



Home Office

Sarah Jones MP
Minister of State for Policing and
Crime

2 Marsham Street
London SW1P 4DF
www.gov.uk/home-office

Rupert Matthews
Police and Crime Commissioner for Leicester, Leicestershire and Rutland
St John's,
Enderby
Leicester
LE19 2BX T

DECS Reference: MIN/1415173/25

9 December 2025

Dear Rupert,

Thank you for your letter of 29 October to the Home Secretary in relation to the appointment of a new Chief Inspector of His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMCIFRS). I am replying as the Minister of State for Policing and Crime.

I am very grateful for Sir Andy's hard work and commitment to the Inspectorate during his four-year tenure as HMCI.

The HMCI plays a critical role in the policing landscape by providing independent, professional assessments of police efficiency and effectiveness. Public confidence in policing hinges on the integrity, transparency, and independence of its oversight structures. The appointment of the next HMCI is a pivotal moment to demonstrate these values in practice.

The process to appoint a new HMCI will be run in accordance with the Governance Code on Public appointments as an open and merit-based competition with particular attention to inclusivity, fairness, transparency, and with a consideration for candidates from outside traditional policing and fire backgrounds to widen the talent pool. We will do this through an inclusive recruitment strategy, broadening outreach channels, and ensuring job adverts and recruitment materials are free from bias and encourage applications from all groups including those outside policing and fire services.

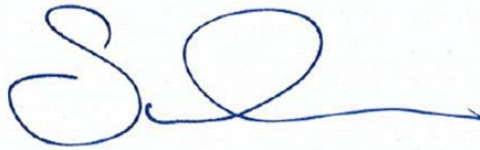
The role specification will be carefully written to reflect the key attributes for the role and ensure requirements do not exclude candidates from non-policing or fire backgrounds. In accordance with the Governance Code, the Advisory Assessment Panel ('Panel') will comprise suitably qualified members with the right balance of skills, experience and independence to properly assess the respective candidate's suitability. As a significant appointment, this will also include a Senior Independent Panel Member, who is familiar with senior recruitment, and the Principles of Public Appointments. The appointment process will be underpinned by the principles of the Governance Code on Public Appointments which include Ministerial responsibility, selflessness, integrity, merit, openness, diversity, assurance, fairness, and public service.

Following a robust shortlisting and interview process the Panel will present to Ministers a list of candidates deemed to be appointable to the role, which we may select from. Before the appointment can be finalised and confirmed, the Government's preferred candidate will be required to undergo pre-appointment scrutiny by the Home Affairs Select Committee.

This will be a vital opportunity to reinforce public trust by demonstrating a commitment to robust, transparent, and independent oversight and public appointments best practice.

Thank you again for your letter.

Very best wishes,

A handwritten signature in blue ink, consisting of a large, stylized 'S' followed by a loop and a long horizontal stroke.

Sarah Jones MP
Minister of State for Policing and Crime