & 5.1.1)

The selection process lacked transparency and appeared predetermined. An envelope of prefilled nominations was presented by Amarjit Singh Bhachu without disclosure of contents or verification of submissions.

Furthermore, the Constitution requires the appointment of **two independent external persons with election experience** to ensure impartiality. To our knowledge, this requirement has **never been fulfilled**, and no records exist to demonstrate compliance.

- Opaque nomination process
- Lack of independent external oversight

2. Compromised Impartiality of the Election Commission (Clause 5.1.4)

Historically, family members of Amarjit Singh Bhachu including two of his brothers—have chaired elections. In 2024, the son of the incumbent President, Tarlochan S. Saund, was appointed as Chairman. Additionally, two cousins of Amarjit Singh Bhachu and the spouse of a committee member were appointed to the Commission.

Clause 5.1.4 clearly prohibits Holding Trustees and members of the current Managing Committee from serving on the Election Commission. The 2024 appointments violate the **spirit and intent** of this clause and create unavoidable conflicts of interest.

- Family involvement in election oversight
- Conflicts of interest contrary to Clause 5.1.4

3. Inclusion of Ineligible Candidates (Clause 5.3.2)

Despite public regulatory findings of serious financial misconduct, a member was permitted to stand for election and subsequently elected.

On 15 February 2024, the Solicitors Regulation Authority (SRA) published their finding related to unprofessional conduct. Sources reported the details on the following sites.

<https://www.legalfutures.co.uk/latest-news/solicitor-fined-10000-for-directing-clients-fees-to-own-bank-account>

<https://www.lawgazette.co.uk/news/solicitor-who-told-client-to-pay-him-directly-avoids-sdt/5118771.article>

We believe this conduct constitutes dishonesty equivalent to being “lawfully found guilty of cheating” under Clause 5.3.2, which disqualifies such individuals from serving on the Managing Committee.

We request the Committee’s official response on:

- Whether the 2024 Election Commission was aware of these findings
- Why the candidate was deemed eligible despite Clause 5.3.2

4. Manipulated and Non-Transparent Ballot Process (Clauses 5.2.2 & 5.3)

The total number of valid voters was never disclosed, despite repeated requests. This lack of transparency raises concerns about the integrity of the ballot process.

- Failure to disclose voter numbers

5. Refusal of Independent Observer Access (Clauses 3.1–3.4)

Independent observers were denied access to key parts of the process, including voter eligibility checks. Ballot counting occurred privately, and results were agreed behind closed doors. Objections were dismissed without consideration.

This renders the Commission’s decisions neither transparent nor impartial.

- Observer access denied
- Private ballot counting

We are lawful stakeholders with a constitutional right to transparent and accountable governance. We therefore request a **written response** to the concerns outlined above. This letter, along with the full list of signatories, will be submitted to the Charity Commission.

Yours faithfully, *The Undersigned Members*

Date _____